

BRIEF ON STAFF SALARIES AT INDIAN STUDENT  
RESIDENCES.

1. The conduct of a program of integration of Indian young people demands a high calibre of staff administrators and supervisors, who are cognizant of the needs of the Indian Student, and who are capable of providing the necessary leadership, guidance, understanding, and stimulation to accomplish the desired goals.
2. Presently standards of education of many staff members at Student Residences are unduly low to enable incumbents to carry out their responsibilities competently. The reason for the low standards of education amongst supervisors is the low remuneration paid to such individuals, which does not encourage suitable young people to make a career in this type of service.
3. Competition from industry and business tends to attract senior staff members away from their positions as salary levels rise across the country. Not being part of the Civil Service, staff members of Indian Student Residences have no relationship between their level of remuneration and the cost of living.
4. Both the Canadian and the Provincial Civil Services provide a higher level of remuneration by far individuals who accept the major personal and fiscal responsibility for the operation of a residential care facility. Salary levels for comparable responsibilities in Provincial Government facilities rise to the level of at least \$9600 for a facility housing 80 young people.
- ? 5. The Department of Indian Affairs will accept the salary levels decided upon by the Board of Home Missions of the United Church of Canada.
6. It is therefore suggested that salary levels for staff of Indian Student Residences be allowed to rise to competitive levels with the Provincial Civil Services, in order to attract and retain the calibre of staff required to staff this vital program.

For P.I.S.R. Advisory Committee

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Chairman.

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