

The WITNESS: May I first quote the provisions of Section 22 of the report of the special committee of 1932, which reads as follows:

"Inasmuch as it is apparent from the evidence adduced before your committee that there are grave anomalies in respect of long term temporary and prevailing rate employees, your committee recommends that the claims of these employees be further investigated by the Civil Service Commission with a view to reporting and submitting the question to the proposed select special committee of the House of Commons on civil service matters."

As the members of the committee are aware, there have been for a number of years in the service some employees who have been called permanent temporary or long term temporaries. In the majority of cases I imagine the term of service of these employees has been at least fifteen years, and probably in some cases twenty-five to thirty years. While they have been continued in employment they have not received all the privileges accorded to permanent civil servants, and accordingly representations have been made from time to time that action should be taken to consider this question and, if advisable, to grant permanent status to those temporaries who have been there for a long period. The commission has compiled statistics and obtained data for the use of the committee in connection with it, and if it is the wish of the committee I can proceed with the general statement of the matter or, if the committee prefers, I could answer any questions that might be put respecting it.

The CHAIRMAN: I would think, Mr. Bland, if you would outline to us the problem as you see it and give us your views as to what solution there might be for the problem, then if the members of the committee raise any question that they may have in their mind, that that might be as logical a procedure as possible.

The WITNESS: The origin of the difficulty lay in the fact that under the Civil Service Act of 1919 provision was made whereby temporary employees who were continued in positions, that is, positions that would be continuous or permanent in nature, might be given permanent status either by examination or under regulations to be prepared by the Civil Service Commission and to be approved by the Governor General in Council. These regulations were prepared and a number of long term temporary employees were given permanent status under the regulations. The regulations were in force from 1920 to 1927 when they were cancelled by Council. A number of employees, however, who were entitled, or who were eligible under the regulations to be given permanent status were either not recommended by their departments for various reasons for permanency, or through sheer mischance perhaps were not acted upon by Council before the order itself was cancelled. These are the employees who are now asking for consideration, and I think it was generally felt at the last meeting of this committee that there were a number of employees in this category who might logically claim the advantages that would accrue to them if they were given permanent status. It is true that some of these employees, though not permanent at the present time, have been allowed to contribute to the superannuation fund, and hence are entitled to its benefits; but there are other benefits that they desire to have, such as the right to promotion, the right to statutory increases, leave privileges, and so on, and these employees feel there is a logical claim behind their desire to have these privileges.

*By Mr. Chevrier:*

Q. The commission has no objection to the recommendation in that way?—

A. No, I think not, Mr. Chevrier.

Q. And don't you think it would be advisable that the commission should recommend that these long term temporaries should be made permanent?—A. Yes.