

recommendations to the Treasury Board. Only after the board has concurred is the addition or change made.

In some of the new departments where technical and administrative officers are appointed by governor-in-council, assisting and clerical staff are also so appointed. For the most part, however, the commission has staffed them. On the one hand this dual system of recruiting considerably eases the burden of the commission, which understandably finds it difficult to handle the vast number of appointments the war has made necessary. On the other hand, it establishes an increasing number of exceptions to the rules and regulations on which the service is founded.

QUALIFICATIONS FOR APPOINTMENT

In order to be appointed to the public service, an appointee must satisfy several qualifications. In addition to the actual examination results, the following points must be checked:

1. Citizenship-The appointee must be a British subject.
2. Enemy origin-A candidate who is himself or whose parent or parents are of enemy origin is subject to thorough investigation.
3. Residence- The appointee must have resided in Canada for five years and, in the case of districts outside Ottawa, must have resided in that district for one year immediately prior to appointment.
4. Language- The candidate must have knowledge and use of either or both the English and French languages, as the position concerned requires.
5. Education-Certain educational requirements are prescribed for every classification in the service.
6. Age-The usual age limits are 16 to 65. Office boys and girls may enter at 14 or 15 if provincial educational regulations permit, and the age limit may be extended beyond 65. Some positions carry particular age specifications.
7. Eligibility for military service- Males between the ages of 18 and 38 are ineligible for appointment to the service, unless medical unfitness for military service can be established or a certificate be produced that shows discharge from the armed services on account of medical unfitness. An exception to this general rule may be made where it can be established that the appointment of a physically fit man for special work would be in the public interest.

VETERANS

Veterans of World War I and of the present war have statutory preference in civil service appointments. This preference in no way obviates the necessity for veterans to have the required qualifications for any positions. They must try the same examinations as all other applicants. The preference lies wholly in the order of appointment, for successful veterans' names are put at the top of eligible lists. The figures given in Table 1 (page 15) showing the assignments made yearly include the number of appointments of persons who have had overseas active service.

These civil service regulations tie in with the government's rehabilitation plans for the post-war period. Service women will be granted the same consideration as men.

All permanent civil servants who enlisted are guaranteed a return to their positions after the war as well as their seniority, place on eligible lists,