

## APPENDIX HW

45-809G

*Review Board*:—General Executive Assistant Indian Affairs Branch, Department of Mines and Resources, Ottawa, Ontario. Competition: 45-809.

*Highest Ranking Candidate*: Mr. W. J. F. Pratt, Assistant Secretary and Chief of Personnel. Entered Service: May 11, 1913.

*Appellant*:—Mr. E. P. Randle (rank 8) Superintendent, Indian Agency, Grade 4, Six Nations Indian Agency. Entered Service Sept. 19, 1935.

*Departmental Rating Board*: Mr. R. A. Hoey, Director Indian Affairs Branch; Mr. C. W. Jackson, Chief Executive Assistant, Department of Mines and Resources.

*Review Board*:—Mr. J. A. MacIsaac, representing Civil Service Federation of Canada; Mr. R. A. Gibson, representing Department of Mines and Resources; Mr. H. R. McNaughton, representing Civil Service Commission of Canada.

This Review Board was convened at 2.15 p.m. on Monday, February 16, 1948.

Mr. E. P. Randle, who had previously appealed this selection in January 1947, stated that he was handicapped in preparing his appeal through lack of specific information as to the present requirements of the position but in the absence of this information was basing his appeal on substantially the same grounds as before, namely, his administration for a considerable number of years of the largest Indian Agency in the Dominion which, in his opinion, should give him knowledge of and experience in purely Indian administration not enjoyed by the successful candidate whose duties appeared to be of a secretarial nature. He also submitted his long administrative experience in the army and as an official of Agricultural organizations and the extensive knowledge of personnel acquired through the duties these positions have involved.

In accepting the ratings given in March 1945 as a basis for selection for this position at the present time, the Civil Service Commission did so with the understanding that the duties of the present position are the same as those advertised for the previous position and have not been changed.

From information submitted to the Review Board by the Departmental Representative, it is evident that there has been a material change in the duties contemplated for this position.

Mr. Gibson indicated that since the retirement of Mr. M. Christianson, the former incumbent, in 1945 there have been several changes in the organization of the Indian Affairs Branch and in the allocation of the work. He stated that it is not proposed to use the appointee in any sense as an Inspector of Agencies or on field work, but as an immediate Executive Assistant to the Director of the Branch at headquarters in order to relieve the latter of a portion of his present heavy load. While many decisions would necessarily be based on reports received from the field it would appear that there would be very little actual field work involved. Mr. Gibson also stated that any construction work calling for scientific knowledge was now dealt with by an Engineer in another Branch of the Department.

In the light of the changes indicated, the Review Board is of the opinion that the ratings awarded in 1945 on the basis of the requirements of the position at that time would not necessarily represent the comparative qualifications of the candidates for the position as at present contemplated.