

We would therefore respectfully request that the Government take steps at an early date to carry out an organization of the clerks and offices in the Departments on a uniform basis. We suggest that this organization be performed by the Heads of Departments with the Civil Service Commissioners, the Head and Deputy-Head of each Department conferring in turn with the Commissioners, each Head of a Department to act substantially as under section 10, sub section b of the Civil Service Amendment Act of 1908.

Inasmuch as the Civil Service Regulations have now the force of law, we would ask that on the completion of this organization, it be made retroactive in effect, by statute if necessary, in order that all and similar disabilities to those mentioned above be removed.

#### AGE LIMIT FOR ENTRANCE TO SECOND DIVISION.

Under the provisions of the Act of 1908, the age limit for entrance to the service is placed at 35 years. While special concessions with regard to promotions have been made to Third Division clerks whose entrance into the Service took place prior to September 1, 1908, we believe that these concessions ought to have been enlarged so as to permit such clerks to enter for the open competitive examinations for entrance to the Second Division if they wish to do so, without regard to age. Specific instances have occurred where clerks have wished to take these examinations for positions thrown open within the past year; by a ruling of the Department of Justice, however, they have been debarred from competing. The same statement holds with respect to the messengers, who are under a similar prohibition with regard to their entrance to the Divisions. The various objects served by the setting of an age limit have all been fulfilled in the case of these employees and the effect of the law is merely to place a ban upon the highest kind of energy in the way of self-improvement.

#### SUPERANNUATION.

The undersigned have also been commissioned to make known to the Government the wishes of the Civil Service with respect to Superannuation.