

civil servants generally, he has been promoted.

Mr. BERGERON. Is that the general practice, or is this a special case ?

Sir WILFRID LAURIER. It is a general practice that a man who has reached the maximum of his class, and has been long in the service is promoted.

Mr. FOSTER. I have nothing to say against Mr. Bray, at all; he may be an excellent officer, I do not know him personally. If the right hon. gentleman says he is an excellent officer, I do not cavil at that. But I am saying that the principle upon which the right hon. gentleman is basing an addition to the chief clerkships is a very dangerous principle and, to my mind, is one which we have certainly not acted upon heretofore in the civil service. There is a theoretical civil service which requires a certain number of classes of clerks, and when it is determined how many of each class is required for efficiently carrying on that service, then the staff is completed with the required number. If the argument is to be taken that whenever a man comes up to the top of a lower class and is a deserving clerk, therefore you are to raise him to a higher class in order to give him promotion, I do not think that is ground on which you can possibly stand. Because if we go through the civil service here I am quite sure you will find there are scores, may be hundreds, of deserving clerks who are at the maximum of their class and have been for years, and yet they are not put into the class above, because they are met with the answer as to the theoretical organization and are told: We consider that we have already a sufficient number of chief clerks, and you are in the first-class list and are at the maximum of your class; but because you are at the maximum of your class we cannot therefore add to the number of the next higher class in order simply to promote you. If you do that the House will easily see into what the practice would drift. The theory is, and I think the practice has been up to this time, that we do not want any more chief clerks than the theoretical organization requires for the proper working of the department. If a man in a class below gets to the top as to salary and can get no more salary under that, then he may be told: There is no vacancy in the superior class, but when that vacancy occurs for any reason a deserving man in a lower class will go into that higher class. But if the theory of my right hon. friend is correct you will have immediately to extend every class of clerkships above the third-class, and if that is to be the recognized principle you will have deserving men coming up from every one of your departments and saying, I have been years at the head of my class and cannot get any further increase, I have reached my maximum, you must make a clerkship in the

next class for me. If that is the principle upon which you are going to act, you can see the difficulty you are getting into. I say the principle is not right. When the work of a department is such that an additional chief clerk is absolutely necessary, and when you come to the House and ask for an additional chief clerk, then you are on good ground; then you look around among your men in the class below and you may take the most deserving man who is at the maximum. I think my right hon. friend will see that he is not going on the right basis, and probably he will revise his basis of claim.

Sir WILFRID LAURIER. I do not see why I should revise it. I think I have been following the practice which has been invariably followed ever since I can remember. There is no department in the service in which the number of officers is limited, beyond which number we cannot go. I agree with my hon. friend that the reason I stated would not be sufficient as a general principle, to promote a man from a lower class; but I think that the minister in every department, when he sees that he has a good man working steadily to the front, a man who has been in the service for twenty years, and has given full satisfaction—I think he is justified in promoting him to a higher class in order to reward him. I think under the circumstances the proposition is quite defensible.

Mr. FOSTER. If another chief clerkship is necessary for the work, then of course that follows.

Civil government—Department of Finance and Treasury Board, \$57,865.

Sir WILFRID LAURIER. There is an increase in this department of \$1,963.50, and I will give my hon. friend the detailed estimate of it:

Chief clerks—	
Two statutory increases of	
\$50 each.	\$ 100 00
	—————
	\$ 100 00
First class—	
Two increases at \$25 each.	50 00
Five increases at \$50	250 00
Two special increases, 1904-5,	
at \$100 each and increases,	
1905-6, \$50.	300 00
	—————
	600 00
Second class—	
Five increases at \$25.	125 00
Four increases at \$50	200 00
Short estimated, 1904-5,	12 50
One proposed promotion	
from junior second class 1,200 00	
	—————
	\$1,537 50
Less difference between one	
new appointment at \$1,200,	
and one vacant at \$1,475.	275 00
	—————
	1,262 50

Mr. FOSTER. Who is the junior second-class clerk who is to be promoted ?

Sir WILFRID LAURIER. That has not been decided.