

CIVIL SERVICE COMMISSION.

FIRST REPORT.

The Commissioners appointed under the Order in Council of June 16th, 1880, to consider the needs and condition of the Civil Service of the Dominion, have the honor to present the following Report:—

1. The Commissioners desire to state at the outset that they have recognized from the beginning of their proceedings, the importance as well as the difficulty and delicacy of the duty entrusted to them. To investigate the needs and condition of Departments which have been administered for many years by men of experience in the Public Service, but subject to the controlling influence of different Ministers and changing Administrations, is necessarily a delicate duty; and to suggest and recommend a new permanent organization of the Civil Service of the Dominion, is obviously a task involving grave responsibilities for those who undertake it.

2. Since the Confederation of the Provinces in 1867, attempts have, from time to time, been made to improve the organization, efficiency and general administration of the Civil Service, and for more carefully regulating appointments thereto.

3. In May, 1868, a Civil Service Act was passed, and in June of the same year, a Commission was appointed which, under the provisions of that Act, submitted a scheme for its re-organization, which, in so far as related to the Inside Service, was approved by an Order in Council passed in December, 1869. This Commission also submitted two Reports on the Outside Service; but although the recommendations therein made have been to some extent acted upon by the Post Office Department, they do not appear to have been adopted by Orders in Council for the Service generally, and it is doubtful whether the Act of 1868 applies to the Outside Service, except so far as by section 15 of that Act, power is given to the Governor in Council to determine and classify the number of Officers and Clerks and to submit such classification to Parliament.

The Act of 1868 was in its intention a valuable safeguard against evils that were feared and irregularities that experience had shewn would probably arise in the administration of the public service. It was evidently intended by that Act to limit the age and ensure the proper qualifications of candidates for positions in the public Departments; to establish a regular classification, provide for judicious promotion, check the unnecessary employment of extra clerks, and guard the public Treasury against an undue expansion of expenditure for Civil Government.

4. The Act contained certain provisions under which departure could be made from what appear to have been intended as the fixed rules of the Statute; and thus departure became in time the rule rather than the exception, so much so that the means which the Act proposed to provide for the admission of properly qualified persons to the public service became