

bers, but was afterwards reduced to two. The order-in-council, dated May 21st, 1855, after naming the three commissioners, reads:—"or any other person as Her Majesty may from time to time approve in the stead of them, or any of them, . . . and shall hold their offices during the pleasure of Her Majesty."

Efficiency reports are made to the commissioners periodically during the first year only of the service of a clerk; and otherwise only when promotion may be proposed. In the year 1912, 64,699 cases were dealt with, including 367 transfers from one department to another. The commissioners incorporate in their report copies of correspondence with the Secretary of the Treasury and the Education Officer of the London County Council in reference to curricula and other questions under discussion.

Australia.

In Australia a public service act was passed in 1902 appointing a single commissioner. He had under his control six inspectors, upon whom were imposed the duties of visiting all offices and reporting as to the administration of same. There is also a Board of Appeal of limited jurisdiction. *The commissioner and the inspectors are appointed for a term of seven years only.* They are fairly secure in their tenure during this seven years, as any attempt to suspend or dismiss them during that period has to be approved by Parliament.

New Zealand.

In New Zealand a public service act was passed in 1912 appointing one commissioner and two assistants, all appointed for the limited term of seven years. During the seven years the commissioner may not be suspended by the Governor-in-Council, except such suspension be endorsed by a resolution of parliament. The assistants may be dismissed by order-in-council. The assistants must in-

spect the departments themselves or they may delegate their powers to others. The act provides for a Board of Appeal of wide powers, the personnel of which with one exception is chosen from the service.

United States.

In the United States there are 600,000 civil servants under commission government, or the merit system as it is called. Of these 300,000 are federal civil servants. While not especially relative to the purpose in view it may be useful to "place upon Hansard" a few facts as to the remaining 300,000. They are accounted for as follows:

Seven states have state civil service commissions, viz., New York, Massachusetts, Illinois, Colorado, New Jersey, Wisconsin and California. There are 174 municipal civil service commissions, 79 of these are in cities in Ohio and 50 in New York.

The outstanding fact to be remembered in regard to all these boards is that none of the commissioners have a permanent tenure. They are appointed for limited terms of from two to six years except in the state of Colorado. In Colorado they are elected under the modern direct legislation system and are subject to the "recall."

Canada.

In Canada an Act instituting a merit commission was passed in the year 1908; its operation being almost wholly confined to the Inside Service. Provision was made for two commissioners and their tenure of office, and powers of independence are expressed in the following words of the Civil Service Amendment Act of 1908:

Section 9. There shall be a commission to be called the Civil Service Commission, consisting of two members appointed by the Governor-in-Council.

The rank, standing and salary of each commissioner shall be those of a deputy head of a department; and