

tions which have practically doubled the salaries they would have been receiving by advances in the normal way.

There is supposed to be a chance for the promotion of the second division clerk to the higher division, but in practice this chance is very remote. There are over 3,000 second division clerks serving in government offices, and in the last eighteen years there have been seventy-three promotions, and these have been confined to a small number of offices. Good care is taken that the pickings at the top are preserved for the superior caste.

Prizes First: The Race Afterwards.

This is disastrous to the efficiency of the public service. The second division man of great natural ability, who did not go to a university because his parents were too poor to afford it, is kept with his nose to the grindstone through all the years of his service, while the university clerk, whatever his capacity may be, is from the first marked out for advancement to the higher posts. The prizes of the public service are distributed at the beginning instead of at the end of the race. The Civil Service at present exists to provide careers for Oxford and Cambridge men.

Another development is going on just now which has for its purpose the use of the Civil Service to find posts for life for boys from the public schools who are not going forward to the university. An intermediate class has been established, and the examination scheme has been framed so as to give an advantage to the public school boy similar to that which is given to the Oxford and Cambridge men in the class I examination. This grade was formed after a conference with the headmasters of the public schools. But these people had evidently underestimated the character of the education which is being given in the

secondary schools. A large number of the posts have been taken by secondary school boys.

Handicapping the Secondary School

In January last another conference was held with the headmasters of public schools, and the outcome is that after next year the syllabus of examination is to be altered so as to make it more difficult for the secondary school boy to succeed. Certain subjects, such as chemistry and physics, are to be taken out of the syllabus, and a great advantage is to be given to youths who take Latin and Greek, which are the favourite subjects at the public schools.

It is quite plain that the treasury and Civil Service Commissioners have devised this intermediate grade so that every well-paid post in the public service may be the monopoly of the class who can send their boys to a public school or to one of the older universities. The reason given by the treasury for the institution of this intermediate grade is that some of the work previously done by the higher division was "disagreeable," as it involved the arduous labour of adding up figures and making calculations.

It will be seen from the statements already made that though the system of open competition is supposed to regulate entrance into most of the government offices, yet, as a matter of actual fact, the best posts in the public service are still largely the monopoly of the "best families." This applies to other posts in the public service to an even greater extent.

A very large number of well-paid posts in the public service are filled by nomination, and the candidate appointed is not required to pass any examination. All the higher posts in the board of education and the board of agriculture are filled in this way. This system of nomination to the higher posts has manag-