

of the public service of Canada being deprived of the services of competent scientists on these grounds. There appears to be no satisfactory explanation for the query regarding race which exists on the application for employment of the National Research Council.

4. It is urged that there be greater cooperation and interchange of personnel between the universities and the government scientific services. This type of cooperation has already been carried out in a commendable way through the various associate committees of the National Research Council, but it should be extended both in relation to the National Research Council and other government departments.

If the minister had it in his mind to suggest that research workers should move around, I think it should be supported. Work in other countries might be of great value to the council's personnel; and, as the universities have found it practicable and useful to provide a sabbatical year for their staffs, I believe the national research council would find it a very good investment to make it possible periodically for those who are doing research work to visit other parts of the world, without loss of salary.

6. A superannuation scheme is required that will ensure that term appointees suffer no loss when they leave the service after a reasonable period of time.

7. We urge that in all reclassifications of the salaries of scientists, and in other matters concerning their welfare, representatives of the scientists themselves, drawn from all grades, should be consulted before such decisions are made, and every effort should be made to acquaint these representatives with all the factors governing the decisions. We submit that if this policy were to be carried out it would result in improved efficiency in the scientific services, and would constitute an important step toward solving the critical problem of keeping our scientists in Canada.

There is one other matter with which I should like to deal briefly before I conclude. I have been speaking chiefly of the work of the scientific personnel. I understand that the technical staff of the national research council are in an even worse position than the scientific personnel. I find that the maximum salary available is very low, taking into account the importance of the work they must do. It is folly to have well-qualified scientists in a laboratory if the technical personnel, who are essential if the research work is to be done, are not adequately paid. I am told that some of the technical personnel who have been there for several years receive much smaller compensation than the janitor staff. I know the janitor's work is important, and I should be the last to suggest that anyone doing such work is overpaid. But those who have special qualifications and are doing important work should be paid at least as much as those who are doing janitor's work. I hope that when we are in committee the

minister will make some statement as to the salaries being paid to the technical personnel in the various departments of the national research council. I hope he will also answer questions regarding the years of service of members of his staff and tell us something about the promotion they have had. I am thinking of the salaries I have seen set out in the public accounts as being paid to some of the men who were with me in the university twenty years ago. I had the greatest respect for them in those days, and have always had. I know that many of them worked nights and on Sundays in the investigation of research problems which were more important to them than playing rugby or hockey or basketball, and many of them have been as conscientious since joining the staff of the council as they were in their undergraduate days.

I cannot see any good reason why many of those who have their doctor of philosophy degree and have been for so many years with the council should not be in higher salary brackets than they are, and the same applies to the president. I know that the president is receiving a substantial salary, but I attach much more importance to the job he is doing than I do to that of the governor of the Bank of Canada. I suggest that from the president down the salaries of the scientific and technical employees of the council should be revised upward.

During the war the Minister of Reconstruction and Supply adopted the policy that whatever was physically possible and necessary would have to be made financially possible, and many unorthodox things were done. I suggest that now the national research council is under his supervision those engaged in research should receive as much as those in comparable positions in other government departments and in private industry.

Mr. J. H. BLACKMORE (Lethbridge): The bill before us is a bill to amend the Research Council Act in the year 1946. We have passed through the most tragic war in history and we are now in the age, above all ages, in which mankind can produce, or has the best possible chance of producing, all the good things that are necessary for a high standard of living in the world.

We are now considering a Research Council Act which, I take it, might be assumed to point out the ideals of the government with respect to the needs of Canada for national research during the next few years. Let us view the act for a short while in the light of that fact. The bill is a good one as far as