

examinations, but the great point remains, one of which we have always complained, that a recommendation is required for the appointment. The most successful of those who may be examined has not the slightest claim whatever for an appointment. The man who comes out at the head has no more claim than the man who comes out at the foot. I fear also that the Secretary of State is under a misapprehension when he states that the promotion examinations are competitive.

Mr. CHAPLEAU. I say they are in a certain manner, so far as the Department is concerned.

Mr. CASEY. Which Department?

Mr. CHAPLEAU. Any Department in which the vacancy occurs.

Mr. CASEY. The Statute does not provide that the examination should be competitive in any Department at all. It provides that a man shall not be promoted unless he passes the examination, but it does not provide that the man who comes out ahead shall be promoted, though there are certain Departments in which that practice was carried on long before the passing of this Act. In the Inland Revenue Department the practice of promoting officers for efficiency, proven by examination, was carried on for years, before the passing of this Act, and was shown to have most beneficial results. I was Chairman of a Committee which enquired into the working of the service here in 1877, and which had the most convincing testimony from the officials of the Inland Revenue Department to show that this was a good plan, and that when a vacancy occurred in the higher ranks of that Department they were able to ascertain by means of an examination alone, without taking any other consideration into account, who was the best man for that place. That was the testimony of Mr. Brunel, then the head of that Department, and Mr. Miall, his assistant, and all others concerned in the working of the Department. What I complain of, as one who has always advocated Civil Service reform in this country, is that this system has not been applied to other Departments—that the promotions have not been made by competition. The Act provides that a man must pass a qualifying examination on entrance; yet his promotion must depend upon the good will of his superior.

Mr. CHAPLEAU. Not at all. If the hon. gentleman knows the Act, he knows that it provides for a promotion examination.

Mr. CASEY. I think I know as much about that Act as the hon. Secretary of State, perhaps more. I was here when it passed, before the hon. gentleman was in this House.

Mr. CHAPLEAU. If the hon. gentleman knows much, he has forgotten a great deal of it.

Mr. CASEY. I have not forgotten that, at any rate. I do not know but the hon. Secretary of State may have instituted the plan of promotion by competition in his own department, but I know that the Act, as passed, does not require it.

Sir JOHN A. MACDONALD. There is no competition provided for in the Act at all.

Mr. CASEY. I hope the hon. Secretary of State will accept this rebuke from his leader if he did not from me.

Sir JOHN A. MACDONALD. The hon. gentleman should know that there is a promotion examination provided for in the Act, but not a competitive one.

Mr. CHAPLEAU. I will show the hon. gentleman in a moment that he has forgotten a great deal, if he ever knew much.

Mr. CASEY. The hon. Minister is very new in his place, very new to the legislation which he has to carry out, and much more apt than his older colleagues to take a high

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and lofty tone in the House. In this respect I could not recommend a better model for him than his colleague, the hon. Minister of Public Works, who is always master of the details of his Department, always courteous to this side of the House, and always prompt in supplying information. The hon. Secretary of State will do well to follow in the footsteps of his older colleague in these respects. In this particular instance he has maintained that there is competition for promotion under this Act. He would not take my statement as to what was in the Act. He has now to take the statement of his leader, that there is no competition provided in the Act at all.

Mr. CHAPLEAU. As a matter of fact, this is misrepresentation. It is a wrong statement.

Mr. CASEY. My hon. friend the Secretary of State, it appears, now accuses the hon. Premier of misrepresentation. He says his statement is a wrong statement. Well, I think the right hon. Premier and myself will be found to be right against all comers in regard to the interpretation of this Act. I understand that the case of Col. Bacon was brought up as an instance of the point in question. I do not know whether there was any objection or not to Col. Bacon on the ground of fitness. The objection was taken to the mode of appointment, he having been placed over the heads of others who were entitled to promotion. Such cases as this are constantly occurring. Even this Act, which was intended to provide that the higher places should be filled by promotion, is constantly disregarded, and men are taken from other Departments to occupy positions over the heads of those who ought to be promoted. That is what I complain of, and it is only in exceptional and special cases that men should be brought in from other Departments. I do not profess to say anything about Col. Bacon's fitness for this particular post, but I insist that it would have been quite right and possible, first to ascertain by competitive examination amongst the officials in that Department whether one of those occupying a lower place there was not fit to fill this position. Until that was done and the incapacity of those in the Department demonstrated, an outsider should not have been appointed. It has been found in England, where they have had real Civil Service reform, carried out by a truly independent commission in a truly independent manner for a quarter of a century, that there is no difficulty of testing men's fitness even for positions requiring special knowledge by competitive examinations. My hon. friend the Minister of Militia tells us that this is a position the qualifications of which could not be decided by an ordinary Civil Service examination. I think that it is quite likely, and it is a very good reason for not trusting to the ordinary examination. But we have a Board of Examiners, and a Minister at the head of that Department, competent to advise together and to form a special set of questions to test a man's fitness for this particular office. That is what is done in England. A special examination is held, special papers are prepared, and the appointment depends upon the success of a candidate at that examination. There is another case, in regard to which I put a question to the hon. Secretary of State the other day, on which occasion, however, he refused to be catechised about it; that is in regard to the appointment of one Audet in his Department, who, I am informed by himself, is one of the chief clerks in a sub-department of his Department. I do not profess to know many particulars about this man Audet, and that is why I am asking for information. I understand, however, that he was appointed to this position after having been in the service of the House of Commons as a translator, and that he was appointed to a place over the heads of all the other clerks in the sub-Department; and he should have been appointed under the Act by an Order in Council, stating his special qualifications. He may have been examined; I do not know whether he was or