

equal to the salaries of most of the secretaries in the service.

I would not trade him for any of them. Mr. Williams entered the service in 1912, but he is on a very low salary now, and he has proved an exceptionally fine man. In my private business I acted on the principle of not being afraid to pay a good man what he was worth, and I believe in the same system in the department, because it is the only way to secure efficiency and good work. Most of these employees were in the department when I took charge, so that it is not a matter of politics in any shape or form that I am asking for these increases.

Mr. SINCLAIR: Was Mr. Williams appointed under the Civil Service Act?

Mr. COCHRANE: Yes.

Mr. CARVELL: So far as Mr. Sherwood is concerned, I fully concur in what the minister states. I am inclined to agree with the minister that, if he has in his employment a good man, he should pay him as he would do in the ordinary business affairs of life. As I said before, the salaries at Ottawa are so much greater than they are in the rest of Canada that people are compelled to scrutinize them with perhaps a little more care than they would otherwise do.

Mr. COCHRANE: The salaries are not properly equalized.

Mr. CARVELL: If the minister would, as he says, equalize them, and would give proper salaries to the men who are doing the real work, that would be much better. We all know that in every department the real work is done by a very small number of expert officials.

Mr. COCHRANE: That is true.

Mr. CARVELL: Such men should receive salaries commensurate with their work and the importance of it. I recognize, of course, that with such an institution as the Civil Service, you have to take men at an average and put them in a class.

Mr. MACDONALD: Are these items providing for the promotion of different officials in accordance with the Civil Service Act or contrary to it? When you promote a man from one division to a higher division, should he not first pass an examination under the Civil Service Act?

Mr. COCHRANE: Mr. Williams, who was appointed in 1912, is now over age. He is capable of passing the examination; in fact, he coaches others for it. He is an exceptionally fine man, a man with a family, and, I think, very deserving.

Mr. CARVELL: Probably I have met the official, but I do not know him by sight. What is his occupation?

Mr. COCHRANE: He is Mr. Bell's secretary, and works in the comptroller's office.

Mr. CARVELL: I know now who he is.

Mr. SINCLAIR: How are these appointments made when the parties are over age?

Mr. COCHRANE: Mr. Williams was not over age when he was first appointed, but he is over age now. He was appointed under the Civil Service Act after passing the examination, but he is too old now to take the examination for promotion.

Mr. CARVELL: I feel that the Civil Service Act should be adhered to, especially in regard to appointments, but I agree with the view held by the minister,

5 p.m. that when you have a man who is rendering valuable services, I would not hesitate very much over the Civil Service Act in order to pay him the salary to which he is entitled. Of course, once you open the door to those promotions, it is pretty hard to know when to stop.

Mr. SINCLAIR: A good many appointments have been made under section 21 of the Civil Service Act. During the present session a return was brought down showing that no less than 74 appointments had been made by this Administration under section 21. I do not think, however, the Railway Department had any of them.

Mr. COCHRANE: Promotions cannot be made under that section.

Mr. SINCLAIR: A large number of appointments were made under that section which permits the appointment of men as experts. It appeared from the return that many of those who were called experts were, as a matter of fact, not experts at all.

Railways and canals—chargeable to capital—Canadian Government railways—to provide for building of two wooden ships, \$600,000.

Mr. MACDONALD: Where are those ships to be built?

Mr. COCHRANE: A contract was let in Vancouver, and the parties were to put up a bond of \$50,000, but they could not do it. In fact, they would not go on with the work at any price on account of the increase in the cost of materials, wages, etc. The hon. member for St. John (Mr. Pugsley) asked me to lay the contracts on the Table, and I did so on Monday.