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Promotion from the Third Division

A Word for more deliberate consideration of the Civil Service Commission's Regulations.

The Civil Service Commissioners are reasonable men. Still more, they are men who would not consciously do an injustice. And, by this time, they may even be regarded as knowing something about their job.

A lot of harm has been done by the hullabaloo which has been raised, inside and outside the service, over the recent regulations. It has succeeded in disquieting a large body of men, and it has done so in mere indolence or inability to analyse the situation as a whole. It has been cocksure as to the remedy, but it has been superficial as to the diagnosis. A broad view of the case has been regrettably absent.

THE CIVILIAN has no wish to forestall the deliberations of the Association in this matter, and we think it would be well if the service as a whole would take a leaf from the same book. What else is the Association for but to prevent the dissemination of half-baked judgments which can help no one and may easily harm all?

One thought only is worth throwing out while the matter remains as the interview of the Association with the Commissioners (reported on another page) has left it. Three-quarters of the men who have a

grievance in the present situation have one, not because of any conditions attached by the regulations to employment in the third division, but because they should never have been placed in that division. It is the old story of the non-fulfillment of Clause 8 of the Act. Until that organization is carried out, the service in theory and the service in fact will be two different things, and it will be useless to attempt to square them. In theory, the third division is made up of clerks doing purely mechanical and routine work, who have never done other work, or had the chance to show that they could do other work. The examination for these, flexible as it is, and *essentially non-academic*, is just. But for the others there should be no examination whatever, and if the reorganization were affected there would be none.

The true strategic use to be made of the situation created by the Commissioners' regulations is, therefore, to regard them as the final demonstration of the absurdity of persisting in the make-believe that the conditions required by the new Act are now in force. They are not, and the present is but a sample of the injustices created thereby. The reorganization is not only necessary but inevitable.