

missioners unwilling? We cannot tell. In truth we can be sure of nothing about it, except that the Commissioners lock up public business in private drawers, as secret as the cabinets of Phillip II. In the period immediately following September 1st, 1908, no topic was more fruitful of discussion than that of re-organization. The service to-day holds the Commissioners responsible for their failure either to bring about re-organization or to establish their bona fides by a public exposition of laudable attempts they have made to bring about the reform.

Antithetically may be cited the case of that Chicago Commission headed by Mr. R. Catherwood, who, manfully and energetically, took up the admittedly onerous task of re-organization and performed it scientifically and economically as has been heretofore displayed in the pages of *The Civilian*.

Third Division.

Closely related to section 8, and somewhat arising from the non-fulfilment of the requirements of that section, comes the problem of the Third Division. Re-organization would, in some measure, have modified the poignancy of this sore topic and the remarks made above upon section 8 have a relevancy to the present subject.

Why was the barrier put up between the Third and Second Divisions? Civil servants, as they walk the streets or the corridors of state, may justly charge that no enlightening statement has ever been issued by the Commissioners of the merits or demerits of the Third Division case as it involved those in that Division prior to September, 1908. Let us assume the duties of Commissioners and endeavour to discuss the situation. It appears that there were in that division at that date three distinctive classes. 1st, those who had been in the division for years and had passed a promotion examination; 2nd, those who had been in that division

for years and had passed an entrance but not a promotion examination; 3rd, those who had not passed even an entrance examination.

Now to treat these three classes separately, or to treat each individual of these three classes on his or her individual merits, would entail much labor and the consumption of much midnight oil. Such a course would be humane; it would be scientific. The Commissioners needed not to go beyond the four walls of Trafalgar building to find vent for their enthusiasm for social-philanthropic reform. In the Third Division was a field for missionary work of a high order; interesting, because it would be psychological; beneficial, because it would contribute to the visible supply of human happiness and justice.

But no, even the "quality of mercy" was strained. There was no "may God have mercy on your souls." No justification was furnished for meting out the same punishment to those who had offended as to those who had not offended. The members of the division were stunned. They were seized by an obstinacy, temperamental in ordinary man, and refused to take the examination. Much bitterness has been engendered, especially among those who had passed examinations and believed their rights and privileges had been *expropriated*. Passing years have assuaged the bitterness of the cup, and the examination has been successfully taken by a number, but it will take many years to eradicate the memory of the heartlessness of rule No. 20 of the Regulations.

A confidential "confession of faith" by the Commissioners might have prevented the unpleasantness in the Inside service due to the Third Division enigma. But as divinity doth hedge a king, secrecy enshrouds the Civil Service Commission.

Quarterly Reports.

Very little has been heard of the