

time of his appointment as second-class clerk than a temporary clerk, he will be in the way of promotion. Another proposal is that the maximum salary of packers and sorters in the Post Office Department shall be \$600 instead of \$500 as at present. I intend to propose to amend that by including also the messengers of the departments in Ottawa. Their maximum salary at present is \$500. There are cases of men who have been in the service a long time, men of special intelligence, and we think that for these men a maximum salary of \$500 is hardly reasonable. One difficulty we have in that relation is the dissimilarity of remuneration between the messengers in the departments and the messengers in the House of Commons and the Senate. We pay larger salaries to some messengers in the House of Commons and the Senate, though the service is only for a portion of the year, than we pay the messengers in the regular service who work during the whole year. We do not propose by this Bill to equalize them, but we think that \$500 is too small a maximum for the messengers in the regular service. Therefore, if the Committee of the Whole will agree, I will propose to amend the Bill which, in this respect applies only to packers and sorters in the Post Office Department, so as to apply to messengers in the inside service. Then there is a provision, in line with one in the Civil Service Act now, that if a man, in addition to the usual qualification, has passed in two out of three optional subjects—book-keeping, typewriting and stenography—he may be given an extra \$100 a year. We propose to extend that so that for special cause in the case of a graduate of the Royal Military College or of one of our universities, a man to whom you would wish to give more than the ordinary salary, you may start him at \$800. Then we propose to re-enact the clause of the Civil Service Act which was in force several years ago, but which expired in 1896, whereby persons who were already in the service when the Civil Service Act took effect may be promoted without having passed the regular examination. We propose to renew that for a period of two years. It will apply to those who were in the service in 1882, and have been continuously employed since. It simply provides that such persons shall be treated as qualified for promotion though they may not have passed the examination.

Mr. WALLACE. Does the Bill provide that a person may come immediately into the service, into the second class, if eligible, where the minimum is \$1,100 a year?

The MINISTER OF FINANCE. Yes, he could, if necessary, be placed in the second class directly, as at present. There is no change in that respect.

Mr. W. H. MONTAGUE (Haldimand). In so far as temporary writers are concerned, it does away with the necessity for the experience which was found advantageous in those who were coming into the service before they were taken permanently on. I think the government will find the same difficulty as was found before, that men put directly into the service will be found very often not qualified for it, or for any special duties. They will be found lacking in that experience which they get in temporary employment.

Sir CHARLES TUPPER. There is nothing in this that prevents them being temporarily employed previously.

Mr. MONTAGUE. They may not necessarily be temporarily employed; they may be taken from the outside at once.

The MINISTER OF FINANCE. Quite so.

Mr. MONTAGUE. And those who have been temporarily employed and who have had experience, may be passed over?

The MINISTER OF FINANCE. That is the case at present. You can make a man a second-class clerk without any previous temporary employment.

Mr. G. E. FOSTER (York, N.B.). The proposal of the Minister of Finance is to do away with the legislation which, as he says, was introduced when I was Minister of Finance, after a good deal of careful consideration, and with a sincere desire to take away from the country a burden which it was thought was unnecessarily large, owing to the fact that you had a large proportion of clerks, who, in a grade, could go from \$400 to \$1,000, and in practice a large proportion of them got to the \$1,000 mark. Of these third-class clerks, nine-tenths of them did nothing more nor nothing better in service to the country than could be done by writers who could be employed for a salary of from \$300 to \$600. I do not think there was the least doubt about that being the state of things. The result was that we had a large number of clerks drawing \$1,000 when they got to the maximum, and of somewhere between \$800 and \$1,000 after they had been in the service a little while, and they were practically doing merely clerical work that any bright young man or bright young woman with a good knowledge of the English language and some knowledge of routine business work, which is easily acquired, could perform with equal satisfaction and equal efficiency. And so the government then determined to do away for the future with the grade of third-class clerks, allowing, of course, those who were