

9-10 GEORGE V, A. 1919

Q. They have found it necessary in the big stores?—A. It does a great deal of good in the big departmental stores.

Q. Have you anything further to say?—A. I cannot think of anything. I will send you down a chart of our organization.

Q. Have you any special form for the medical service?—A. No. I think the Civil Service Commission have a form, if I am not mistaken.

Q. You have not any other forms in your branch?—A. Yes, I could give you our forms in regard to pay, our time clock forms, and I could send them with an explanation; also daily report, the weekly report and the monthly report, with the manner in which we deduct pay for absence without leave.

The CHAIRMAN: You might send these.

Witness discharged.

Mr. SIDNEY SMITH, sworn:

*By the Chairman:*

Q. What is your position?—A. Controller of Postal Stores.

Q. How long have you held that position?—A. For 38 years.

Q. How long have you been in the service?—A. I am in my fiftieth year of service. In six months I shall have rounded out half a century. I have been under all administrations since Confederation. I came in under the first administration after Confederation.

Q. From your knowledge of the Department, what conditions exist that interfere with the efficiency of the Department, I mean general conditions. Can you enumerate any?—A. Well, I can hardly speak for other branches.

Q. Take your own branch?—A. I do not know that there are disabilities particularly regarding my own branch just at the present moment.

Q. You claim that your branch is about as efficient as it should be?—A. No, I would not like to say that exactly.

Q. Why is it not?—A. I think some of the very old men who have been with me almost from the first—if young men with their experience could be taken on, perhaps fewer could be done with, and better results obtained. But you see it is a question of experience. The older men are men who are quite competent to do the work. For the most part they are men of good health. I do not want to say that because they are old men, therefore they are no good. Perhaps being an old man myself, I look at it from a different point of view than others. But I have watched them pretty closely lately since I observed there was a sort of crusade against the old men in the service, you know a feeling of that kind, and I noticed that these men came early, were in constant attendance, constantly do their work, get through their work well, make fewer mistakes, and all round are more satisfactory than many of the younger fellows.

*By Mr. Charters:*

Q. How many old men are in your branch, men 65 or over?—A. I cannot tell you offhand; I could get you that information.

*By the Chairman:*

Q. There is a considerable percentage of old employees?—A. Yes, and long service men, men of long experience, and men who cannot very well be dispensed with.

Q. What is being done in the way of training men to take the positions of these men?—A. As the younger men come in, they are intermingled with the older men,

[Mr. Sidney Smith.]