

9-10 GEORGE V, A. 1919

Our average salary at present is \$902 and our average salary for the fiscal year ending 1918 was about \$890, so that there is not very much difference.

Q. Do you share in the bonus?—A. Some of our employees shared in the bonus and there is a very great deal of discussion about it, but I do not think they all get it. Perhaps you are not interested in the number of returned men on the staff?

By Mr. Redman:

Q. Yes, how many have you?—A. I have some figures here; we have 64 females on the staff and the percentage of the balance of a total of 329 males—

Q. Is that in Ottawa, or throughout your system?—A. This is throughout the system. Of a total of 329 returned soldiers 81 per cent have seen service in the actual theatre of war, 8.5 per cent in England, and 10.6 per cent are those who have seen service only in Canada, a number of these were legacies from the Militia Department.

Q. What proportion of the males in your department are soldiers of some sort?—A. I can give you that in this way; there are 329 males who have been soldiers, and there are 99 who have not seen any service, and 73 of those are boys.

Q. Ninety-nine out of 329?—A. Ninety-nine out of 428.

Q. In other words you have 26 men who have not seen any service?—A. Twenty-six men who have not seen any service.

Q. Then you give us the proportion of each sort of service?—A. Yes.

Q. Then you have some rule as to the female employees?—A. We had a rule, particularly before we came under the Civil Service, that we only engaged the dependents of soldiers overseas, and we did not engage the wife if her husband was serving and she was receiving assigned pay and separation allowance. We have daughters, mothers, and sisters.

Q. Without mentioning these names, do you think any of these 26 could be disposed of, and what reason have you for keeping any of them?—A. It would be difficult in the majority of cases to dispose of them. The majority of them are men who have been with us right from the beginning, and they are the nucleus of our staff, Colonel Belton, Colonel Dunbar, and a number of those came to us from the Pensions and Claims Board; they have large knowledge of the work, and Mr. Archibald, the director, has probably a better knowledge of the details than anybody else would have.

By Mr. Redman:

Q. Yes, I think he is an excellent type of officer. Would you say that soldiers and soldiers' dependents are equally efficient with, say, the general run of Canadians whom you might take in?—A. Absolutely.

Q. Is there anything further to say on that point?—A. No, I would say in general that I agree with what you have said, that the soldier and soldiers' dependents are on a parity absolutely.

Q. You think they might have more interest in this particular work?—A. Oh, I do not know. If you want my personal opinion on it, I think the soldier should be given the preference, but not unless he can carry the work equally well. That has been our policy always.

By Mr. Charters:

Q. Not at the sacrifice of efficiency?—A. No.

Q. We have been devoting some attention to the absence of the civil servants?—A. I have some figures here in regard to that.

Q. What have you to say regarding the absence of the employees? There is a good deal reported in this report?—A. I have got a percentage statement of the additional absence to the statutory leave classified for the fiscal year. Our male employees

[Major Stanley B. Coristine.]