

In view of the Treasury Board's recommendation that in his new position he should receive a salary of \$5000, (the salaries of other Deputy Ministers being raised to this amount at about the same time), it is of interest to see the background of this recommendation. It emerged from the study by the Royal Commission on Civil Service in 1907-8; and Pope himself was a valuable "witness" in contributing testimony on salary scales.

Q. Mr. Courtney (Chairman). Section 56 provides that in all cases the salary of the deputy head shall be limited to \$4000 per annum. I presume you consider that the deputy heads are not sufficiently paid?

A. I do not think they are. If a man is fit to be the head of a department of the public service, I think he is worth more money than that, if he is worth anything.

Q. Mr. Fyshe. We think so in the commercial world, but the trouble is that when you do things in a mechanical kind of way, under general rules, it is hard to frame such general rules as will not be abused.

A. Still, there are only twenty deputies, and it seems to me that they should be taken out of the rut and dealt with separately, particularly if you entrust them with larger powers.

Q. And in giving them larger powers you should hold them to greater responsibilities - you should hold them to the responsibility of a well administered department?

A. I think too - I am not extravagant in my ideas - that it is quite impossible for a man in the position of a deputy head to live quietly in Ottawa as a gentleman and to bring up and educate his family, on the present salary. Therefore the salary is inadequate.

In the Commission's Report, issued on February 28, 1908, the following observation was included: