

# THE CIVILIAN

VOL. I.

JULY 3rd, 1908

No. 5

## Civil Service Reform.

### An Account of the Progress of the Bill Now Before Parliament. — Representations of the C. S. Association Upon the Subject.

On Monday, June 22nd, the Civil Service Association sought and obtained an interview with the Hon. Sydney Fisher, the Minister in charge of the Civil Service Bill. The purpose of the Association in seeking the interview, and presenting a memorial, was two-fold: first, to remove an impression which unfortunately had gone abroad to the effect that the service wholly disapproved of and condemned the measure,—an impression quite unwarranted by the facts; and, secondly, to solicit the aid of the Minister towards correcting certain apparent omissions and assumed defects. The result of the interview was, in the main, highly satisfactory in both the respects referred to. It will interest readers to see the actual text of the memorial, which was presented by the three members of the Executive whose signatures are appended, and accordingly, by the kind permission of the Association, the document is reproduced in substance below:—

To the Honourable Sydney Fisher,  
Minister of Agriculture for Canada:

Sir,—

It has fallen to the lot of the Civil Service Association of Canada to follow with the closest attention the inquiry into matters appertaining to the Civil Service, which was begun somewhat more than a year ago. The ensuing determination of the Government to effect reforms in the Service

having culminated in the Civil Service Bill now before Parliament, the Association deems it a duty to offer, while there is yet time, the following observations.

The Association desires to place on record its hearty appreciation of the main principles upon which the Bill is framed. It unreservedly approves of those clauses which place the Service under an independent Commission, provide for entrance by competitive examination alone, and regulate promotions by a system based upon merit. The new classification scheme, with its clearer and more reasonable apportionment of duties, also deserves commendation, and the raising of the scales of salary is certain to be beneficial by attracting to the Service persons of talent and ability. These and other provisions of the Bill the Association supports without hesitation. In fact, if the exclusive object of the Bill were the inauguration of an entirely new Service, the Association would have no criticisms to offer save those of a very minor nature. But the Bill has another most important object: namely, to bring the numerous body of present day civil servants under the new measure, — not in letter merely, but in spirit, — and to adjust the salaries of the meritorious in accordance with modern needs. Unfortunately, certain of the clauses, in the judgment of the Association, are of such a nature as to