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## THE THIRD DIVISION QUESTION AND THE EXECUTIVE OF THE CIVIL SERVICE ASSOCIATION OF OTTAWA.

*By a Member of the Executive.*

As it has recently come to the knowledge of the Executive that considerable misapprehension appears to exist in the minds of many of the members of the Third Division, appointed prior to 1st September, 1908, as to the attitude of the Executive towards this question and their efforts to have the difficulty involved satisfactorily adjusted, the following statement of facts, as understood by the Executive, is given in the hope that it may be conducive to a better understanding of the matter:

The "Third Division question," so called, may be described as follows: Prior to the coming into force of the Civil Service Amendment Act, 1908, the conditions, speaking generally, under which appointments to, and advancements in the Service were made, were, first, that all candidates should pass the prescribed qualifying examination, and, secondly, a promotion examination; the character of the latter varied somewhat in the different Departments, but resulted in the successful candidates becoming eligible, in some instances, to a limited promotion, and in others to promotion, without further examination, to the highest grades of the Service, according to the standard of examination set.

Under the Act of 1908 the Government adopted a new policy, namely, that of having two grades of examination for entrance to the Service, one for entrance to the Third Division, and one for entrance to the Second Division; the first equivalent to a high school entrance examination, and the

latter practically equivalent to a university matriculation examination, or possibly somewhat higher, and no promotions were to be made from the Third to the Second Division; clerks in the Third Division desiring to advance into the Second Division being required to pass the open competitive examination for that Division.

When this Act was under consideration in Parliament it at once became obvious to members of both Houses that the provision above mentioned would have a very detrimental effect upon the prospects of those who had entered the service prior to its enactment, and who, under the provisions of the Act, would be placed in the Third Division; that it would in fact radically change the conditions under which they had entered the Service. Under the circumstances a clause was inserted making an exception in favour of such persons, and permitting them to be promoted from the Third Division, under conditions which were apparently, judging from the tenor of the debate, intended to be identical with, or similar to, those under which they had entered the Service, and most certainly exempting them from the necessity of passing the competitive examination prescribed for entrance to the Second Division.

Unfortunately, the regulations of the Civil Service Commission, made under the provisions of the Act and confirmed by Order-in-Council, provide that persons seeking promotion from the Third Division must, notwithstanding the special provision re-