

APPENDIX No. 6

could be overcome. I was saying that if before promotions were made, they were considered by all the superintendents, who, to my mind, are all equal, they are all part of the whole organization, there are twelve of them, if these promotions were discussed before the superintendents and not left in the hands of one man who never goes into the branches, who never enters the branches at all, then the civil servants or the postal servants would have some chance of having their claims settled. Now the way these promotions are made known is after they have been made, they are made to start with and the servants themselves are absolutely in the dark, they do not know it. Supposing there is a promotion to 1-B, \$2,100 to \$2,800; no one has the slightest idea when that promotion is going to be dealt with, and no clerk, however efficient he is, has an opportunity to put in his claim.

Q. Would there be any necessity if the individual clerk were deserving of promotion for him to put in a claim?—A. No, sir, but this is the position: you take in our department where we have a staff of 800 employees and there are a number of these employees doing very valuable work, but they are never seen, they are locked up, their work does not necessarily bring them before the administrative officers of the department.

Q. But the head of the branch would know their ability?—A. Yes, the head of the branch would know their ability.

By Mr. Mowat:

Q. Under rule 30 of the Civil Service Commission the promotions are to be made on the recommendations of the deputy head, and in order to enable the deputy head and the Commission to judge of the relative merits of clerks recommended for promotion there shall be kept in each department a record of the conduct and efficiency of all officers, clerks and employees below Grade B, First Division. These records shall be kept on file and copies shall be sent to the Commission every six months. Is not that regulation sufficient?—A. No, that is not sufficient in dealing with promotion. You may have 50 people in an office who are all efficient, and that list would not assist you for one moment in dealing with promotion.

By Mr. Long:

Q. What would?—A. You have got to get the evidence first-hand from the Superintendent, but my point is this—

By Mr. Mowat:

Q. I would think it would be the Superintendent in that branch—that it would be the Superintendent's record of the conduct and efficiency of these people.—A. But supposing you have one promotion to give and you have 50 people who are proficient. That would not help you.

Q. You are advocating collaboration between the superintendents?—A. Co-operation in the service, and there is absolutely no co-operation in the Post Office Department.

By the Chairman:

Q. When a promotion is required the needs of the service should be consulted?—A. Yes.

By Mr. Mowat:

Q. Do you mean to say in the absence of collaboration, favouritism prevails?—A. I do not say it is intentional favouritism. It is possible for favouritism to exist, and I will tell you why. There are certain branches where the work naturally comes before the administrative heads more than other branches. Take for instance the staff branch. The Superintendent of the Staff Branch has to continually consult with the administrative heads and the same with the railway mail service. But now we will get back to the Money Order Branch, the Savings Bank Branch and the

[Mr. Robert Fowler.]