

by day. This time is cumulative during the fiscal year.

6. Recreational Associations. On payment (deducted from salary cheque) of 25 cents a month, civil servants are entitled to participate in a wide variety of activities and are given entry to many cultural and athletic events at reduced rates. Participation is entirely voluntary.

7. Housing. As mentioned previously, there is available to out-of-town young girls in the civil service a residence, Laurentian Terrace, with accommodation for 360 which provides room and board at reasonable rates.

8. Civil service associations. There are several main employee organizations open to civil servants: The Civil Service Federation, an affiliation of civil service organizations throughout Canada; Amalgamated Civil Servants of Canada, also Dominion-wide; Civil Service Association of Ottawa, an organization for Ottawa employees; Professional Institute, open to certain groups of specially trained persons. There are in addition several associations of specific groups of government employees such as postal employees, customs and excise officials, etc.

To bring about closer co-operation between the government as employer and the vast body of civil servants as employees, a National Joint Council was set up in March, 1944. This council acts wholly in an advisory capacity and is a means of giving civil servants a greater share in and responsibility for the determination and observance of conditions under which they work. Recommendations are made to the Treasury Board and or the Civil Service Commission regarding such things as recruitment, training, hours of work, promotions, discipline, tenure, remuneration and superannuation.

Personnel of the council is comprised of eight representatives nominated by the various associations of civil servants and eight officials appointed by the governor-in-council, including one representative of the Civil Service Commission.

TABLE I