

APPENDIX No. 4

in close co-operation with the recognized Veterans Associations. In evidence of this he pointed out that the permanent staff of Examiners in the offices of the Commission to whom is allotted the duty of setting and examining the papers in general examinations were almost without exception returned men. In the case of appointments where the services of a special Board of Examiners were required, an accredited representative of the returned men was invited to act on such board.

Other resolutions urged the permanent appointment of returned men after six months satisfactory service in a temporary capacity. The total number of employees in the Civil Service of Canada is approximately 60,000 and of these 25,456 are ex-members of the forces. As however, only 7,609 hold permanent positions, there are over 17,000 employed in a temporary capacity.

Your Committee was advised by the Secretary that the Commission had prepared and were about to submit to the Governor in Council regulations dealing with the permanent appointment of employees now holding temporary positions. In his opinion, these regulations which are of an important and far-reaching character will fully safeguard the interests of the returned soldiers.

In the opinion of your Committee it is reasonable that returned men, who secure temporary positions in the Public Service before the adoption of the Civil Service Amendment Act of 1919, and have given efficient service therein should be confirmed if their record and rating are satisfactory to the Department and the Commission, and the needs of the Service justify such continuance of permanent employment.

It would, however, be unreasonable to demand the permanent appointment of any temporary employee, returned man or otherwise, if the requirements of the Service did not call for his retention and consequently the question of making returned men permanent must depend first and foremost on the requirements of the Service.

With regard to the following suggestions on sick-leave and pay for disabled returned men in the Civil Service your Committee make the recommendations set out below:

Suggestions.—1. That ex-members of the Canadian Expeditionary Force, etc., whilst holding appointments in the Civil Service who have recurrence of disability incurred on active service be given sixty days' leave, if necessary, pending their recovery and that their salary be continued for sixty days, should it amount to more than they would receive from the Department of Soldiers' Civil Re-establishment, but that only one salary be drawn. Otherwise that ex-members of the Canadian Expeditionary Force, etc., have their positions retained for them and that they draw pay and allowances at the rate provided by the S.C.R. so long as they may be on leave of absence.

2. That ex-members of the Forces who are employed by the Civil Service and who are undergoing treatment for war disability should be continued on pay by the Department in which they are employed, during the continuance of such treatment.

Recommendation.—That whereas the regulations of the Civil Service provide for certain leave of absence for sickness with full pay and whereas the Department of Soldiers' Civil Re-establishment is authorized to issue pay and allowances to men undergoing treatment for a war disability, any ex-members of the Forces employed in the Civil Service who require further treatment by the Department of Soldiers' Civil Re-establishment be given pay and allowances by that Department, in lieu of salary of the Department in which they are employed, after the expiration of the period of leave with full pay to which they are entitled under the Civil Service regulations.

As to the following suggestions, viz.:—

1. That an ex-member of the Canadian Expeditionary Force, etc., if competent, and who left his position to go on active service, shall be allowed to occupy his former position and shall be entitled to receive all increases and privileges which would have accrued to him had he not gone on active service.