

THE CIVILIAN

Devoted to the interests of the Civil Service
of Canada.

Subscription \$1.00 a year;
Single copies 5 cents.

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THE EDITORS,
THE CIVILIAN,
P. O. Box 484, Ottawa

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receive careful consideration.

Ottawa, Oct. 3, 1913

"The law pertaining to the civil service should be honestly and rigidly enforced, to the end that merit and ability should be the standard of appointment and promotion, rather than service rendered to a political party."

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"Entrance to the civil service should be at the bottom, and the custom of securing men from outside the ranks and placing them ahead of old employees should be discouraged, and only resorted to when public interest demands. Civil service protects employees in their positions, but it holds them there in stagnation unless a method be found to not only secure the time of its employees, but to stimulate and reward their ambition."

CO-ORDINATION.

Sir George Murray, in his report to the Premier, introduced a principle of peculiar importance in discussing co-ordination of the government service. In the Public Service News column in *The Civilian* of Sept. 19th, it is noted that the federation of civil servants in Great Britain is requesting its government to undertake an enquiry into the service once every five years; the enquiry to deal with pay, hours, conditions of working, etc. This proposal does not strike us as being exceedingly progressive.

It has been stated that in the Canadian federal government, each department is a kingdom in itself, and each minister, in effect, a suzerain. Each minister is so engrossed in his own problems that he is unable to observe the co-relation between his department and others; hence arising anomalies, duplications and confusion. A well known instance of this exists in the engineering works, divided mainly between three departments. The Marine Department attends to the St. Lawrence below Montreal, the Railways and Canals Department has to do with all the canals, and the Public Works manages the public works besides these.

No organization in the industrial world would be content to hold a co-ordinated survey of its component branches every five years. Instead of that, the co-ordination takes place daily, hourly. It never ceases. A chartered bank with all its branches could not succeed without absolute uniformity in administration, and this calls for close and accurate study of the system as a whole.

The government will surely be convinced by the lucid treatment of this subject by Sir George Murray, beginning at section 106 of the report. Sir George suggests a committee of deputy heads. The federation of Great Britain desires a Select Committee of the House of Commons to