

service, save as regards the holding of examinations for the outside service, which it is empowered to do by an order-in-council transferring to it the work of the old Board of Civil Service Examiners.

The inside service, under the deputy heads, is divided into three divisions, each of which has two subdivisions. Subdivision A of the first division consists of the officers having the rank of deputy heads but not being deputy heads, assistant deputy ministers, and the principal technical administrative and executive officers. Subdivision B consists of chief officers of lesser importance than those forming subdivision A.

The second division consists of those clerks having duties of the same character, but of lesser importance than those of the first division. This division also has two similar subdivisions.

The third division consists of those whose duties are copying and routine work under direct supervision. It also is divided into subdivisions A and B.

Promotions, other than from the third to the second division, continue to be made by the governor in council, upon the recommendation of the head of the department, based on a report in writing from the deputy head, but they require in addition a certificate of qualification from the commission to be given with or without examination as the commission may determine.

The Civil Service Commission has now (1912) been in operation for four years, not an extended period when viewed absolutely, yet long enough to form an opinion as to the result of what at its inception was looked upon by many as a venture. While the change may have operated to the disadvantage of individuals here and there, and while modifications in the act and regulations may be necessary from time to time, there can be little doubt that the experiment has proved on the whole successful.

The removal of the service from the political domain, besides being beneficial both to politics and to the service itself, has proved an immense boon to ministers of the crown and private members of parliament in lightening the burden