

in spite of the fact that there was an order in council providing for veterans' preference, it has not been properly lived up to. I hope that when the house passes a law to establish this principle, that law will be observed to a greater extent than the order in council which has been in effect and which was designed to put into practice the principle enunciated in the resolution.

Mr. G. RUSSELL BOUCHER (Carleton): I wish to keep strictly within the confines of the resolution, and I shall be brief. The resolution is divided into three or four parts, the first being to provide for the payment of increased salaries to the chairman and members of the civil service commission. I hope that, in effecting that, the government will go a little further and do some modernizing and revitalizing of the civil service commission generally. I believe the Gordon report tabled some time ago contained some constructive suggestions, though some of them would not in my opinion increase efficiency. I believe further that the government is very much behind in bringing the commission up to that point of efficiency which we have a right to expect today.

The resolution provides for the payment of an annual increase in rates of compensation to temporary employees. I should like to discuss that point for a few moments. I do not know whether the bill covers the point I am going to make, and in case it does not I would urge the government to put it into effect. During the past five or six years, owing to wartime regulations and controls, a great many employees were hired temporarily by the civil service commission to do a specific war job, without annual increases, superannuation benefits or permanent status. I am sure the people of Canada are very grateful to the men who did that work. Most of them were incapable of serving in the forces overseas; they could not qualify for such service, or they would not have been working here. They undertook employment with the government and gave diligent service, many of them working an hour extra every day and many extra days during the year. If they had been members of the permanent service in peace time they would have had leave of absence, annual holidays, sick leave benefits, superannuation benefits, and very likely permanent appointments.

I am sure every member of parliament is frequently consulted, as I am, by individuals who have given such service, many of whom have taken no sick leave at all during the past six or seven years, though some of their comrades did; few having taken their

statutory holidays, as they normally would; a great many having worked extra hours every day, while seeing some of the senior men more fortunate in that they received war supplements. I have before me at the moment, for instance, the case of a friend of mine who was rejected several times when he applied for enlistment in the armed forces and who took a position in a government department, at a fair compensation. He has worked almost every hour of every day during the past six years. He took no sick leave. On June 28 of this year he was given notice that he could take his eighteen days' annual leave, after which his employment would be terminated. I believe these cases were dealt with by the civil service federation in a brief submitted to the government last April, and I do hope the Secretary of State has taken that brief under consideration and that some of the recommendations contained therein will be embodied in the act to be founded upon this resolution.

It seems to me that after people have served the government for five, six and even seven years it is not sufficient to tell them that after their eighteen days' statutory holidays, with no leave of absence and no more notice than that, their services are no longer required. I do believe they should have at least one month's separation pay, or in any case that much notice. I believe we should treat these people as they were treated after the first great war, by an order in council passed in 1918, and as I understand they are being treated by the British government; that is, that they should be given credit if they have not taken their sick leave, to the extent of fifteen days for every year they have been in the service, in addition to a separation allowance. In many cases these officials put in a great deal of overtime, with no extra compensation whatever.

During the war I believe the civil service worked overtime willingly, and the work of these men was satisfactory and efficient during that period of stress and strain. Some of the permanent employees who worked overtime received handsome war supplements while many of the others, much more in need of compensation, received no supplements at all and no compensation for the many hours of overtime they put in. Now that peace has come, a great many of these people who did their work well are being released from the government service. That is quite proper if they hold positions to be given to returned soldiers who have the preference and the permanent employees who are returning. It is probably quite reasonable to expect that many