

whatever his ability and practical knowledge, can hardly hope ever to pass the class barrier which separates the two grades.

In order to provide for a larger number of these university men, the number of higher division posts in the public service is altogether in excess of the actual requirements. The amount of work in any government office which can be called administrative, that is work which requires decisions on important matters of policy, is very small. The result is that many of these class I men are doing work similar to that done by the second division, but of course at salaries often many times as high. In other cases higher division clerks are simply employed in going through work which other clerks have already passed, and it is no uncommon thing for a document to be passed by half-a-dozen clerks without any alteration whatever being made.

Why this Difference of £130?

The class I clerk has seldom to wait long for promotion to some post carrying a large increase of salary. The second division clerk, who is really doing the necessary work of the office, has to proceed by small annual increments of salary from a beginning at £70. But the young man who comes straight from the university starts at £200, and he is a dismal failure indeed if he is not getting much more than double that in two or three years' time.

Instances are as common as leaves in autumn of men in this select class jumping £300 to £500 a year at one step after a very few years' service. A young man with three years' service, then receiving a salary of £260, was recently transferred to another office, to a post just made, at £500 a year. Immediately after, he married the daughter of a highly-placed public official.

A few other instances may be given to show the way in which for-

tune favours these young men who enter the Civil Service with the advantage of belonging to the exclusive set. The treasury is a small department. Out of twenty-six higher division clerks serving in that office, no fewer than fifteen have within the last eight years had special promotion, and in every case the promotion sent up the salary at one step by about £400 a year. One of these, by no means an exceptional case, is that of a young man of invariably immaculate attire, with the most perfect Oxford manner and indispensable monocle, who entered the service about thirteen years ago. Commencing at £200 a year, in six years he had reached £320. He was then promoted to a post carrying a salary of £700, rising to £900. Later he was advanced to another post, and his present salary is £1,150.

£1,000 a Year at Twenty-six.

Mr. John Burns had a private secretary for some time in the early years of his tenure at the local government board. Mr. Burns appointed this clerk to be an assistant secretary to the board at a salary of £1,000 a year, rising to £1,200. A young higher division clerk was recently private secretary to the chairman of the board of Inland Revenue, and in seven years his salary rose from £200 to £800, with further advances to £1,000. One of the Prime Minister's private secretaries has been appointed at the age of twenty-six to be a Commissioner of Taxes, a post worth £1,000 a year. Taking fifteen instances of higher division clerks at random it is found that the average age at present is thirty-five, and the average length of service is eleven and a half years, and the average salary is £793.

If these clerks had followed the scale increment of salary the average salary would be £440 a year instead of £793. That is to say, ways and means have been found to give these favoured individuals promo-