

strivings on which in nine cases out of ten these men in the past have embarked from the moment of their entrance. Herein is certainly a ground of hope for betterment in a very substantial way from the new Act. If the measures means what it says, a clerk is face to face with his future all the time. He will not make application for a post at a low salary in the secret expectation that, on grounds other than opportunity or merit, he may soon be higher. He will know that under any circumstances he can never be paid for a class of work he is not doing. We need not be expecting perfection to expect that much, and the situation cannot help but be improved when conditions which place an altogether artificial face upon the matter are thus removed.

#### The Service and the Commission.

In at least one other important respect the new law will make for the emancipation of the civil servant at the same time that it works the improvement of the civil service. The service is now to be divorced from politics, and to discuss its administration from the standpoint of the civil servant is accordingly no longer to be taking a hand in the great and parlous game. For the first time in his history the civil servant may criticize the details of his employment with frankness and with the knowledge that no proper act or word of his in so doing can embarrass his political chief. The commissioners, who are responsible for things, are civil servants like the rest, and whatever their faults may be, it is not to be thought that they will be political faults. Within bounds, no action of theirs can be held above criticism, and no one who feels he has a right to be heard can be deterred from defending himself openly. Discipline must be maintained and proper regard held for the judgment of superiors. But it is impossible to believe that any flagrant case of favoritism can occur in the future without being made to stand and deliver in a way that will

be exceedingly disagreeable to its beneficiaries. And this, we may all agree, is no more than what is just and proper for all concerned.

#### The Attitude of the Service.

If we were permitted a more general word as to the mood in which the service should greet the new order it would be, in the language of sport, that it should play the game. This is no time for idle chafing and dissatisfaction. Circumstances being what they are, the service should strive to get the best possible out of them, and when the time arrives bring every ounce of energy to bear on what amendment of the circumstances may be feasible. We have not won all we wanted. We did not win our increase; we are not even sure as yet that we have obtained a genuine classification. Nevertheless, we have won a great deal. As an inspiration for the new future that is so soon upon us, let us recount something of our successes as well as failures, and that under a heading which takes the form of an intimate and highly important interrogation to the service at this juncture.

#### Has the Civil Service Association Justified its Existence?

Adverse criticism of the Civil Service Association was inevitably to be looked for as a result of the stirring times through which we have passed. That an angry man is frequently an unjust man is no novel thesis. As long as there are men who visit upon their families the ill-humours generated in the stress of business, so long will the *corpus vile* of the C. S. Association bear the marks of unmerited violence. There is a small element in some of the larger departments which has developed a liking for plucking the beard of the Association, and then looking around for applause. But the service is not with them there, because in all such cases that have come to our notice, the cause of complaint is found to