

motions, the organization of departments, and increases. The organization must, however, receive the approval of the Governor in Council. The bill incorporates the provisions of the recent order in council eliminating political patronage, and the Commission is required to make an annual report upon the organization and the duties and salaries of staff. The object of this, of course, is to prevent, as far as may be, over-manning, inequalities of pay, and the retention in the Service of unworthy or useless persons. This I consider one of the greatest improvements effected by the bill, as there is nothing that has a more injurious effect upon worthy employees than a knowledge by the public that there are persons who are not earning the salaries that are paid them. The bill contemplates a reorganization by the Commission of the whole public service, and here I would point out that this task is one of great magnitude and complexity, and it is the duty of every employee in the public service to do what he can to assist the Commission, not only actively but by showing patience and refraining from destructive and carping criticism; and it must be remembered, too, that there are many inequalities and anomalies which time alone will cure. The Commission will also act as a sort of clearing house to transfer employees from places where there is no sufficient work to other places where their services can be utilized.

The greater part of the Bill relates to the whole public service, that is to say, Part I, the appointment and duties of the Commission; Part II, the organization of the departments, and Part III, the examination, apply to the whole public service.

In Part II, the organization of the departments, the principal changes are as follows:

A person may be appointed in special cases at \$200.00 above the minimum. It used to be \$500, but now in the Inside Service the grades are more numerous, so that the new minimums will provide for almost every case. In connection with professional and technical positions, the Commission are to decide whether the particular position comes within the profession or not, and a person cannot be appointed to a pro-

fessional position and then be transferred to a position which is only subject to appointment upon competitive examination. Promotion is to be for merit, and transfers and exchanges may be made by the deputy heads with the approval of the Commission. Annual increases have to be approved by the Commission. Temporary employment is to be only for six months at a time, the time to be specified in the Commission's certificate. Holidays are to be 18 days exclusive of Sundays and holidays. In the past the practice of the departments has not been uniform—in some cases three calendar weeks were allowed, in others holidays and Sundays were deducted, and in other cases 21 days were allowed. It will now be uniform. Regulations are to be made by the Commission with respect to sick leave, these regulations being subject to the approval of the Governor in Council. Sick leave is one of those things that has been so grievously abused that it was quite time, in the interests of honest employees, that a change should be made. In the case of suspension it is for the Commission to decide whether the suspended employee shall receive his pay or not. The provisions with respect to the forbidding of political partizanship have been somewhat enlarged, and anybody who violates the provisions will be subject, on summary conviction, to fine and imprisonment.

There is no clause that calls for particular notice in Part III except the one with respect to the age limit. At the present time the age limits have not been uniform for appointments to the public service, and the limits fixed have been the result largely of accident. In future the Commission are, by regulation to be approved by the Governor in Council, to fix such limits. There is also a provision under which returned soldiers who pass the examination are to be placed, irrespective of their marks, at the head of the lists.

Part IV relates to the Inside Service, and the principal change is with respect to the grading. Divisions one and two are put together and become the First Division. The highest grade of the old First Division is divided into two—\$2,900 to \$3,400, and \$3,500 to \$4,000. At the present time there