

been able to get exactly the type of man he wanted, and they would have co-operated with him in getting the type of man he wanted.

Mr. THOMPSON (Yukon): I raised this same point a moment ago, and it was decided this was not the time to take it up.

The CHAIRMAN: I think you better confine your questions to the witness.

WITNESS: The trouble about that is that the man I would select in a hypothetical case would probably say "I am willing to join the Government service if I am asked to join. I am doing fairly well here. I have my prospects. I have established myself. If you come and ask me to join I would consider it a compliment. I feel I am under some obligation to the public, and taking chances here and there, and considering public duty and all other considerations, I am willing to accept the appointment." I might find a man in that frame of mind. But if I say to him "Very well, I shall be glad to have you come, but there is this thing about it, that I cannot control this. There is to be an advertisement put in the newspapers, or posters put up and you have to apply to the Civil Service Commission and take your chances in competition. I will do the best I can to put it through. But if I am to be a member of the Board, as is suggested, I would not be a competent member of the Board if I went down there pledged to you or to anybody else, and therefore it is a matter of open competition, and the question is whether you will take your chances." He would say, "I cannot, compatible with my notion of professional standing and etiquette, and the effect it would have on my practice here if I should be turned down. I prefer to remain where I am."

*By Mr. Griesbach:*

Q. Can we pass on now to the Outside Service, penitentiaries, I would like to know a little about penitentiaries. Do you call penitentiary employees Outside Service?—A. Yes.

Q. Then the classification for the penitentiary employees is set by the Civil Service Commission and its qualifications are described by the Civil Service Commission?—A. Yes.

Q. And the Civil Service makes the appointment?—A. Yes.

Q. What have you to say as between that method and the method whereby the warden of the penitentiary would make the appointment? As between the two which do you think the best system?—A. The latter, I think.

Q. You would say the warden is the best person to make the selection and the appointment?—A. Yes.

Q. Passing on then to the question of promotion in that service, who makes the promotion? The Civil Service Commission?—A. Yes.

Q. Would you say the warden is in the best position to make the promotion, or the Civil Service Commission is in the best position to make the promotion?—A. I think the department, on the report of the warden.

Q. At the present time the department has nothing to do with it?—A. No.

Q. They have not, you mean?—A. They have nothing to do with it and we are emphatically told we are not expected to have anything to do with it, because of the recent clause whereby those promotions were to be made, were to be made for merit on the recommendation of the deputy minister.

Q. To the commission?—A. Yes, but that clause was stricken out, so I cannot submit a recommendation not compatible with parliamentary requirements.—A. The whole thing is in the hands of the commission.

Q. They prescribe the classification?—A. The qualification. They make the appointment and subsequently they make promotions, and we don't think that is a good system.

Q. Would you be prepared to suggest that some member of Parliament should make the recommendation?—A. I would be very glad to have the assistance of a member of Parliament. Of course, the penitentiaries are outlying institutions; the

[Mr. Newcombe].