

defeat this object: with the result that the present inequities will be continued, and the defects pertaining to the old, meaningless classification perpetuated through almost another generation. It is, moreover, to be feared that the ill-effects of permitting good and bad to exist side-by-side may seriously impair the usefulness of the whole measure.

Salary and Classification Provisions as Affecting Present Members of the Service.

If the view taken by the Association of the intent of these provisions is the correct one, there is grave danger that widespread injustice will be done. The fear, in short, is that Section 6 of the Bill will prevent the classification-readjustment which is so sorely needed, and also the increase in salaries to which deserving civil servants are upon every ground entitled. Upon these points the Association begs to submit the following considerations:

[The memorial then proceeded to enforce at some length the view of the Association that both of these desiderata should be given effect to. In support of the contention that increases of salaries, based on enhanced cost of living, should be made to deserving civil servants, the essential facts submitted to the Royal Commissioners by the Association, and the Commissioners' own findings and recommendations were presented. These indisputable facts and recommendations have already been referred to at length in THE CIVILIAN, and to include them again would not be profitable.]

The Association believes that the conclusions derivable from the above are obvious and unavoidable. The facts of the case, about which there can be no two opinions, and the clear recognition by the unprejudiced Commissioners of the corresponding need, point unmistakably to the necessity for adjusting salaries upon two distinct, though sometimes co-existing

grounds, namely, the pronounced increase in the cost of living, and, in individual instances, the adjustment of salaries to the duties performed.

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The Association views with very great anxiety those sections of the Bill which prescribe the methods by which the present Service is to be transferred to the new classes. By virtue of those sections, the whole Service, seemingly, is to be removed from the old to the new order without changes of salaries other than such as arise from the adjustment of maximums and minimums, and even such cases will be infrequent, relatively speaking. Notwithstanding the provision that Ministers shall forthwith re-cast the organization of their Departments, it is feared that the terms under which the wholesale transfer is to be effected are too precise and definite to admit of much alleviation under such reorganization. The Association is advised by eminent counsel that its view is the correct one, and it therefore earnestly begs for such a reconsideration of those portions of the Bill as will in the clearest manner provide for a re-assignment of salaries to meet the present high scale of living, and at the same time allow of the needful re-adjustment between duties performed and salaries paid, as is clearly contemplated by the *spirit* of the new classification clause. The Association is convinced that if these changes are not made, the great mass of the faithful and deserving throughout the Service will continue, as individuals, to labor under the very real difficulties and discouragements which now confront them; while the betterment of the public service — the object of the contemplated reforms — will be deferred for many years.

Proposed Civil Service Commission.

The Association is of opinion that, while it is important that there should