

cessful candidates to the Secretary of State, provision being made for the publication of the list in the *Official Gazette*. The examination, of which I spoke just now, will apply to the messengers, packers and sorters in the first division, also to the third class clerkships and similar officers and employes in the inside and outside services. I need not go through the whole list. The mode of appointment will be this:

30. When it becomes necessary to make any new appointment to any of the classes to which is herein provided that first appointments shall only be after qualifying examination, such necessity shall be reported to the Head of the Department by his Deputy, and upon such report being approved by the Head of the Department, and after the salary to be paid shall have been voted by Parliament, the Head of the Department shall select and submit to the Governor in Council for probation from the list of qualified candidates, made by the Board as aforesaid, a person fitted for the vacant place.

That person will be appointed after he has passed this examination, and even then he is to be under probation for six months, and if during these six months the Head of the Department is not satisfied with him, he may be sent back and another appointment will take place in the manner in which the first was made. There is a provision also in the Bill by which an officer who has been so appointed, even after the six months but previous to the end of the year, should he be reported by the Deputy-Head of the Department as unfit for the service to which he was appointed, will be replaced by another in the manner provided by the Bill. If an officer is required in the Department for work requiring special qualifications, then the Bill provides for his appointment in the following way. For example, for an architect, or an assistant engineer, or an officer of that kind, the requisite qualifications for which are not possessed by any person then in the service of that Department, the Governor in Council may select and appoint such person as shall be deemed best fitted to fill the vacancy. Then about promotions in the Department:

33. Promotion in either division of the Civil Service shall be by examination, under regulations made by the Governor in Council.

(2) Such examination shall be open to any person employed in the Department in which the vacancy to be filled by promotion exists (unless the Governor in Council shall otherwise order) in either division of the Service who holds a position below that to which the promotion is to be made, and—

(3) Shall be in such subjects as, after consultation with the chief officers of the Department in which the promotion is to be made, may be decided upon by the Board as best adapted to test the fitness of the candidates for the vacant office.

The Bill provides that once in a year there shall be an estimate made by the different Deputy-Heads of the Departments of the probable requirements, or number of vacancies to take place in their respective Departments during the year. Of course that will be, to a certain extent, approximate; but the experience of the past few years will certainly show them what is likely to be the probable number to be provided for during the year.

34. (2) To the number so estimated shall be added such further number as the Deputy-Head may deem necessary to compensate for any failure of health, death, or other contingency; and a similar estimate shall be made, at the same time or times, of the number of vacancies likely to occur in the second division, to which promotions can be made. The numbers so estimated shall be those with reference to which the examinations for promotion shall be held.

Notice will be given in the *Official Gazette* of the vacancies likely to occur in the Departments, and the candidates may come forward and pass their examinations at the places fixed by the notice in the *Gazette*. The Board will be bound to make a list of those who are competing for promotion, and send it to the hon. the Secretary of State.

36. When any vacancy occurs in one of the higher classes, in either division, the Head of the Department shall select from the lists made, as herein directed, for promotion thereto the person whom, having due reference to any special duties incident to the office, to the qualification and fitness shown by the candidates respectively during their examination, and to the record of their previous conduct in the Service, he may consider best fitted for the office.

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Then there will be a probation for those as well as for the others, of six months, and if the probationer is rejected before the end of the six months, then another may be appointed in the same way and from the same list. During the time of probation, the office held by the probationer previously may be filled by another officer of the Department, under the same conditions.

40. So soon as conveniently may be after the passing of this Act, the Governor in Council shall determine the number of officers, chief clerks, messengers and other servants that are required for the working of the several Departments in each division of the Civil Service, but the amount of the salaries of the whole number shall in no case exceed that provided for by vote of Parliament for that purpose.

The object of this is, that if we wish to have this new law we must put in force as soon as possible, and for that purpose the Governor in Council will have to determine the number of officers that experience may have taught us is likely to be required for the proper performance of the duties of the Department, and will take the officers already there and use their services for that purpose; then if the number is larger, or if an officer holds a higher grade now in the Service than the grade to which he would be allotted were he to go into the Department for the first time, then he would be considered a supernumerary officer of his grade in that Department, thus he will be engaged in the Department with the functions, perhaps, of an officer of a lower grade till he is appointed permanently to the office, or has left the Service, or been removed. When a Deputy is required in a Department, he will have to be selected as ordinary clerks, from the list of those who will be declared, by the Board of Examiners, to have the qualifications of their class. The pay will be that which is now fixed third class clerks, not to exceed the minimum salary of a clerk of that class in proportion to the time he occupies the office, that is to say, the salary being, say, \$400 per annum as a minimum, if he is employed only two months it will be a sixth part of that.

42. (2) The temporary and supernumerary clerks so employed shall be paid only out of money voted by Parliament for payment of the contingencies of the Department and division of the Service in which such clerks are employed, or out of money voted by Parliament for the construction of the works upon which they are employed.

The hon. member for Lambton (Mr. Mackenzie) having been a Cabinet Minister, will remember that, when persons were required for the examinations of harbors or rivers, or special works of that kind, these persons were chosen from among those experienced in the business, and were paid out of the allowance voted for the work. Then the 43rd clause provides for private secretaries. That makes no change. Private secretaries may receive \$500 per annum as such, and may be members of the Civil Service as now. But no private secretary shall be paid \$600 unless the amount has been previously voted by Parliament. The 44th clause provides for three weeks' absence of officers during the year. It is customary to give officers working during the year three weeks leave of absence when they have performed their duties well, and it is to be given by the Head of the Department, or Deputy-Head, as the case may be. In case of illness or any other cause, the Governor in Council may grant to any officer or servant of the Department leave of absence not to exceed one year.

Mr. MILLS. Is it intended that a private secretary shall be subject to an examination before he shall be appointed, or may the Minister appoint a private secretary, a member of the Civil Service, without examination?

Sir HECTOR LANGEVIN. The Bill provides that any member of the Civil Service may be appointed private secretary; but a Minister may, by Order in Council, obtain the appointment of private secretary without his being subjected to an examination. Of course, as the hon. gentleman knows, a private secretary should have the entire confidence of the