

for asking it—he only wanted \$850, and was taking \$1,000 to supplement Mr. Donaldson's salary. Of course, he will now strike off that \$150, and will probably order Jones, Knight & Co. to form in close column and beat a masterly retreat.

Mr. CARON. I have told the hon. gentleman the \$1,000 was provided for the vacancy in my Department, and is intended to be given to the new occupant, provided the man who fills the position will have the qualifications to receive that amount.

Sir RICHARD CARTWRIGHT. Well, it is very objectionable to have an appointment of a third-class clerk made at the maximum. There is no use in having third-class clerks appointed in any Department at the maximum salary. It is a very bad precedent. It will do mischief, as the hon. gentleman knows right well, if you find in the Militia Department, where the salaries are very high, much in excess of the other Departments, that a man comes in as a third-class clerk at \$1,000, the maximum of the class. The precedent is a very dubious one, at any rate. It would be better to face the question at once, and put him in some grade where the precedent would not be so injurious to the rest of the Service.

Mr. CARON. The only difference is about the amount of \$150, and I think, as the hon. gentlemen have shown so much confidence in me, they may leave it to my discretion to decide whether it will be given or not. If it is not given, it will be struck off next year, and the hon. gentleman will be convinced that I am trying to work my Department in the most economical manner possible.

Mr. MILLS. I do not think that is a proper matter to submit to this House for its consideration. The whole of this Civil Service Act proceeds on the principle of gradation. The hon. gentleman or his colleague, submitted a measure two or three years ago for the purpose of Civil Service examination. The parties who have entered the Civil Service are put in various classes. They begin at a certain salary. Here a vacancy occurs in which the party who held the office was receiving \$1,000 a year. That was the maximum sum, which, perhaps after years of service, was obtained by this officer. Now, when that officer has risen from \$300 or \$400 up to \$1,000 by efficient public service, extending over a series of years, the hon. gentleman proposes that the new occupant to the office shall begin at the point which the late occupant only reached after several years of faithful public service. Suppose the hon. gentleman acts in this way with regard to every vacancy. He need only hold the office a few years until every clerk in every grade in that office receives the maximum salary allowed by the law. He enters at the maximum salary. There is no such thing as a gradation, or an increase of salary, except by the transference of a party from one office to another. Now, if that is the principle upon which the Government is going to proceed, then we ought to have an amendment of the Act, we ought to have that policy enunciated here, and the hon. gentleman should propose that, instead of parties beginning at the minimum salary fixed by the Civil Service Act or regulations, they shall begin at the maximum salary so fixed; he should do away with this progressive increase of salary provided for under the Act. The hon. gentleman makes to this House a proposition in direct violation of the Act, in violation of the spirit, the principle and the policy of the Act. His proposition is that, there being a vacancy in an office held after a number of years of service at \$1,000, an inexperienced party shall be appointed to fill it at the same salary, instead of beginning at the smaller amount. If he wishes the House to assent to that proposition, it should come before the House in some other way than by a violation of the principles and spirit of the Act under which he professes to act.

Mr. BLAKE.

Mr. CARON. The hon. gentleman will see that I have been carrying out, in the administration of my Department, exactly the views expressed by the hon. gentleman who has just spoken. Last year, Mr. Walkem was receiving a salary of \$1,700. Parliament agreed to that amount, and I filled the position left vacant by his death by appointing Col. Bacon at \$1,450.

Mr. MILLS. Then you do not want \$1,000 now.

Mr. CARON. I am asking only for \$1,450. This vacancy has taken place in one of the most important branches of the service, and I am asking Parliament to vote a salary which was voted last year. I do not at all say that I will give that salary to the occupant of the position which I want to fill, but if I can find a man to fill that position at a less salary than the amount voted last year, I shall do as I did in replacing Mr. Walkem, to whom I gave \$1,500 instead of \$1,700; and next year the hon. gentleman will see that I have not taken advantage of this vote. I consider that the position to be filled requires a man of special qualifications, and though I do not think it will be necessary to give \$2,000, I think it prudent to ask Parliament to vote this amount.

Sir RICHARD CARTWRIGHT. The hon. gentleman will see that the Civil Service Act is going to be made simply waste paper if every appointment to be filled in his Department, or in any other, is to be filled by a man coming in and getting the maximum, on the ground of special qualifications. Now that proviso in the Act allowing the Minister to appoint men with special qualifications was intended, as we all know, to meet exceptional cases. There was no intention that half-a-dozen men should be pitchforked into any Department, under the plea of special qualifications. It was supposed to be an almost invariable rule that men would commence at the minimum of their grade, as Col. Bacon, I suppose, is going to do. It was never intended that these special qualifications should be used for appointing third-class clerks, or people of that kind, but it was intended only to give Ministers the benefit, in the higher branches of their Departments, of special qualifications which could not be easily obtained in the Department. That is the ground—it is not distrust of the Minister of the Militia at all. Though the amount is only a few hundred dollars, an important principle is involved, and the principle is that the Civil Service Act is to be maintained, and that it shall not be allowed, simply by a stroke of the pen, or upon the recommendation of the Minister, that so and so shall get \$1,000 on entering the service, when the minimum salary, perhaps, is only \$400. I believe that the Ministers would consult their own convenience by adhering to the Civil Service regulations. They may be sure that such a case as this will be made the foundation for other applications.

Sir JOHN A. MACDONALD. The hon. gentleman is quite right. It is very important that the Civil Service Act should be carried out in its entirety and in good faith. It is quite true, as the hon. gentleman has said, that special qualifications might induce the head of a Department to recommend an increase of salary beyond the minimum of a class in which the party enters the service, but except in special cases, the minimum salary should be paid, of course. As to this particular case, perhaps the Committee would allow the order to pass, and my hon. friend, between now and Concurrence, will consider the arguments of the hon. gentleman opposite.

Mr. MACKENZIE. I understand the last two items are to come off.

Mr. CARON. It would be impossible for me to carry out the change which has been made in my Department unless we had proper officers. Of course, the hon. gentleman will