

Bill is the provision for the appointment of a board of three commissioners, to be known as the Grading Commission. These commissioners must be experienced in the differentiating of office work, and their duties shall be to grade within six months after the coming into force of the Act—each member of the service according to his ability and efficiency for the work required. Any member of the service who is dissatisfied with the grade assigned him by the commissioners may appeal to the Governor-in-Council, whose decision shall be final.

Members of the service are to be classified as Deputy Heads of Departments, Officers, Agents, Chief Clerks, Clerks, Stenographers and Permanent Employees.

Officer shall mean every member of the service who, for the performance of the duties of his office, requires professional skill and training of a legal, medical, literary or scientific character or the skill and training of an accountant, or such special experience as may, by order-in-council, be scheduled to rank such member as an officer.

Agent shall mean every person employed as a government agent, assessor, recorder, registrar, chief clerk and such other appointments as the Lieutenant-Governor may by order-in-council decide.

Clerk shall mean every person employed in an established clerical capacity other than the capacity of a deputy head, an officer, a chief clerk or a stenographer.

Stenographer shall mean every member of the service employed solely as an amanuensis.

Permanent employee shall mean every member of the permanent service not employed in any of the capacities above defined.

Officers, agents and clerks shall be graded into four or more classes, according to skill, training, competency and length of service. The lowest class shall be known as the junior class.

Stenographers may be appointed at 16 years of age at a salary of \$420 per annum, and shall be entitled, after the second year, to an annual increase of \$48 until the maximum of the class (\$900) is reached.

The minimum salary of third class clerks shall be \$960 per annum, and an annual increase of \$60 may be given until the maximum of \$1,200 is reached.

Second class clerks shall be paid a minimum salary of \$1,272 and the maximum shall be \$1,500. The annual increase shall be \$72.

The minimum salary of a first class clerk shall be \$1,584, with annual increments of \$84 until the maximum of \$1,800 is reached.

Chief clerks shall receive a minimum salary of \$1,900 and may be eligible to biennial increases of \$100 until they reach the maximum of \$2,500.

When exceptional ability, zeal or invention has been proved by exemplary service, in any of the above grades, the Lieut.-Governor-in-Council may encourage the same by advance in classification, special gratuity or salary increases as the merits of the case may call forth.

Promotions may be made from the fourth class to the third, and from the third to either the second or first. No person shall be appointed a chief clerk unless at the time of such appointment he is a clerk of the first or second class, or is eligible for appointment as a clerk of the second class.

The Act comes into effect on the 1st day of April, 1909.