

a considerable addition to their staff. They believe the House will quite appreciate the importance of a prompt and efficient administration of matters connected with the settlement of the North-West. We not only desire to increase the staff numerically, but to secure as much practical ability as can be obtained; we find it especially necessary that we should retain in the land granting Department all those men who, by their previous conduct, have shown themselves valuable officers. The Department has already suffered very considerably from the loss of some of our most valuable officers, who were offered higher inducements elsewhere than we were able to offer; and we find it necessary to endeavor to stop this depletion. We have also found it necessary to take from the other Department some men most fit to carry out the policy of the Government in actual practice. Therefore, we have not hesitated to come down and ask the House for this vote. The first item of \$200 is to provide for the increase in the salary of Mr. A. M. Burgess from \$1,800 to \$2,200 per annum; and I need scarcely say to those who know Mr. Burgess that that is no higher salary than that a man of his proved ability, earnestness, and wonderful industry deserves. He is in effect, carrying on in the office what the deputy-head, Mr. Russell, is carrying out over the whole Department, interior and exterior. The increase of salary to Mr. Hall to \$1,800 was caused in this way. Mr. Hall was an officer in the Department of Justice, and a very valuable officer, and the hon. Minister of Justice was very unwilling to lose him; but Mr. Hall had arrived at the head of his class, and not being a lawyer, had no further hopes of promotion. As Mr. Burgess, who formerly acted as secretary to the whole Department, was performing the duties of deputy-head, a competent officer to take his place and assist him, was absolutely necessary. After very careful enquiry, we found that Mr. Hall possessed all the qualifications, and we stole him away from the Department of Justice for the purpose of placing him in the position he now holds. Then we wanted to get a first rate officer, a short-hand writer, and especially acquainted with correspondence; and we procured the services of Mr. Pereira, who for many years was connected with the press of Canada, and who is now acting as secretary to the hon. Mr. Macpherson, who is assisting me in the work of the Department, and, as I have already had occasion to say, without whose assistance I do not think that particular branch of the service could be so well attended to as it is at present. Mr. Chisholm was an officer highly prized in the Department of Marine and Fisheries. We induced the hon. Minister of Marine, also with great unwillingness, to allow his transfer from that Department to the Department of the Interior, and he was especially selected by the deputy-head of the Department of the Interior. Mr. Grignard is a draughtsman and lithographer. He invented a process for producing plans of townships directly under the supervision of the Surveyor-General, which reduces the expense of the work to one-half, and enabled the Department to throw open a township for entry within a few weeks of the receipt of the surveyor's return. Mr. Grignard was formerly employed on the Geological survey. Mr. Wallis was transferred from the Post Office Department. Mr. Brough was brought from the Inland Revenue and was selected for the Department of the Interior on account of his qualifications as a precise writer. Mr. Bonfellow is an excellent draughtsman. He was a member of a leading firm of surveyors in Toronto, and was brought into the Department to take charge of Colonization grants. Mr. Brooke, unfortunately, cannot benefit by this vote to the full extent, because he died a few weeks since. Mr. Billings has been for ten years in the Government service and seven years in the Department of Interior, and was placed on the permanent list in 1882. His duty is to examine the surveyors' returns and prepare the plans for the lithographs. His work is delicate, requiring great integrity and ability. Mr.

Sherwood has been in the service four years as extra clerk. He was made permanent last June. Previously he had received a thorough business training at one of our banking institutions. Mr. Rauscher is a Dominion Land Surveyor and Civil Engineer, and was in the employ of the Government on the Canadian Pacific Railway until incapacitated from outdoor employment by rheumatism, contracted in the service. He is specially valuable in the draughting room. Mr. Ardouin is a young man who was examined at the first examination under the Civil Service Act. He passed with the highest honors in the ordinary examination, and in his optionals he carried everything before him. His was by far the best examination of all the candidates who presented themselves before the Civil Service Commission. On account of the really distinguished qualifications proved before the Commissioners, he was appointed at once at a salary of \$750, with the avowed object of showing all candidates for the Civil Service what they might expect if really they passed an extraordinary examination, as this young gentleman did. Mr. Pope, who was transferred from the Department of Marine and Fisheries, is now my private secretary, and a very good officer he is. I could not desire a better. Mr. Voyer is clerk in the timber and mining branch.

Mr. BLAKE. Of course we cannot estimate the cost of the business of a Department of this description or the real demands made upon it. The increases and proposals to appoint clerks at salaries which are higher and grow more rapidly than the Act provides, are entirely subversive of the principle of the Act. The hon. gentleman says that it is necessary in some cases to advance salaries more rapidly to secure continuance in office of the clerks and prevent their depletion. But the hon. gentlemen seems to be setting a bad example himself, and while he steals clerks from other Departments he blames the public for stealing clerks from him. There are men freshly put on in the third class grade whose salaries are increased at once. For example, I find Mr. Brough is brought in on first of June, 1882, and it is proposed to increase his salary by \$300 from the 1st of January, 1883, after he has been only six months in the service. The same observation applies to Mr. Bonfellow. He is brought in on the 1st of June, 1882, and after he has been six months in the service there is a proposal to increase his salary from \$700 to \$950. If the rates at which they were first engaged were proper rates, how is it that after six months time it should be proposed to add 50 per cent to their salaries? Then in the case of Billings, a third class clerk, there is an increase from \$700 to \$900 from 1st January. Then, another, there is an increase from \$700 to \$800 for one Sherwood; and an increase from \$700 to \$850 for Rauscher, another third class clerk. On the next page I find four new creations proposed by the hon. gentleman from 1st March to 30th June, to commence at \$750. Now, this would appear to indicate either that the scale of salaries proposed by the Civil Service Act for third class clerks is wrong and ought not to exist, or that the salaries are too high. It appears to indicate a general proposition to raise the salaries of third class clerks beyond the sums which the Act prescribes, and beyond that which third class clerks have obtained in the other Departments. Either there is some specialty in this Department which ought to be explained, or the salaries are too low generally in the other branches of the service. Of course, in the other branches of the service, application for similar increases must follow from such a serious violation of what I understand to be the practical provision of the Act. We passed the Act only last Session, and already we are beginning to violate its limitations.

Sir HECTOR LANGEVIN. I do not think this is a violation of the law of last Session; on the contrary, it proves that we are respecting the law. The Government