

is going to pick them up? Would they not feel it is the best way of advancement? Would this not create the desire for the right type of people to come in to your organization?—A. We never have been worried about the turnover, provided it does not become too great. The main thing one has to do is to see why there is a turnover. If the people are leaving for much better jobs, it is a compliment to you: if they are leaving for worse jobs, it is not.

Q. As long as they are not disgruntled, you would be quite happy?—A. Yes. At the same time, obviously we do not want salaries to fall so far behind industry that a man has to make a great sacrifice. From that point of view the salaries have been continually under revision and negotiation ever since the war. Since that time there has been a steady rise though at a given moment they may fall behind industrial salaries. In general, we are successful in regard to this matter.

*By Mr. Stick:*

Q. I asked a question in parliament in regard to this matter, as to whether there is a lack of scientists in the fisheries section, in certain developments where scientific knowledge is necessary and the answer I got was that they could not carry out the research because of lack of fishery scientists. Can you say anything about that or are you doing anything in your organization regarding fisheries?—A. No. I am afraid this falls outside our terms of reference. It is done by the Fisheries Research Board under the Department of Fisheries. We come in only to this extent, that we are administering for the Department of Fisheries some scholarships for graduate work at universities on subjects related to fishery research. We are administering those scholarships for them and to some extent we will finance work in zoology in universities which may be on subjects related to fisheries. That is all. Our only concern is with the sponsorship of a certain kind of work in universities, fundamental research in universities. The Fisheries Research Board is fully responsible for the development of the fishery research.

Q. Do they not work with you? Is there any question on which they can come to you and ask you about it? Is there any liaison there?—A. There is a great deal of liaison between the two bodies. We are doing certain things at their request but it is their responsibility. We are undertaking work at their request but in general, because of the fact that you have this sizable body doing work in fisheries, we have stayed out of the field, to avoid duplication. In borderline subjects, there is a lot of cooperation.

Q. Do you do anything about the shortage of fishery scientists?—A. No, other than to say that there has been somewhat of a chronic shortage of biologists. The output of biologists over quite a period of years has been rather smaller than it should be. I think it is part of the general program of support of research in universities of zoology and botany. We are doing anything we can to support research in universities in those fields.

*By Mr. Brooks:*

Q. In regard to the maritime laboratory, you do work in connection with fisheries?—A. That is being done in direct cooperation with the fisheries station in Halifax, between Dr. Beatty director of the Station Fisheries Research Board and Dr. Young of our Atlantic Regional Laboratory.

*By Mr. Murphy (Lambton West):*

Q. I cannot get away from the idea that instead of 15 scientists on a board of 17, with one representative from labour and one from industry, it would be more effective if you could have industrialists on that committee who are research conscious and scientifically inclined. What would you say to that?