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ADDRESS BY COMMISSIONER SHORTT.

(Concluded.)

Passing to the next division, the second, we find that it comes partly within and partly without the nominative system that applies in the lower grade. In the case of Second Division B, the great majority of the appointments are the result of the open competitive examination for that grade. In the case of the grades 2A and 1B and 1A, all the appointments from the outside come under these two possible conditions—either open competition, in which case the position is advertised and is open to all comers, or by nomination on the part of the departments. Now, I am talking frankly and freely, and when I speak of the action of the Government it is not a party question, because what I say applies to one Government as well as to the other. If nearly all the lower grade positions are examples of pure patronage, the higher grade positions are seldom so. A good deal more than half of these higher positions are filled by open competition. The department says to us: 'Find us the best man you can for this position'—it may be an engineer, a chemist, a geologist, an accountant, a translator, and so on. The sense of responsibility on the part of the departments, whether under the late Government or under the present, is far greater in relation to the higher grades than to the lower. Nevertheless even in these cases there is a certain fight to be put up. Sometimes an individual who has the favor of a minister thinks that the approval of the Civil Service Com-

mission for his appointment is a mere matter of putting on a stamp. And when he finds that it is not exactly like that, you can imagine what he thinks of the commission. He goes back to the minister and gives a lurid account of how we blocked his appointment; and the minister may think himself entitled to join with the dissatisfied party and fan the flame of his resentment. So that our reputation with such applicants is likely to be not worth much.

Examinations.

"Now, a word or two about the making of these higher appointments. We get alternative criticism. Some people who think they can pass examinations say we do not hold enough written examinations; those who cannot pass examinations say that the examination system is nonsense, that a man's appointment should not depend on whether he can or cannot give the pedigree of the King of Timbuctoo and answer other questions of that sort. We hold examinations for the third grade positions and for positions in 2B. But when it comes to appointments to special positions of a technical nature, I think that is not a place in which to use the written examination, unless you can set the parties down within the four walls of a room and have them do exactly the same thing that they will be asked to do in the Government service. Obviously, if the work to be done is translation, this form of examination is easy. When we had