

29. Having stated what we believe to be the faults in the existing system of making first appointments to the Service and their cause, it becomes our duty to submit a remedy. This, we believe, can only be found in completely eliminating all traces of political patronage. This remedy involves the necessity of substituting some other mode of regulating entrances to the Service, and this without doubt is a more difficult task than might at first appear.

30. We do not say this because we have any doubts as to what should be substituted for political nominations, but because we think there may be a misconception in the public mind as to what is necessarily implied by the system we would recommend.

In our search for guidance to some effective system of Civil Service reform, we have studied the steps in that direction which have been taken in the United Kingdom, and we have also endeavored to ascertain the practice prevailing in France and other Continental Governments. We will now more fully state how first appointments to the Civil Service of the United Kingdom are made.

31. The Civil Service Commission of the United Kingdom consists of three Commissioners, one of whom is a Privy Councillor. The Commission was first constituted by an Order of the Privy Council in 1855. Each Commissioner holds office during Her Majesty's pleasure. To this Commission is deputed, under certain restrictions, the control of all appointments to the general Civil Service

Rules have been made for their governance, and under the authority invested in them, they make such regulations in reference to examinations and other matters connected with their duties as are from time to time found necessary.

The Regulations by which the Commissioners are governed are contained in several Orders of Her Majesty's Privy Council and may be summarized as follows :—

SECTION III.—No person shall be appointed to any office or employment in any of Her Majesty's civil establishments until he shall be reported by the said Commissioners to have satisfied them :—

1st. That he is within the limits of age prescribed for the situation or employment to which he desires to be admitted.

2nd. That he is free from any physical defect or disease which would be likely to interfere with the proper discharge of his duty.

3rd. That his character is such as to qualify him for such situation or employment ; and

4th. That he possesses the requisite knowledge and ability to enter on the discharge of his official duties.

SECTION IV.—The rules applicable to each Department, under each of the above heads, shall be settled, subject to the approval of the Commissioners of Her Majesty's Treasury, by the said Civil Service Commissioners and the chief authorities of the Department.

SECTION V.—All appointments by the Civil Service in the Departments mentioned in Schedule A are to be made by means of competitive examinations according to regulations to be from time to time framed by the said Civil Service Commissioners and approved by the Commissioners of Her Majesty's Treasury.