

Adjournment Debate

PROCEEDINGS ON ADJOURNMENT
MOTION

[English]

A motion to adjourn the House under Standing Order 40 deemed to have been moved.

PUBLIC SERVICE—PROPOSED CHANGES IN JOB
CLASSIFICATIONS

Mr. Lloyd Francis (Ottawa West): Mr. Speaker, there have been a number of measures which have caused concern to public servants in Canada recently. I want to refer to the latest, the matter which was raised by my good friend on the other side of the House, the hon. member for Hamilton West (Mr. Alexander), concerning a study which allegedly showed that 16 per cent of public servants in a sample of some 2,000 in the Ottawa-Hull area were overclassified and that 4 per cent were underclassified.

This study has been projected by some people and in the press to suggest that nationally a massive program of red-circling is about to be undertaken. Mr. Speaker, the country will be ill-served if the public service is subject to consistent attacks which are not soundly based and whose purpose is misconstrued in many circles. I want to make it abundantly clear that no one is objecting to measures to improve efficiency in the public service, least of all public servants themselves. But in the case of this particular study I want to call attention to some of the considerations which will have to be borne in mind before any deductions are drawn concerning the public service as a whole.

I asked the President of the Treasury Board (Mr. Andras) whether these findings were based on internal data or whether they were based upon outside comparisons. The answer was that the data considered was basically internal. Mr. Speaker, there are more than 300,000 people in the public service. The suggestion that all these positions can be measured with scientific accuracy in a framework of job classification to produce such fine results is one which defies logical analysis. There is no way in which the public service can be run by the yardstick of purely internal consistency. Think, for example, of the difficulty attached to the hiring of medical doctors. In order to meet the salaries which such people command in outside employment the public service has to be competitive. The system is as internally consistent as possible but must of necessity reflect market realities.

I note that this study was conducted in the national capital region. Within that region there are only slightly over one quarter of all the public service positions in Canada. But over 40 per cent of the higher classifications in the various categories are to be found in this area, as was noted by Frank Howard in the Ottawa *Citizen* the other day. As one looks higher up the executive ladder, something like 60 per cent of the higher positions are found in the national capital region; the closer one is to the boss, the easier it is to get to the highest grades, perhaps. But if this sample was based upon the higher

Messrs.

Forrestall	Knowles	Murta
Fraser	(Norfolk-Halifax)	Neil
Friesen	Lambert	Nowlan
Gillies	(Edmonton West)	Nystrom
Graffley	La Salle	Orlikow
Halliday	Lawrence	Paproski
Hamilton	MacDonald (Miss)	Peters
(Qu'Appelle-Moose	(Kingston and the	Pigott (Mrs.)
Mountain)	Islands)	Ritchie
Hamilton	Malone	Rodriguez
(Swift Current-	Masniuk	Rynard
Maple Creek)	Mazankowski	Schellenberger
Hnatyshyn	McGrath	Scott
Holmes	McKenzie	Stevens
Howie	McKinnon	Symes
Huntington	Mitges	Towers
Jarvis	Muir	Wenman
Jelinek	Munro	Whiteway
Johnston	(Esquimalt-Saanich)	Whittaker
Knowles		Wise
(Winnipeg		Wooliams—71.
North Centre)		

NAYS

Messrs.

Abbott	Dupont	MacDonald
Andras	Dupras	(Cardigan)
(Port Arthur)	Duquet	MacEachen
Andres	Faulkner	MacFarlane
(Lincoln)	Fleming	MacGuigan
Baker	Flynn	Maine
(Gander-Twillingate)	Foster	Marceau
Basford	Francis	Martin
Béchar	Gauthier	Mclsaac
Bégin (Miss)	(Ottawa-Vanier)	Milne
Buchanan	Gendron	Munro
Bussièrès	Gillespie	(Hamilton East)
Caccia	Goyer	Nicholson (Miss)
Cafik	Guay	O'Connell
Campagnolo (Mrs.)	Guilbault	Olivier
Campbell (Miss)	Harquail	Parent
(South Western Nova)	Herbert	Pelletier
Caron	Hopkins	Penner
Chrétien	Isabelle	Philbrook
Collenette	Kaplan	Portelance
Comtois	Lachance	Railton
Condon	Lajoie	Roy
Corbin	Lalonde	(Timmins)
Cullen	Lamontagne	Roy
Cyr	Langlois	(Laval)
Daudiin	Laniel	Smith
Dawson	Leblanc	(Saint-Jean)
Dionne	(Laurier)	Stewart
(Northumberland-	Lefebvre	(Cochrane)
Miramichi)	Lessard	Trudel
Douglas	Loiselle	Turner
(Bruce-Grey)	(Chambly)	Watson
Duclos	Lumley	Wood
		Young—84.

● (2202)

Mr. Speaker: I declare the amendment lost.

It being ten o'clock it is my duty, pursuant to Standing Order 40, to put a motion for the adjournment. The questions to be raised are three in number; the Chair will call upon the hon. member for Ottawa West (Mr. Francis), the hon. member for Pembina (Mr. Elzinga) and the hon. member for High Park-Humber Valley (Mr. Jelinek).