

THE CIVILIAN

A fortnightly journal devoted to the interests of the Civil Service of Canada.

Subscription \$1.00 a year;

Single copies 5 cents.

Advertising rates are graded according to position and space, and will be furnished upon application to

THE OTTAWA PRINTING CO.

MSS intended for publication, and all communications relating to the editorial policy of the journal, must be addressed

THE BOARD OF EDITORS,

THE CIVILIAN,

P. O. Box 484, Ottawa

Communications on any subject of interest to the Civil Service are invited and will receive careful consideration.

Ottawa, Oct. 9th, 1908

Correspondents will please bear in mind that communications cannot be considered unless accompanied by the names of the writers. We require this as an evidence of good faith and for the protection of our readers and ourselves. Several letters, received since last issue, are withheld because of failure to comply with this rule.

REORGANIZATION.

We have received some friendly criticism from civil servants and others *à propos* of our suggestion of a fortnight since that the reorganization should be handed over at a blow to the commissioners. The magnitude and complexity of the task are urged against making it the initial problem set to be solved. It is also suggested that the urgency of the need of a set-

tlement calls for more immediate action than the commissioners could take. To the latter argument we would reply at once that it is based, probably, whether consciously or not, upon the supposition that the object of the reorganization is the relief of the civil service. So it is, but not, as we think, in the direct and immediate way, and on the general scale, that many believe. The reorganization cannot, and should not, be made to play the part of a more or less universal adjustment of salaries. What it can do and ought to do is to attach a proper value to the various duties performed by civil servants, the importance of some of which at the present time is sadly under-estimated. The best hope of civil servants, however, here as everywhere, rests upon the broad basis that whatever tends to increase the efficiency of the service as the working arm of the government of the country, and to advance the interests of any particular class, tends likewise to increase its general prestige, to the ultimate amelioration of the general conditions of employment. As to the magnitude and complexity of the work of reorganizing, that, to our mind, is the most convincing argument why it should be carried out from a single centre. The civil service is one, not many and diverse. It is nothing short of impossible that it should take its methods and complexion from something over twenty differently constituted and differently thinking individuals, and remain a harmoniously-acting piece of machinery. How else, also, than by submitting to a single authority, can the work of collaborating and grouping functions as between departments be intelligently dealt with? We are ourselves convinced that time will more and more reveal the necessity of governing the service as a whole. To the commissioners, if they were permitted to assume this important undertaking, one thing at least could be absolutely guaranteed—the active sympathy and