

THE CIVILIAN

VOL. II.

OCTOBER 8th, 1909

No. 12

Re-organization — A Practicable Policy.

Without preconceived design, until almost the last moment, *The Civilian's* present issue has taken on the aspect of a harp with a single string—Reorganization. There is the article headed "A Practical Demonstration in Reorganization," based on a recent and most illuminating experiment at Washingeon of almost the very kind demanded here. The editorial space is usurped by what some may think an unnecessarily dry and matter-of-fact examination of the place of the Third Division, but which has seemed advisable under all the circumstances. There is also the copy of the Association's letter to the Commissioners, which to a degree hinges on Reorganization. A reference to proceedings by the British Columbia government in a similar connection is included. Even the *Woman's Page* reflects the current discussion. It would seem a pity not to prefix so much of the purely hortative with something very definite and to the point in the matter of what is asked of the government in this matter.

A full year has passed since the Civil Service Amendment Act of 1908 came into force. The Commissioners will be reporting shortly on their first year of office, and Parliament, soon to meet, will be putting on its spectacles to scan results. What *are* the results and what is it, if anything, that after a year's running of the machine requires tinkering?

There are several points on which discussion has been more or less active but of which experience has been so short as to render them

still *sub judice*. But there is one feature that stands out clearly and prominently as requiring action, if the full fruits of this legislation are to be reaped.

That is, the astonishing complications that have arisen in connection with Clause 8—the clause requiring a new organization of the service to be made. In a word, the old service has been slapped over, with all its imperfections on its head, into the new order, and the old meaningless classification perpetuated in the terms of the new. The service today is as if Clause 8 had not been. Of the additional confusion which has arisen owing to the Commissioner's regulations having been based on the assumption that the organization of the service has been perfected it is unnecessary to speak here. One aspect of it is given in the editorial article above referred to.

Not to leave off with a mere complaint, *The Civilian* hereby begs in all modesty to state what *it* would now recommend if its advice were requested. The reorganization of each Department, according to the act, must be carried out by the responsible minister. But clearly that leaves the corner stone of the whole edifice, uniformity of principle, entirely out of the calculation. With the best will in the world no two men will think in exactly parallel grooves on a question like the present. The reorganization, therefore, must also be a matter pertaining to council as a whole. Naturally, also, though not inevitably, it is a matter in which the Commissioners, charged