

of the Consolidated Revenue Fund of Canada, such sums as have not been voted by Parliament but are required for the payment of such increases of salaries as may be prescribed by the proposed Act to consolidate the Civil Service Acts.

Mr. LEMIEUX: Would my hon. friend please give us an outline of the proposed measure?

Mr. WHITE: My hon. friend has asked me to give an outline of the Bill to be founded on this resolution. The Bill I propose to introduce is, in the main, a consolidation of the existing Acts, and preserves the provisions and language of the present legislation as far as is consistent with the amendments made. I think it will be generally agreed that it is desirable that there should be a consolidation of the legislation relating to the Civil Service. Sir George Murray, in his report two years ago upon the system of administering the Canadian Civil Service, made the following observations with regard to our legislation on this subject:

The provisions of the law are extremely difficult to follow, as the Civil Service Act (R. S. 1906, chapter 16) has been amended in 1908, 1909, 1910 and 1912. In the latter year, indeed, no less than seven Acts amending it in various respects were placed on the statute book.

The Bill, therefore, will be a consolidation of existing legislation respecting the Civil Service. Some important amendments, however, have been introduced. The legislation will provide for the organization of the several departments to be determined and defined by Order in Council, regard being had to the importance and responsibility of the work of each division. Such organization is to be considered and reported upon by the Civil Service Commission, which is, of course, retained, before being approved by the Governor in Council.

I might draw the attention of the House to the chief changes to be made by the proposed legislation. There is to be a change in classification of the inside service and a rearrangement of the salaries of certain classes in the inside and in the outside services. The present classification is as follows:

First division—subdivision A, \$2,800 to \$4,000; subdivision B, \$2,100 to \$2,800.

Second division—subdivision A, \$1,600 to \$2,100; subdivision B, \$800 to \$1,600.

Third division—subdivision A, \$900 to \$1,200; subdivision B, \$500 to \$800.

And then there are the messengers, sorters and packers not now in a class, with salaries from \$500 to \$800.

That is the classification, and the maximum and minimum salaries under the existing Civil Service legislation. We are, as I stated, making a change in the classification of the inside service and we propose under the new Bill that there shall be four classes, with three grades in each of the first three classes. The salaries in these grades will be as follows:

First division—Grade A,	\$3,500	to	\$4,000
" " " B,	2,900	"	3,400
" " " C,	2,200	"	2,800
Second division—Grade A,	\$1,650	to	\$2,100
" " " B,	1,350	"	1,600
" " " C,	1,000	"	1,300
Third division—Grade A,	\$1,250	to	\$1,800
" " " B,	1,050	"	1,200
" " " C,	600	"	1,000

The fourth class, which is to consist of messengers, packers and sorters, is graded as to salary from \$500 to \$1,000.

The new classification will apply to new entrants into the service. Those who are in the first division, grade A, to-day will proceed as they do now from \$2,800 to \$4,000 without any intermediate break at \$3,400; in other words, we are not interfering with the existing situation. Under the new legislation all those entitled to an annual increase will receive \$100 a year, which at the present time is only given to those in the first division, all others receiving only \$50 a year increase. With regard to the lower divisions of the service, it is found difficult to get men to accept appointments at the minimum salary now provided, \$500.

Sir WILFRID LAURIER: You find it difficult?

Mr. WHITE: We find it difficult to get men of promise and ability to accept appointment at the minimum grade of salaries of the lower divisions. I am sure I need not elaborate that point; we all know the demand throughout the country for young men of promise and ability in commercial, financial and industrial walks of life. It is a fact that it is increasingly difficult to get men of the right quality and promise to enter the Civil Service in the lower grades at the minimum salary provided by the existing legislation. That legislation may have been proper or not at the time it was introduced. I pass no opinion as to that;