

sends in his application to the department, giving references and stating his qualifications, and the commission adopt whatever means seem best to them to test the accuracy of the statements made in the application; in fact, they do anything they wish to do to make the best appointment from among the applicants. The very fact that the Civil Service Commission have been making appointments for the last year and without any great amount of dissatisfaction, is, I think, proof of the fact that the work can be done in this way.

The member for Guysborough (Mr. J. H. Sinclair) thinks that this classification is a very simple work and not worthy of the cost entailed. I think my hon. friend's view is largely due to the fact that he has not given any very close attention to the matter. I do not doubt that his other duties prevented him from going into the matter in detail; indeed, if he did have the time to do it, I would advise him not to engage in that occupation. It is a very easy matter to say that this work of classification is of no value and is a waste of public money. I pretend to know a little about it—perhaps not very much—and I do say that it is a splendid piece of work; any one who knows anything about it will say so. The members of the Committee heard the experts employed by the commission, who did the major part of this work; and the Committee were unanimously of the opinion at the close of the proceedings that these experts were exceedingly competent men and that they had done a splendid piece of work. I believe that one member of the Committee moved a resolution of thanks to the employees of the Civil Service Commission for the great care and intelligence with which they carried out this work.

Now, the duties of an able seaman are defined here; they were never defined before—or if they had any definition it would probably be found in the committee room of some political party. Even if the definition is defective as set forth in this book, it is better than it was before. The compensations stated here are a valuable feature of the classification, because the incumbent of an office knows the range of his salary; he knows how he can attain the maximum; he knows that it will be of no use to write to members of Parliament or approach ministers and ask for special treatment in the annual Estimates submitted to Parliament. There will be that great advantage; it will do away with anomalies and discriminations in favour of certain persons

[Mr. A. K. Maclean.]

in the service who were treated differently from others because by one means or another they could get their names in the Estimates and thus secure an increase, whereas great numbers of others could not. The able seaman, to whom my hon. friend refers, will get the same rate of wage whether the Government steamship that he is in is on the Atlantic or on the Pacific. The rate will be uniform, and before he goes into the service he knows what it will be. I quite apprehend that it would be difficult to fix the rate of wage in respect of those ships recently built by the Government which will be engaged in foreign service, because there you would frequently have to discharge your seamen at various ports and subsequently have to ship new men. In that case, of course, the commission should not make the appointments; I do not think the Act should apply to cases of that kind. I may add that men in the seaman service have been employed by the Public Works Department, the Railway Department, the Marine Department and the Naval Department, and there are instances where men who were performing exactly the same duties receive four different ranges of salary. This classification rids us of such anomalies and discriminations.

Mr. HOCKEN: I do not think that the answer given to the member for Guysborough (Mr. J. H. Sinclair) is definite or satisfactory. The amount of money that this classification has cost has not been stated. By what authority have the Civil Service Commission spent this money. Was there a vote for it? Was there an Order in Council, or how did they proceed?

Mr. A. K. MACLEAN: The expenditure was incurred by the Civil Service Commission. I do not know that the commission ever conferred with the Government. They may have done so, but personally I am not sure. The Civil Service Act of 1918 directed that this work be done. The commission had the authority of Parliament to embark upon this work of classification and, therefore, for the expenditure the work entailed.

Mr. HOCKEN: Is that the way in which we always spend public money? If a definite piece of work is ordered to be done by this Parliament, is it not always the practice to set out an appropriation for that? Is this commission to be at liberty under clause 10 to employ these so-called experts at any time it likes? The clause reads:

The commission shall, after consultation with the several deputy heads, determine the places