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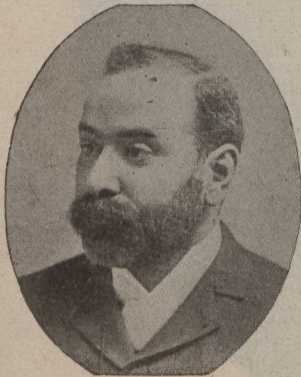
No. 4

Civil Service Reform.

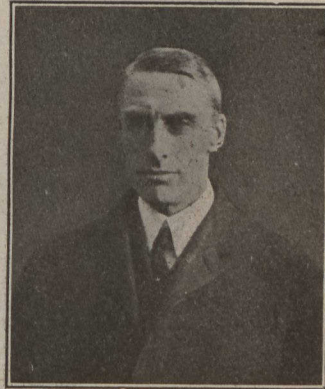
The ultimate supplanting of the patronage system by the merit system in the Public Service of Canada is undeniably the hope and expectation of the great majority of Civil Servants in both the inside and outside divisions. It is the goal towards which all the principal efforts of the Civil Service Federation of Canada and the Civil Service Association of Ottawa have been directed in the past, and will doubtless continue to be directed until the goal is reached. From a merely superficial view-point the outlook at the present time does not appear to be very encouraging; indeed, there are many who claim that the patronage system is stronger and more aggressive to-day than ever and several events of recent occurrence would seem to give some justification for that claim. On the other hand a brief retrospective view of the subject, recalling some important facts which are apt to be overlooked, will suffice to demonstrate that during the past few years some very significant and encouraging progress has been made toward the establishment of the Merit System.

The first great blow struck at the Patronage System was undoubtedly the Civil Service Amendment Act of 1908, whereby the Civil Service Com-

disappointment to the Service as a whole; nevertheless the stupendous fact remains and must not be over-



R. S. White, President Civil Service Federation of Canada.



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mission was, brought into existence, and the principle of appointment to the Service and promotion therein *by merit* was first officially recognized. While it is true that the provisions and the administration of this Act have proved in many respects a great

looked that this Act and notwithstanding all its defects (many of which are the result of weak or faulty administration rather than of defective legislation) *the principles of the Merit System have been crystallized into law, and stand recorded to-day*