

Q. Not before appointment; you stated there was no examination before appointment?—There is no examination before a Board; but there is a practical test say as to engineering, for instance.

*By the Chairman :—*

I am aware of that.

*Witness.*—There is an enquiry into a man's previous history, and what he has been doing, what schools he has been at; and, although candidates may not be before a Board of professional examiners the result is nearly the same.

Q. Do you mean to say that it is a satisfactory ground of appointment as to the schools a man has attended, or is he not appointed on the strong recommendation he gets from parties in authority?—I don't think the Minister shuts his eyes to a man's ability.

Q. But any person the Minister chooses to recommend is appointed; you have no power to enquire into his qualification as Head of the Department?—We have had some young men appointed who were lawyers.

Q. Speaking in general terms do you not think that such a system of appointment would be preferable to the system of nomination by members?—Probationary appointments for educational acquirements would be preferable to the system of nomination.

Mr. SANDFORD FLEMING called and examined :

Q. What is your proper official designation, Mr. Fleming?—I am called the Engineer-in-Chief of the Canadian Pacific Railway.

Q. Have you a general supervision over the railway work as well as over the Pacific Railway?—My attention at present is confined to the Pacific Railway; although I am consulted about various matters. But that is my official position. I have nothing to do with the Intercolonial or any other line now.

Q. But you were the Engineer who constructed the Intercolonial?—Yes.

Q. Have you thought over this matter of the Civil Service?—Not much.

Q. What is the present rule for making appointments in your branch of the Department?—The rule at present may be gathered from what I will read entitled "General Instructions from the Engineer in Chief to the Staff." I shall explain that at the commencement of the Pacific Railway I had great difficulty in getting the right sort of men to do the work; there were no end of applicants but the difficulty was to call those that were suitable. Many were suitable and many were not suitable. It was impossible for me to examine them myself there was not time to do it. From year to year this difficulty arose, and in the spring of 1875 I submitted various suggestions to the Minister with regard to appointments, which suggestions were in the main approved of by him; they were embodied by me in a memorandum which I had printed at the time for circulation amongst the staff, so that they themselves and all interested, could see what kind of men that we wanted appointed. I will read a portion of the memorandum.

"The undersigned considers it to be his duty to communicate to the staff some information respecting appointments and terms of engagements.

"The Government, desiring to render the Engineering Staff as efficient as possible, has had under consideration certain suggestions and recommendations, submitted with that object in view by the undersigned; a system has now been adopted which, it is hoped, will prove satisfactory to those at present or hereafter to be engaged on the work of survey and construction, while in the public interests it can scarcely fail to result advantageously.

"The Engineers serving the Government on the great public works of the country, should be characterized by high integrity and skill. They should, for obvious reasons, be men of the very best character, and at the commencement of the location of the Canadian Pacific Railway, it is felt that every effort should be made