

Mr. WAHN: Would these people in these salary ranges be university graduates, or at what level, what type of training would they have?

Mr. CODE: They would be largely university graduates.

Mr. WAHN: How far down the salary scale?

Mr. CODE: Well, in our department as a whole, employees in this professional range are almost entirely university graduates.

Mr. WAHN: For example, from \$6,000 to \$8,000, we have a course of 18 this year; they would be university graduates?

Mr. CODE: In that range, a lot of our senior supervisors are located, and they are not university graduates. They would be supervisors in draughting and compilation work, but our university graduates start at \$5,500, so the particular group you have cited contains some university graduates, and some none.

Mr. SALTSMAN: A supplementary question, Mr. Chairman, while we have the personnel man in here; could you tell me what disciplines these university people represent?

Mr. CODE: Mr. Convey could answer that one.

Mr. CONVEY: In the mines branch of the total staff, we have approximately 270 who are university trained. Now in the disciplines we count practically the whole spectrum. We have mining engineers, metallurgical engineers, mechanical engineers, civil engineers; we have physicists, chemists. In other words, in research establishments such as ours, which is essentially what one would call a material science establishment, one requires all the disciplines really collectively working together as a team.

Mr. SALTSMAN: You have many people that might normally be considered in the social sciences—sociologists, for instance?

Mr. CONVEY: No, we do not have a sociologist on the staff; but where we need the sociologist at times, we turn around and ask Mr. Code in the personnel to provide us with the help.

Mr. SALTSMAN: Do you take any sociological considerations in tow when you are making certain decisions? In other words, how would it affect the people in the area?

Mr. CONVEY: Oh, absolutely. In the selection of staff we do like to have a good look at the individual, and after he has been with us for some time, probably about a year, we again consider him.

Mr. SALTSMAN: I am sorry to interrupt you; I did not mean this in terms of the selection of staff, I meant in terms of the effect that your decisions regarding mines might have on the communities in those areas.

Mr. CONVEY: Then we are getting into another branch of the department, which I think is the geography branch. Our interest in the mining community is solely with the technical effort in the actual mine itself, and the mill.