

mission's appointment got what was known as the flat increase. They went up practically \$200 the first year, that is \$150 flat increase and the \$50 statutory increase. That, no doubt, helped those already in the service, and was provided on the basis of the inadequate provision which \$500 would make in view of the cost of living. Every new one brought in was supposed to come in at \$500, not with this increase. Now there is a provision in the act that an increase of anywhere from \$100 to \$300 in the lower division, or \$100 to \$500 in the upper division, may be added for exceptional merit. In many cases the new clerks were able to convince their departments that they could not very well get on on \$500, which led to many being recommended at \$600, \$700 or \$800.

#### Not very Popular.

"Now came one of the causes of the unpopularity of the Commission, because I admit at once we are not very popular, at least with the vocal element in the service. These persons are supposed to be appointed in order of merit and in virtue of their standing and qualifications as shown at the examinations. If we have fifty people, say, on the list, they go in as a rule at the minimum salary. But if No. 30 on the list should get \$800 because that one has prevailed on the department to ask for it, and if the sixth, seventh, eighth and ninth are all appointed at \$500, it is unfair to those people who obtained the greater percentage at the examinations that others should go in ahead of them at \$800 and they should only get \$500. Sometimes I have said to the departments: How can you know that this thirtieth person whom we sent to you in the regular course is better or more worthy than those at the top of the list? And, of course, there is no evidence, because they have not tried out the parties at the top of the list. We do not guarantee that the parties at the top of the list are, in the working out in the service,

necessarily the best people, though our experience shows they are as a rule the best people. All we ask is that those parties at the top of the list may be tried out for any special benefits that are coming. If they make good they should get it, if not they should not. That, then, is one of the reasons why the Commission is an absolute monster in the eyes of some of those who do not get \$800. These are some of the difficulties. But all who pass in the Third Division are guaranteed positions. Of course, you recognize \$500 is quite inadequate for a man, and for women, too, except those girls who are living at home and who are not required to bear the brunt of their whole individual support. There are girls in the service—and all honour to them—who are doing as much as any man in support of the household, maybe of a widowed mother, and of younger brothers or sisters. But the service does not permit us to apportion the salaries on that basis; we are required to go according to the Act and according to the standing which they show in their examinations. As between two parties absolutely equal in standing we then, of course, have an opportunity to put the favour on the side of those who are most in need; otherwise, we cannot exercise a benevolent function because the service, notwithstanding the claims of a great many, is not an eleemosynary institution; it exists for the purpose of having work done for the people of Canada in the Government of Canada. The Third Division, then, comes entirely within the competitive range.

(To be concluded in the next number)

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A guaranteed cure for the blues—  
an errand of mercy or helpfulness for  
someone, accompanied, if possible, by  
a walk in the fresh air.

Fear to do base, unworthy things  
is valor.—*Ben Jonson.*