

already in the service to work themselves to the other gradations. Then in the course of time we would have the writers' class, which did simply clerical work and which was a class getting salaries from \$300 up to \$600, a large class in the service of any government, and which would have been a large class in the service of this government, taking in many grades of ability, out of which it would not have been difficult for the government to pick the brighter and better minds and transfer them, if such became necessary, to vacancies that occurred in the second-class clerkships. But there was also another source of supply. It is a grievance to a great many in the service that those included in the third class who have got up to their maximum of \$1,000, have very little chance of preferment, because the vacancies that occur in the upper grades are few in comparison to the number that occur in the third class. Consequently they have little chance for preferment. Now, when you made the writers' class and had no appointments to the third class from the time of that legislation onward, what happened was this, that all that number of third-class clerks were eligible, in so far as their ability and experience made them able to do the work, for promotion to vacancies that occurred in the second-class grade. There is an abundant supply in the third class of good, honest and capable workers who are now up near the maximum, or at the maximum, and some of them have been at the maximum for years; there is abundant material there to supply any vacancies that take place in the second class, in what we may call the ordinary third class clerkships. It always will happen that every once in a while, in the upper grades, you will want a special clerk, and you may not be able to find one with just the qualifications required in any of the grades below. It is always then open for the minister who has charge of that department to come down to parliament and explain the necessities of the case, and by an enactment in the estimates and Supply Bill to appoint the necessarily qualified clerk to that position. But that is a very different thing from making a class, and consequently getting in the course of time a class filled up with high grade clerks, a large number of whom are doing just exactly what we have previously been doing by taking on bright young men or young women who have a fair knowledge of things and are abundantly able to do the work. Now, the hon. gentleman is going to do away with that legislation, which I am perfectly certain was a salutary piece of legislation. Gradually we would come to have a good class of writers, and that lightened the financial burden, because at that time we had a superannuation system and the privileges of superannuation did not accrue to that class. Consequently, we

were gradually getting rid of a whole class that entailed the burden of superannuation. Under the present legislation the superannuation business is done away with in one grade, and it is kept up with reference to insurance superannuation, which is also to a certain extent a burden upon the country, inasmuch as the country gives a larger rate of interest to the deposit which comes from contributions of all these clerks to the superannuation fund. It was found from the experience of Great Britain, where it has been tried for many years, that this class of writers do the work effectually and well and at a minimum of cost. Now, the hon. gentleman is going to do away with that. It will not be admitted, I think, by the common sense of the House, that it is not possible by one or two methods always to get the right person for a vacancy that may occur in the second class—that is all you have to provide for; a vacancy that takes place in the first class can be made up by promotion from the second class. I should be sorry to think that any vacancy could occur in the second class where you could not get out of the third class some person who would be quite able to take that vacancy and fulfil the duties. Therefore, all you have to provide for would be an occasional clerk in the second class whom you could not find in the whole range of the third-class clerks, or in the range of writers of more or less experience in the service. Is it reasonable to think that many cases would arise in which, if a second-class vacancy occurs, you could not find in the whole range of the third-class clerks or in the still wider range of the writers—who have had now some six years' experience, and who are gaining experience from year to year—that you could not find any one of all those clerks to fill a vacancy in a second-class grade? Granted that it would occur now and then; but instead of establishing the high class grades of junior second-class or third-class clerks, the easiest way to meet special cases would be the appointment of a special man that you could not get from the other two classes. Select him from the outside, and bring down an estimate for that person, explaining the reasons, and if the reasons are satisfactory, the person could be appointed, as is done every session. You have done it this year. Where is Mr. Marchand? You have taken a man who never was in the service, who had no experience of the service, whose life was foreign to it in every respect, who knew nothing about the routine of work in the Department of the Interior, and it is largely a routine department, you have transplanted him out of an atmosphere foreign to it, put him in at a salary of \$1,100 a year, and left five or six clerks in the second class who are engaged in the revenue work, in the accounting, and who are as capable as men could be, sitting there without pro-

Mr. FOSTER.