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The Promotion Problem.

The Civilian is still being held up to reproof because of its views on the subject of "reorganization" in relation to promotions.

There is nothing so fatiguing or so futile as a newspaper controversy at cross purposes on a many-sided subject, and the present, of all the problems that have of late arisen in the service, is perhaps the most varied in its presentments. In a face to face discussion misunderstandings, if they are honest, can be "nailed"; in a newspaper wrangle this is impossible, and no amount of misrepresentation will induce us to begin the foolish game of chasing anyone around a circle on the bi-weekly installment plan.

The whole problem is a problem in differentiation. As the law stands at present, any discussion of promotions must ever bear in mind the following distinctions:

(1) Transfers from the third to the second division form a class by themselves, inasmuch as they fall foul of the dual entrance principle.

(2) Transfers from the third division to the second must again be subdivided according as the clerks affected entered the service before or after Sept. 1, 1908.

(3) The regulation of promotions in a public service and in a private concern are two entirely different problems.

Bewilderment with regard to the above can alone render explicable on any respectable theory such an untruthful assertion as that *The Civilian* "strongly advocates the taking away from Deputy Ministers of all jurisdiction in the matter of promotions, and the handing over of

all power in that regard to the Civil Service Commission, to be exercised wholly on the basis of an academic examination." Or again, that the Association "has deliberately departed from the policy it adopted in 1907." Two-thirds of the present question, it will be seen, is a question as to the principles underlying the classification scheme of the Act of 1908, the only action of the Association with regard to which has been to endorse it. Not that that matters in the least, any more than the fact that in 1907, before anyone dreamed of a Commission, the Association advocated advancements by sole word of the Deputy Ministers.

But why dispute concerning the classification system of 1908 here and now? It is here, and we have been told once and for all by the government that they are going to give it a thorough trial before they will alter it, even in the letter, let alone in the principle. As for that principle, *The Civilian* has had for some time past an article in type discussing it, and in future we intend to deal with it fully. But the present question is a far more practical one. It is this: How shall we obtain for the rank and file of the service the rights to which they are entitled by the nature of their work and by their own capacity under the present classification system, which in any event is from a salary standpoint at least 10% more favourable than the old one. Ten months ago *The Civilian* answered "By a reorganization of the service from cellar to garret under the supervision of the Commissioners." To-day this is the settled policy of the Associa-