

For instance, take the post office in this city. Do the yearly increases go to deserving clerks who do their duty satisfactorily and have no reports against them?

Mr. FISHER. Yes, I think so.

Mr. FOSTER. Is there any examination which is necessary to be passed by these clerks in order to secure an increase?

Mr. FISHER. Yes.

Mr. FOSTER. For the statutory increase?

Mr. FISHER. No.

Mr. FOSTER. That is what I mean.

Mr. FISHER. I am informed that for two years back there has been. When I spoke I meant the examination for promotion from one class to another.

Mr. FOSTER. Where is the authority for that? I know that you should have an examination under the post office Act if you are going to promote a clerk from one class to another, but I do not know that there is any provision in the Post Office Act by which you make these clerks pass an examination as a condition of their getting their increases. Is that a regulation?

Mr. FISHER. I am informed it is a departmental regulation. It was adopted two years ago for the purpose of inducing ambition in the clerks and to promote efficiency so as to make them interested in their work.

Mr. FOSTER. What is the nature of the examination?

Mr. FISHER. It is an examination on the duties of their office?

Mr. FOSTER. An examination on the duties of their office. In the post office for instance, each clerk has his sphere of work.

Mr. FISHER. And also on the general post office regulations.

Mr. FOSTER. I am trying to figure out how it would be possible to have an examination which would be clear and at the same time be indicative of anything on just the routine duties that the clerk is engaged in. Of course, I can very well see that if you are going to promote him from one class to another this examination may be necessary, but I can hardly see how it comes in while you keep the clerk to practically the same routine duties.

Mr. FISHER. I am informed that there is a test. For instance, in the post office there will be a test in regard to sorting letters, and test questions will be asked in regard to post offices in the country, as to the knowledge of postal regulations, postal rates and so on, so as to make every clerk inform himself on the subject, a knowledge of which would enable him better to perform his ordinary duties.

Mr. FOSTER.

Mr. FOSTER. I can hardly conceive it possible that you would keep a clerk there if he did not know the postal rates and have that sort of knowledge which is absolutely essential to any performance of his duties.

Mr. FISHER. The knowledge that the examination is coming keeps him up to the mark.

Mr. FOSTER. Who authorizes and carries out that examination?

Mr. FISHER. The deputy Postmaster General supervises the arrangements for the examination and the heads of the branches carry them out.

Mr. FOSTER. Is the examination oral or written, or both?

Mr. FISHER. Where it is in the form of questions, it is a written examination. Where it is what is called a case examination, the sorting of letters and that kind of work, it is actual performance.

Contingencies—engraving postal maps, \$5,000.

Mr. FOSTER. What is that for?

Mr. FISHER. This amount is required for the engraving of copper postal maps. Heretofore these maps have been prepared by a lithographic process but changes could not be made in the lithographic plates. The advantage of engraving on copper is that when changes are required they can be made on the copper plates. These plates are the property of the Post Office Department and the maps produced therefrom are much superior in workmanship.

Mr. FOSTER. Who does this work?

Mr. FISHER. The Toronto Lithographing Company and the Copp, Clarke Company have done some of it by tender.

Department of Finance—

To increase the salary of J. Fraser to \$2,800, notwithstanding anything in the Civil Service Act	\$ 300 00
To increase the salary of T. C. Boville to \$2,500, notwithstanding anything in the Civil Service Act.	300 00
For one 1st class clerk, notwithstanding anything in the Civil Service Act	1,900 00
For one additional 2nd class clerk.	1,200 00
For three additional junior 2nd class clerks at \$800, one notwithstanding anything in the Civil Service Act.	2,400 00
	6,100 00

Mr. FIELDING. There are two items here for increases of salaries notwithstanding anything in the Civil Service Act. The first one is Mr. Fraser, one of the oldest officers in the public service, who is the chief accountant of the Department of Customs. He was at the maximum of his class and the only way that any special recognition could be given of his services and of the responsibility of his work was to give him a special increase. We therefore propose to make his salary \$2,800,