

## Minimum Salaries of the Second and Third Divisions.

There are two gateways to the permanent inside division of the public service: the Third Division Examination (sometimes called the High School Standard) with an initial salary of \$500; and the Second Division Examination (the University Standard), with initial salary of \$800. Both salaries are too small; they were too small even in 1908, with the increased cost of living during the last four and a half years they have become still more inadequate, and more discouraging to those who have to live on them.

Think of the government of a great country like Canada paying out of its abounding revenues initial salaries of \$500 and \$800 respectively to its Third and Second class clerks! In its first Annual Report, issued in September, 1909, the Civil Service Commission speaks on this matter as follows:

"In this connection, one quite important feature was apparently overlooked at the time of preparing the Act of last session granting an addition of \$150 to the salaries of all the clerks then in the service. This Act had the effect of raising the whole scale of salaries of those already in the service, by \$150. This was done on the very sufficient grounds that the cost of living had greatly increased of late years. Nevertheless, by leaving the minimum salary of all persons subsequently entering the service at the old rate, a gap of \$150, equivalent to three years of statutory increase, is left between the salaries of the old and new clerks. It is further to be observed that, under the new conditions, the scale of qualifications for entering the service is somewhat higher, notably in the Second Division, and, what is more important, it is now exacted from all clerks entering the Third and Second Divisions, whereas a large percentage of

those receiving the special increase had never passed any examination. Further, the cost of living is just as high for the clerks entering this year as for those entering last year or previous years. The practical conclusion is that, to complete the justice of the Act of last session, at least \$150 should have been added to the minimum of the Third Division, and, say, \$200 to the minimum of the Second Division, thus placing the new clerks on a relative equality with those in advance of them, the difference remaining as formerly the amount of the statutory annual increase, according to the number of years in the service. This would also enable the service to compete more successfully with outside employment for competent candidates in the Third and Second Divisions."

It would be useless to comment on the main topic of this paragraph; the equity of the case is so clearly and fairly expressed that it cannot fail to convince. In addition, however, to the equitable reason for increasing these initial salaries, there is a very practical one hinted at in the last sentence. An employer gauges the adequacy of the salaries he pays by his ability to secure *suitable applicants* for the vacancies which occur. In 1908 Parliament decided that the test of eligibility for clerkships in the Inside Service would be a system of examinations. These examinations were to be not merely qualifying, the intention being that selection should be made in order of merit from those who could obtain the requisite minimum of marks. Much benefit to the Public Service was anticipated from this system; in particular, it was thought the Second Division would tempt educated men to enter the Service as a career. How the youth of Canada have responded to the call can be seen by comparing the number of