

be on the Commission a member having a broad experience of men and affairs, gained perhaps from business or professional life, it is equally as desirable, owing to the special conditions under which Government work is carried on, that one of the Commissioners should be a man possessing special knowledge of the public service. The Association believes that there are several persons now in the Service who are well qualified for the position of Commissioner. In making this recommendation, the Association is merely suggesting, under another guise, that the Commission be made a thoroughly efficient body.

Promotion.

The Association observes with pleasure the probability that the unsatisfactory promotion examinations are to be superseded, at all events as regards academic subjects, by a system of quarterly reports designed to show the conduct and efficiency of each member of the Service. If this system is properly supervised by the Commission, it will prove an important factor in maintaining a high standard of public service. In view of the very strict terms of Sec. 4, however, it is felt that there is need for one amending provision: namely, that means be devised whereby a civil servant may appeal to the Commissioners for a special investigation in any case where he believes he has been unjustly treated by superiors, whether in quarterly reports or otherwise. Such a system is now in operation among the officers of the Permanent Military Force of Canada, and the Association respectfully suggests that a similar reasonable safeguard be adopted in the new measure.

Special Cases of Importance.

The Association is strongly of opinion that the Messenger class deserves more consideration than appears to have been bestowed upon it. As to salary, it is manifest that men

with families cannot live in comfort on the salary of \$500 to \$700 attaching to this class. And this injustice is rendered the greater by the fact that many messengers now receive more than \$700 and that bank messengers receive in many cases from \$600 to \$1,000. As a matter of fact, most of the Messengers now in the Service are forced to eke out their exiguous salaries by extra-departmental work, which work to some extent renders them less fit for their regular duties. In the judgment of the Association, a permanent Messenger class, with more liberal salary allowances and regular increments within the class to the meritorious, should be established. This last provision should likewise be extended to Packers and Sorters.

The Association also recommends that all Junior Second Class clerks, who, at the time of the coming into force of the new Act, have passed the necessary promotion tests, be placed in Sub-Division B of the Second Division, and thus given the same standing as present Second Class Clerks will have under Sub-sec. 2 of Section 6. This recommendation has reference more particularly to some of the larger Departments, such as the Post Office Department, where the condition of such clerks under the present system is truly deplorable.

As to Superannuation, the Association notes with satisfaction that the question is now under consideration, and trusts that a Superannuation Bill will be brought down at an early date.

In making the representation herein contained, the Association has endeavored to avoid presenting an *ex parte* statement. They are convinced that the first requisite of a Civil Service Act is to provide the country with the most efficient means that can be devised for carrying on the business of the Dominion. It is their conviction that what will best secure this