

While these figures may not seem significant when the yearly total expenditure on wages and salaries of all persons on the public payroll during the fiscal year ending March, 1944, was \$207,304,793, nevertheless they represent a saving that would not have been made were it not for reductions at the instance of the commission.

This saving was lowest during the first two war years when it was difficult to determine the degree of necessity of the departmental requests for new staff and reclassifications. Rather than risk instituting any savings at the expense of Canada's war effort, most requests were passed. When, however, there had been time to weigh the importance of new positions and judge the responsibilities involved, particularly in the wartime departments, the savings figures assumed new heights.

EFFECTS OF THE WAR

With the outbreak of war and the resulting increase in extent of the government service, the procedures adopted by the commission were severely strained. The War Measures Act of 1940, which empowered the government to take whatever steps it deemed necessary for the successful pursuit of the war, led to a series of orders-in-council which considerably modified the rigidity of the civil service system in respect to wartime appointments.

New departments were set up, and the commission was given the task of investigating staff requirements and rates of pay in connection with personnel. In most cases the commission was also made responsible for obtaining the staff necessary for these new departments. In order to speed up the method of appointment, the commission was accorded considerable latitude, and techniques of staff selection were left to its discretion, provided that the merit principle was not jeopardized. In many cases age limits were relaxed and examination standards modified.

Much of the commission's time in the war years has been devoted to the new departments where it is necessary to fill positions quickly and often in large numbers. Appointments to these departments are always classed as temporary. The wartime increase in temporary employees, shown below, has lifted the percentage of temporaries to 74% of the total in March, 1944, compared with 30.3% in March, 1939, and 34.5% in March, 1925:

	<u>Permanent</u>	<u>Temporary</u>
March, 1925	25,524	13,433
March, 1939	32,132	13,974
March, 1944	29,343	83,315

(these and other staff figures quoted have been prepared by the Dominion Bureau of Statistics.)

The number of permanent civil servants has actually decreased during the war years. In 1939 there were many more than twice as many permanent as temporary civil servants, but by 1944 the position was reversed and there are close to three temporaries for every permanent employee.

To handle its increased wartime work, the personnel of the Civil Service Commission has had to be considerably expanded. Some idea of the amount of work done by the commission is obtained when it is realized that a staff of few more than 50 investigators and examiners handled approximately 150,000 applications during 1943. About 25,000 files are in circulation at the commission each day.

The tremendous increase in the number of assignments made by the Civil Service Commission during the last few years is indicated in Table I (page 15). From a total of 9,183 assignments in 1939, the number increased to 19,300 the next year, a figure that was almost trebled by 1943 when the total reached 56,342. During this time the number of permanent assignments made each year has,