

paramount object will be in the best interests of civil servants also. Such of their representations as do not satisfy both of these conditions, they are prepared to see abandoned forthwith; but they earnestly request the most favorable consideration for such as satisfy both the conditions — or, in other words, for such as prove upon the closest examination to be at once just and reasonable.

We have the honour to be, Sir,
On behalf of the Association,
Your obedient servants,
(Sgd.) A. G. KINGSTON,

President.
(Sgd.) M. D. GRANT,

Treasurer.

(Sgd.) R. H. COATS.

After the reading of the Memorial, Mr. Fisher was good enough to consider in detail the several matters therein touched upon, and a full and free discussion followed, which was much appreciated by the Association's representatives.

In reference to the omission from the Bill of any provision for a general increase of salaries to meet the higher cost of living, Mr. Fisher pointed out that the Bill was framed with the primary object of instituting permanent reforms in the service, and that an Act of Parliament which aimed at establishing a new order of things ought not to deal with any matter, however important, which was of temporary, non-recurrent nature. Such was the matter of an increase of salaries to meet present-day economic conditions. On the other hand, the salary-scales themselves, as distinct from any readjustment of actual salaries, were of permanent nature, and accordingly had been specified in the Bill itself. If it should be decided to grant increases to the salaries of the *deserving* (the inflection is the Minister's this time), provision ought to be made by a separate enactment. But the Minister was careful to say—and we as carefully repeat—that he could give no assurance of such increases being granted.

As to the fear expressed in the Memorial that the Bill would not permit of the much-needed readjustment of salaries in accordance with the relative importance of duties performed. Mr. Fisher stated that the Bill had certainly not been framed with a view to preclude the carrying out of this reform. Within the course of the then last few days, it had been pointed out to him that such, nevertheless, might be the effect of section 6, notwithstanding the manifest intention disclosed in section 8, of providing for a re-organization of departments. If it should be the opinion of the law officers of the Crown that the Bill as it then stood would prevent the carrying out of the intention, it would be amended on the second reading.

In speaking of the subject of *Promotions*, the Minister conveyed the impression that when the new Act shall come into force the old system of examination tests upon academic and official subjects will be *almost entirely* supplanted by the proposed system of quarterly reports upon the conduct and efficiency of each clerk. This will be good news to the service. The academic promotion examinations heretofore set by the C. S. Examiners have been as stupid a solecism as ever existed,—enough to shake the midriff of the world with Olympian laughter. What profits it that a man of twenty years' official experience shall know how many fish can swim abreast through the Straits of Juan de Fuca? Bearded men have been pestered in this pedantic fashion for many a long year, and, with a view to giving the new Act a chance, we would respectfully advise the Government to bid the present examiners to cease from troubling, in the name of God. But to our story: Mr. Fisher appeared to view not unfavorably the safeguards suggested by the Association in connection with quarterly reports, but whether this should be given effect to by formal enactment or by regulation, he was not prepared to say. If we may add a word in support of the As-