

*Civil Service Act*

of these people should be released from the service; I think perhaps that should be done on an even larger scale, but when temporary employees are released I believe they should be given compensation by way of some consideration for their extra work and overtime; and I do not think it is enough to say, "You are entitled to eighteen days' holidays this summer, so take that time and don't come back. We don't need you any more." I do not think that is treating the civil servant fairly. I certainly hope the minister has taken these points into consideration in preparing the bill that is to be brought in.

I do not want to delay the house longer at the resolution stage, because when the bill is brought in we may find these things provided for.

Mr. J. O. PROBE (Regina City): Mr. Speaker, I feel that we might have postponed the discussion which has taken place until we had the bill before us, but in view of the fact that a number of statements have been made I think perhaps a word is necessary at this time.

We are all primarily concerned about the efficiency of the civil service, and I think that should be the criterion by which whatever we do in regard to the first part of this measure should be examined. As far as the civil service preference for veterans goes, by their service to their country the veterans themselves have demonstrated that they have real ability. As to how this preference should be measured, recently I read something in regard to the system adopted by the British government for qualifying applicants for appointments and the way in which the civil service preference for veterans is measured there; and I should be glad if the minister could see fit to make some statement as to what the department has done with respect to studying closely the points basis in connection with the appointment of veterans to the civil service, instead of an absolute preference for those who have had overseas service. Undoubtedly modern techniques of personnel management make a very considerable use of such things as aptitude and mechanical tests of various kinds, depending upon the nature of the position for which candidates are being examined. I believe much of the abuse of the veterans' preference, which sometimes is definitely ignored because the head of a department wants a man of a certain type and will not take anyone else, could be avoided if we had some form of point rating based on a preference for overseas service, for service which resulted in a wound, and possibly for service during which the individual had no opportunity to get overseas for

[Mr. Boucher.]

reasons over which he had no control. I should like the reaction of the minister to that suggestion, either now or during the debate on second reading of the bill, because I believe the British system has considerable merit.

In introducing the measure a few moments ago the minister made one statement which I heard with some gratification, though he did not enlarge upon it. He said those civil servants who had enlisted without the consent of the heads of their departments, or perhaps contrary to the wishes of their departments, were to be completely reinstated with respect to salary schedules, seniority and so on. I should like him to indicate, if he will, whether that applies to members of the Royal Canadian Mounted Police as well as other members of the civil service. I presume, as he indicated, there will be something in the bill to cover that point.

Mr. F. D. SHAW (Red Deer): Mr. Speaker, it is not my desire to detain the house by making any observations on the resolution. Hon. members of this group feel that whatever contribution we may have to make or criticism we may desire to offer may be made when the bill is being considered. For that reason, and in the interests of making progress, we have deferred consideration of these matters until that time.

Mr. E. B. McKAY (Weyburn): Mr. Speaker, I have only a brief word because I agree with the hon. member who has just spoken that the resolution need not be discussed, because an opportunity will be afforded on second reading. However before the bill is introduced I should like to say only a few words because I note that the measure is to provide veterans' preference in appointments to the civil service. This provision has been in effect for a considerable number of years. I feel however that the principle of preference should be extended to all veterans who were on active service, whether they served in Canada or overseas. Many Canadian veterans on active service never left the shores of this country, but it was through no fault of their own that they were unable to proceed overseas. Many of them made several applications to go overseas, but that privilege was denied them. I believe the preference should be based upon service to the country at home and abroad, and that the government should give consideration to giving preference, first, to overseas veterans, and secondly, to veterans who were on active service in Canada.

In my view those who served in isolated spots in Canada, either in the army or in the