

OUR SYSTEM OF EXAMINATION IS A RESULT OF OUR MODE OF ORGANIZATION AND CLASSIFICATION.

The imperfection of our present system of examination is a result of the imperfection of our present system of recruiting and classifying the service. The one is the cause, the other is the effect.

Let the Heads of the Departments strictly limit the number of appointments in the second division to the normal requirements, and only 10/100 of the Civil Service recruits will have to pass the higher examination.

On the other hand, let the Heads of the Departments place in the third division all the clerks assigned to routine and clerical work, and about 90/100 of the Civil Service recruits will only have to pass the ordinary examination, which requires a commercial education.

I may add that in the last second division examination, which is the most difficult, thirty more than the number required secured the necessary minima.

CONCLUSION.

It would be easy to settle the present difficulty. Let the cause be removed, and the difficulty will disappear.

1. Let the Heads of the Departments limit the number of appointments in the junior administrative group, that is to say in the second division, to the normal requirements, and only 10/100 of the Civil Service recruits will have to pass the higher examination.

2. On the other hand, let the Heads of the Departments place in the third division all the clerks assigned to routine and clerical work, and about 90/100 of the Civil Service recruits will merely have to pass the ordinary examination.

3. In order to facilitate things, let the Government so amend section 30 of the new Act as to raise the maximum salary of the third division to \$1,800 per annum, and the latter will be a desirable career.

4. With such a reform, the very great majority of the third division clerks—who are the only complainants—will be satisfied with their prospects in the third division.

5. In regard to such of them as are desirous to compete for the second division with the outside candidates, they are free to do so.

6. So far as the exception in favour of the old clerks who were automatically classified in the third division in September, 1908, is concerned, I refer to it in a distinct memorandum.

The whole respectfully submitted.

M. G. LAROCHELLE,
Commissioner.

Ottawa, July, 1915.

MEMORANDUM

Concerning the Promotion of the Old Civil Servants who were Automatically Classified in the Third Division upon the coming into force of the new Civil Service Act, in September, 1908.

I have always been of the opinion that Regulation 20—which requires from this special group of third division clerks a non-competitive examination substantially equivalent to the second division competitive examination—is unfair and against the letter and the spirit of the law (paragraph 2 of section 26).

But, of course, as it has been explained in my other memorandum, it must be well understood that the Heads of the Departments should never recommend their promotion to the second division unless it is to discharge a junior administrative function. They should never be so recommended for the sole purpose of increasing their salary. This would be illegal.