

It is our objective, through the Pay Research Bureau, and through all of the pay determination processes which we have been following up to now, to establish the going rates outside and the comparable rates of pay which should apply, and to follow the practices of a good employer and pay those rates.

I have to add that the civil service associations will, I am sure, promptly insist we have not met that requirement. When we get to collective bargaining, I have no doubt that we will have it put to us very forcibly that our wage levels are not the equivalent of wage levels outside. But we will have to see what happens in collective bargaining, as to whether those assertions are right or wrong.

Senator GROSART: Are some comparative studies under way?

Dr. DAVIDSON: Senator Grosart, I can truthfully say that in the Pay Research Bureau—which was established in 1957 and which has been functioning under the Civil Service Commission up until last month and has been transferred now to the Public Service Staff Relations Board—we have an instrument for the gathering of statistical data and for determination of comparable wage and salary levels, which is as good as anything to be found in the country.

Senator GROSART: I agree.

The CHAIRMAN: Honourable senators, it is 3 o'clock now and we should be on our way to the Senate. If senators have questions respecting the interim supply bill, which may reach us during the next few days, or before another meeting of this committee, would they please make note of those questions, so that when Dr. Davidson appears again we will be able to have them answered.

Whereupon the committee adjourned.