

erating that machinery? Or is the fault with the civil service in misunderstanding thus far the essential nature of what is taking place? Has the service been expecting too much, and therefore something that is not going to happen?

Some Delusive Hopes.

In answer to any enquiry of this sort, we would say very plainly that in our view the majority of civil servants, in the reorganization matter, have been hugging a delusive hope. To almost every one the thought has occurred, if it has not been given a lodgment, that he or she might benefit financially in the new definition of offices. Clearly, however, that must be impossible. On merely practical grounds, it would be foolishness to suppose that if the government could not entertain the thought of a general increase in July last it might now carry out the same thing under a different name. The reorganization cannot be made to take the place of the increase which was the first and well-founded desire of the service. It would be a pity, even, if it could, for the two are absolutely distinct, and any confusion on the subject would eventually work injury to the service, no matter what might be the immediate gain to some. This is a sad thought to emphasise, but there is no comfort in living in a fool's paradise.

The Reorganization.

That, of course, is only one side of the matter. It disposes only of a misapprehension. It does not preclude the fact that a reorganization, based on altogether other considerations than the claim of the service to an increased schedule, is strictly enjoined by the Act, and has actually been undertaken in the majority of the departments. It is with the impasse apparently reached in this phase of the developments that we wish more particularly to deal to-day.

De Jure and De Facto.

renders possible in this connection.

Every one is aware of what the act It is perfectly understood that an automatic transfer from the old to the new must first be effected. No less, however, is it enjoined that a definition of the duties and clerkships of the various departments is to be made, and a careful appraising of these offices in the light of the growth of the past several years. Herein lies the sole opportunity contained in the reorganization for promotions. If an office were found to have increased, from one cause or another, in importance, and the fact were recognized in the rank and salary attached to it in the new organization, the clerk who occupied that office might justly be supposed to be eligible for the advancement thus opened up, with, of course, the later consent of the commissioners, whose seal of approval must be placed on every movement forward in the ranks.

Now, how has this worked out in practice? It is a sorrowful tale. To the present moment it has notoriously not worked out at all. To begin with, there was an unconscionable period during which the deputies stood aloof from their task in mere perplexity. Then, with the dawn of light, there was the feverish activity of the first weeks of September. Then came a lull, and after that a pause. We are still in the midst of the absolute silence of that final pause.

The explanation is simple. The reorganization, being a question of money, has fallen foul of the Treasury Board. The Treasury Board, it is said, will not meet for a month or more. When it does meet it will probably cast a stern eye over the whole account, and we would advise that no one spend the increase of which he may have hopes until he sees it in his pay cheque. For the present the deputy ministers are the only ones thus favoured, and a hundred things may happen to prevent the contagion from spreading. The civil service as a rule has been paternally safeguarded from diseases of that nature.