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PULL VERSUS EFFICIENCY.

(Contributed.)

The following resolution was passed by Postal Clerks in Convention at Calgary, June 18th, 1913:—

“Appointments of Postmasters and Inspectors:—

“Proposed that this Association ask that the positions of City Postmasters, Assistant Postmasters, Inspectors and Assistant Inspectors be filled by clerks employed in the Post Office Department; the two former positions to be open to clerks employed in post offices only, and that the latter be filled by clerks employed in any Branch of the Postal Service. No clerk to be appointed to either of the foregoing positions unless he has been at least ten years in the Service. Qualifications for such positions to be governed by a competitive examination open to men who are qualified by length of service to sit for same.”

At the Convention held at Edmonton in June, 1914, an amendment to this resolution was before the Convention to eliminate the words “Postmasters” and “Inspectors,” and alter the remainder of the clause to agree with such omission. The amendment was lost, only two delegates voting for same; therefore, the original resolution stands as passed at Calgary.

Most of your readers are no doubt aware of the recommendations made by Sir George Murray in his excellent report on the organization of the Public Service of Canada. The following paragraphs, taken from this report, show how reasonable were the requests made by the Postal Clerks:—

“If the system of examination and

certificate (whether after competitive or merely qualifying examination) is desirable for the Inside Service, it is difficult to understand why it should not be regarded as equally desirable for the Outside Service. I can see no reason why the junior ranks in the Excise and Customs Service, for example, should not be subjected to the same conditions, *mutatis mutandis*, as the junior ranks in the clerical departments of the Inside Service. The Outside Service is, speaking generally, of no less importance than the Inside Service. An efficient staff is no less necessary, and it should be recruited under similar conditions.

“For the same reason promotion in it should follow on the same lines; by which I mean that the prizes of the Service should be reserved for those who have shown themselves capable of performing the highest duties. At present such positions as Postmasterships and Collectorships are filled by the appointment of persons who, whatever their other merits, have not had the advantage of long training in the Service, and are consequently compelled to rely on their subordinates in transacting the business of their Departments. Such a system is fatal to an efficient Service in two ways: the higher positions are filled, not by experts, but by amateurs, and the best type of official is not attracted into the Service, because he recognizes that its prizes are not within his reach.”

The Postal Service has been exploited by politicians for their friends and followers, not to mention the lower elements of society,