

to the end that injustice may cease and that equal justice may be done. Little men in such a post will soon hide and bury themselves under a system, and, to be quite plain, will not earn their salt. As part of an effective regulation, they must address themselves earnestly to the problem of following the path of the individual civil servant in such a manner as not to be misled by good-natured or perfunctory or false reports whencesoever emanating. For our part, we are heartily in sympathy with the proposal, for we desire, first, last and always, what will make for the good of the Service.

The influence and example of England in the proposed reconstruction is paramount ; and rightly so. England, by all accounts, has a public service of which any nation may be proud. What gave her a good system may be expected, if only we manifest a little of her direct thoroughness, to do the same for us. Moreover, the British service is free. England has never muzzled, or diminished the liberties of, any group of her people. Civil servants there may in their private capacities say or do all that any Englishman may say or do. We are not free in any similar sense. Has not the Canadian service had to endure in silence,—from press, from politicians, from privileged persons of all sorts—things that no other Canadians would submit to? If a Canadian civil servant, for example, were to dare to sign the nomination paper of a political candidate,—a right that English civil servants may exercise if they choose,—he would be sent to Coventry in short order. Upon many grounds we welcome the promise held out by the proposed reforms. May they do for us what they have done for England.

Salaries and Classification.

It is proposed to re-classify the service under three divisions, with two grades in each : *Division I.*—salaries \$2,200 to \$4,000 (Class A: from \$2,-

800 to \$4,000; Class B. from \$2,200 to \$2,800). *Division II.*—\$800 to \$2,166 (Class A: \$1,500 to \$2,166 ; Class B: \$800 to \$1,400). *Division III.*—\$500 to \$1,200 (Class A: \$900 to \$1,200 ; Class B: \$500 to \$800). There is no evidence that anything has been done to improve the status of Messengers. There ought to be recognition of the fact that the Messenger class is a factor in the administration of government of no less importance than the higher ranks. Their relations with superiors are frequently of a confidential or semi-confidential nature. The present scale of salaries, \$500 to \$700, is inadequate for decently bringing up a family, and this, as well as providing for a permanent class of Messengers, should not be lost sight of. Otherwise, it may be said, as touching the salary scales, that they are fairly liberal, and that they present to ambitious youth the prospect of a career superior to any now offering in the service. This is as it should be. No one can compute the loss that has resulted to Canada in recent years from the uninviting prospect which she alone, of all known competitors for skill and intellect, has been offering.

But what of the transition, abrupt as it must necessarily be, from the old to the new classification? How are the persons now in the service to be re-graded and brought within the new limits? As we understand the proposal, this most responsible work is to be left to the Deputy Ministers, acting possibly in conjunction with the new commissioners. No more onerous task could be imagined than this of re-classifying and re-adjusting salaries : to the meritorious and increasingly useful man, additional remuneration on the two counts of higher cost of living and relative importance of the work done ; to the person who has done his work well but without distinction, on one count only—higher cost of living ; to the man whose usefulness is impaired,