

Act established the general classification plan -- increases not only in money terms but in real terms as well. Moreover, a number of what are now called "fringe benefits" have been added -- the chief one of course being superannuation benefits and their progressive extension to more and more of the Service until now they cover the vast majority.

The Government has considered a recommendation from the Civil Service Commission proposing an extension of the 5-day work week to all remaining classes of employees of the public service except light-keepers and fire-fighting staffs, and has decided to extend this provision to the remainder of the Civil Service, with the above exception. As to the fire-fighting staffs, there are difficulties and further consideration will be given to their ultimate inclusion. On the other hand, fringe benefits have in recent years become increasingly common in private employment and this has to be taken into account in assessing the total "package" of pay and benefits which the Civil Service classes get in comparison with those who work outside. I am confident that the Pay Research Bureau, with the aid of others concerned, will now be able to make fair and accurate comparison taking all these several benefits into account.

In this progressive evolution of the terms of employment in the Civil Service I have been glad to find that representatives of the Civil Servants have taken an increasing part. Some of this has been by way of briefs and reports presented from time to time to Ministers -- or by discussion with the Civil Service Commissioners or their officers. I have already had some experience myself of this -- and I expect to be seeing a group from this organization tomorrow.

There has been a more systematic organization of discussions between your representatives and those of the Government through the National Joint Council. The Staff Side of the Official Side of the Council have been able during its fourteen years of existence to reach agreement upon a good many proposals that they have jointly recommended to the Government. These have usually been approved and put into effect as, of course, should be the case if the Council works properly. While this process has not extended to determining salaries, apart from the earliest days of the Council, it has covered almost all the other terms of employment. I believe from what I have learned of it that the work of this Joint Council has represented a major advance in the role of Civil Service organizations -- and has enabled them to influence significantly the development of the terms of employment of their members.

I believe that Civil Servants, through representatives of their organizations, should have a greater voice in the process of determining Civil Service salaries. There should be a more systematic method of bringing your views and your information to bear in the application of those principles of salary policy on which there is already a wide measure of agreement.

I think this improvement can be achieved within the general framework of institutions and laws which we have already. What is needed is more opportunity and better arrangements for your representatives to sit down at a table, with officials representing the Government, and with officers of the Civil Service Commission, having the essential facts and figures before them, to discuss in detail the comparisons between Civil Service salaries in various classifications and the pay for similar work in private employment. From this I would hope a common understanding could emerge; and will provide for a better understanding.