

\$3,000 at present. He would be eligible to rise to \$4,000.

Section, as amended, agreed to.

Mr. FISHER. I have also an amendment to section 13.

Mr. FOSTER. Before going to section 13 would the minister look at sections 6 and 7? You will remember that the question was raised as to the method of classification. Here the classification seems to be entirely mechanical. It is based on what the present salary is, but it would seem to me that a better rule would be that the classification should be according to the duties rather than to the accidental range of salaries. The duties of the office and the capabilities of the clerk to perform those duties ought to be the proper basis of classification and to make it simply a matter of salary works a great deal of injustice. Practical injustice will be done to a great many in this regard. The government found a civil service in 1896, when it came into power and it has been administering affairs from that time up to this. A great many new clerks have been put in and it is well known that in the matter of salary many have been advanced away over and above the older clerks. These older clerks have been doing efficient work from 1896 up to the present and they have been passed over, while many new men have been brought in and inordinately advanced, as it might be contended. The older clerks are left entirely out whilst the newcomer, by having, from one circumstance or another, his salary advanced largely from time to time will be graded under the new Civil Service Act above the older officers. I think there is a considerable portion of the civil service which may be unjustly dealt with in that respect.

Mr. FISHER. I appreciate what my hon. friend is aiming at, but I do not really see how it can be avoided in any way. Section 8 provides for an organization declaring the standing and classes of the officers in the service and their standing in the classification. This gives an opportunity, where a man is doing a high class of work, to put him in the classification which that work would entitle him to be in. I do not see how we can very well declare by the Act that a certain work that a man may be doing shall entitle him to be put in a certain division.

Mr. FOSTER. You could not declare that by the Act, but you could declare by the Act that the classification should be made according to the duties of the office and then the grading authority would have a basis of principle upon which to work. Here, you lay it down as the salary.

Mr. FISHER. Section 6 provides for really a transference of the present staff into new divisions, and I do not see how my

hon. friend's suggestion could be adopted unless every individual piece of work were specified. I do not see how that would avail unless every individual piece of work was specified. I had supposed that section 8 would provide for that. Section 8 provides for an order in council being passed defining the organization of the department and my own interpretation of that was that in that order in council certain work would be declared to be done by such an officer in such and such a subdivision of such and such a division of the general classification. Then if that work was being done today by a certain officer I take it that that individual would continue to do that work, and that that work would be put into that classification and that place. I do not see how it could be done in any other way. The passage of the present clerks into the new classifications seems to be necessarily a matter of their salaries for the time being, that is their class. My hon. friend is aware that as a general rule important work ought to be done by clerks of a class which is receiving pay commensurate to the importance of the work. That does not always occur, I grant you. I have in my own mind an instance where a young man who has been in the service only a short time and who is only a junior second class clerk is doing far more important work than a first class clerk in my department. It is wrong but the first class clerk was a junior and crept up until he is now a first class clerk. Really his work could be done by a junior clerk, he is not capable of doing important work. If I gave him responsible work to do he would simply fall down and the work would not be done. There are instances of that but I do not think they are common and I do not see how we could accomplish what my hon. friend suggests.

Mr. BLAIN. The outside service is defined in the Bill as introduced in these words:

The outside service shall consist of the rest of the civil service.

The amendment proposed is:

The outside service shall consist of the rest of the public service.

I have heard the minister's explanation of this change which I understand was suggested by the Justice Department. It is a matter which should receive some consideration by the minister before its adoption. There will be a great deal of trouble in the classification of the civil service under this Bill. There is some disappointment that the outside service has not been taken in. There is provision of course for taking in the outside service at some future time by order in council and I rather think there will be some trouble about classification, there must be a pronouncement upon it by the new Board of Commissioners who are necessarily new men at this work. It may