

but conditions have changed since then. We therefore propose to increase the minimum in the second class to \$1,000 and in the third class to \$600.

The salary of deputy heads has been left at \$5,000. I may say that I had under consideration the question of increasing the salaries of deputy heads, but I find that there is such a variety in their employment, such varying responsibilities in the different positions they occupy, that, in my judgment, it would be better that individual cases requiring special consideration should be dealt with by Parliament rather than that a salary rate should be fixed at the same for all occupying the position of deputy heads. There is a provision in the new legislation that any deputy head whose duties are of a professional or technical character and involve great responsibility may be paid such larger salary as Parliament may provide. It is my observation that there are deputy heads in the service who are paid too small salaries.

Mr. McKENZIE: Does the minister mean that these cases would have to be provided for by a vote being placed in the Estimates?

Mr. WHITE: It would have to be initiated in that way, as in the past. My point is that in my judgment it would not be proper to establish a salary rate of \$5,000 for all the members of the Civil Service at present occupying the position of deputy heads, because their responsibilities vary greatly. I know some deputy heads who, in my view, are paid too little, having regard to their abilities and the responsibility of their positions.

On the other hand, there are those occupying the position of deputy heads to whom the \$5,000 is, in my opinion, a fair remuneration. The same remarks would apply to the assistant deputies. The duties and responsibilities of their position vary greatly. I express only my own opinion; I have an assistant deputy head in my department, and I have no hesitation in saying that he is not paid the amount he should be paid. The matter of salaries of deputy heads, in my opinion, may better be dealt with by legislation in the usual way and the Government will take that matter under consideration in the next session of Parliament. The new law also provides—I am sure this provision will meet with the approval of the House—for a separate class to consist of technical officers and such other classes

of persons and officers possessing professional skill and having technical experience as may be specified by the Governor in Council. The Dominion at the present time is under a great disadvantage in the engagement of experts possessed of technical knowledge as compared with commercial, industrial, and railway corporations who are not fettered as to the salaries which they may pay such officials. The maximum salary that can be paid in the first division at the present time is \$4,000. I need not say to this House that under modern conditions it is not possible to obtain, say, a first-class engineer or a barrister or solicitor of repute and of experience at the bar for a salary of \$4,000. This new provision was, I think, recommended by Sir George Murray.

Mr. LEMIEUX: At what page in his report?

Mr. WHITE: My recollection is that this provision was recommended by Sir George Murray, but whether recommended by him or not I think it is wise legislation if the Dominion is to carry on efficiently its business throughout the country. Provision is also made in the new legislation for control of the employment of temporary clerks and for regulating holidays and sick leave.

Mr. LEMIEUX: I suppose this new legislation extends the time during which a temporary clerk may be continuously employed. I understand that the present regulations limit his employment to a period of six months.

Mr. WHITE: We are not extending the period, but if it is desirable that that question should be considered I shall be glad to consider it.

Mr. LEMIEUX: I understood my hon. friend to say there was a change in that respect?

Mr. WHITE: No.

Mr. LEMIEUX: They remain under the Commission?

Mr. WHITE: We have not modified the powers of the commission. The commission will still examine applicants under the competitive system, and will continue to issue certificates in connection with promotions. The new legislation provides for the control, under the Treasury Board, of the number of temporary clerks that may be employed, the idea being to exercise a greater measure of control than is possible under existing legislation.