

as the Civil Service Commission; and I should say that they are the ones who should make the decision and modernize their methods with respect to appointments.

*By Mr. MacNicol:*

Q. You speak only in relation to the Indian service?—A. Yes.

*By Mr. Lickers:*

Q. So rather than appoint your own field man or anyone else out there, you would have the appointment made from Ottawa, regardless of what choice you may have personally, knowing the situation there?—A. Well, I do not know that I would go that far, Mr. Lickers. I think that some consideration should be given to the matter of the recommendation of the local board. The local board, as you know, examines the candidates and they write the candidates—

*By Mr. Matthews:*

Q. You mean the local civil service board?—A. Well, the local board, as a rule, is made up of a representative of the Civil Service Commission—who is frequently the chairman of the local division of the commission in the province—a representative of the returned soldiers, and a representative of the department concerned. The Civil Service Commission instructs its officer in the province as to the candidates that are to appear and when they are to appear, and on the date chosen the candidates appear before the local board. I am not suggesting that some senior division of the Civil Service Commission has not good and sufficient reasons from time to time to disagree with the findings of the local board. In my own experience they have disagreed on two or three occasions. Nevertheless, I am satisfied that the local board is in a position to be the best judge; inasmuch as the candidates appear before the local board which is in a position to assess the candidates' qualifications from the point of view of experience, personality and so on. I have found on occasion that a candidate can make the best written application in the world, but when he comes before you he does not measure up to the actual requirements of the position. So that I should say that the decision of the local board should weigh very heavily in the final decision made; which decision, of course, is the responsibility of the Civil Service Commission.

Q. How many Indians, in British Columbia, have you in the Indian service there?—A. Well, we have not any Indians in British Columbia in the Indian service.

Q. Are there any there capable of being in it?—A. That is, in the permanent service?

Q. Yes.—A. We, of course, employ Indians on government works—that is, departmental works. On every occasion where they are qualified, we place them in charge of the project.

Q. Take schools, for instance, out there. I just want to get this in now. Are there any Indian schoolteachers?

MR. MACNICOL: Mr. Chairman, we had better leave schools until we come to that heading. Let us stick to administration questions first.

MR. BROWN: Mr. Chairman, while we are on the subject of civil servants, do you think it advisable at some later date to have the Chairman of the Civil Service Commission appear before us?

MR. MACNICOL: Yes. I think that is a good idea.

MR. BROWN: I have discussed this matter with him briefly, I may tell you. He is anxious to give what information he has about Indian affairs to the committee.