

with his clerks, and form a good opinion of those who are to be recommended for promotion. I think the system will work out pretty well. The Board, as at present constituted, will continue. Their salaries are not large, and it is practically self-sustaining. There is a small fee, and it very nearly pays the whole cost of the Board.

Hon. Mr. ROSS (Middlesex)—I am not finding fault with the present examiners. One was a pupil of mine. They are all capable men and have done their work well, and while not dismissing the present examiners, much assistance will be required in the future in the work of the examination above what these men may do, and in order to do that work. I think the government might very well consider whether the additional examiners might not be taken from men actually in the service who would be capable judges, even whether unanimity was preserved of the excellence of the answers to the questions, if the service is what we expect it to be.

The clause was adopted.

On clause 13,

13. Except as herein otherwise provided, appointment to positions in the inside service under that of deputy head shall be by competitive examination, which shall be of such a nature as will determine the qualifications of candidates for the particular positions to which they are to be appointed, and shall be held by the commission from time to time in accordance with the regulations made by it and approved by the Governor in Council.

Hon. Mr. ROSS (Middlesex)—In the matter of appointment, some care should be taken to distribute the appointments to positions at Ottawa, over the whole Dominion.

Hon. Mr. SCOTT—That will be so under competitive examination. The most meritorious will stand first.

Hon. Mr. ROSS (Middlesex)—That is my difficulty. I was going to point out that in the United States the appointments at Washington are distributed among the States and Territories on the basis of population. That is to say, the district of Columbia as a district, nor the states in the immediate neighbourhood of Washington, do not monopolize the appointments, but when vacancies arise, and appointments are

to be made, the commissioners look over the list of candidates who have passed the highest examination from the state that has not its full quota, and from that list they make appointments for vacancies until the state has its quota. I can see this difficulty in that system; if you have an omnibus list, representing the best men in the United States and take from that list the persons standing at the head for a vacancy, there your competition is with the whole of the United States; but if you limit it to a state then your competition is only from the best individuals in that state.

Hon. Mr. SCOTT—In this Bill there is no limit to any province.

Hon. Mr. FERGUSON—No. Why should it not be open to all?

Hon. Mr. ROSS (Middlesex)—I am just pointing out the two methods. One is that there might be a distribution according to provinces, and the other is that your appointments may be made from all of them. Something may be said in favour of both systems. If you have the open system the competition is over the whole of Canada, and if you have a provincial system it is for a province. If you have a provincial system you stimulate the competition in the province, and you have this as a guide; the school systems are not alike? They are not all equally advanced. You give to a province whose educational status might be far in advance of another, an opportunity for young men for positions. They are not barred out by the superior educational advantages in another province. No one province could snatch all the prizes. I think both systems have something to recommend them.

Hon. Mr. FERGUSON—I cannot agree with my hon. friend. I think merit should be the only test, no matter whether the successful men come from British Columbia or Prince Edward Island, or where they come from, and if the educational system from any one province is not good enough to furnish the men, let the province look to its education and improve it.

Hon. Mr. SULLIVAN—I had no idea that in my lifetime there would be a principle established such as is laid down here.