

out to the Interdepartmental Committee that the definition of "overseas service" in Section 2 (m) of The War Service Grants Act makes no distinction between branches of the Service, merely requiring that service would be classed as "sea time".

The Interdepartmental Committee was also made aware that certain personnel of the Army Service Corps were performing duties similar to those of certain of the personnel hereinbefore described.

The Deputy Postmaster General recommended a graduated preference by means of additional marks to be added to those earned by a candidate at a Civil Service examination as follows:—

Disability Preference	20 marks
Overseas Service	15 "
Service in Canada	10 "
Previous Civil Service experience but turned down for Military Service on account of being unable to meet requirements	5 "

He proposed the graduated preference rather than an absolute preference, and that the overseas preference should not be valid after a period of ten years and should not apply to applicants over 44 years of age. The Deputy Postmaster General's submission is rather lengthy but, briefly, he states that his Department could not employ excellent civilian material to whom the preference was not available and was compelled to employ men of advancing years, whereas it is desirable that Post Office employment be restricted to men of good physique because of the night duty, outdoor work and other factors which impose a strain upon a man's physical condition. The Interdepartmental Committee would point out that the Deputy Postmaster General is speaking of the veterans of World War I and an adequate leaven of young men should now be available. The representations suggest that the Country's debt would be met by giving members of the fighting forces reasonable advantage but at the same time permitting civilians who were rejected by the Services on medical or similar grounds and have been employed for a number of years in the Post Office Department a chance for successful competition.

The Deputy Postmaster General draws attention to the proposals of the Whitley Council in the United Kingdom to reserve for ex-servicemen three-quarters of the administrative positions, two-thirds of the executive and one-half of the clerical; and to the added point system in effect in the United States.

The memorandum of the Civil Service Commission states that the suggestion that the preference should be extended to all who volunteered for service in the forces irrespective of field of service was, together with a number of other suggestions, given careful consideration and "it has been generally felt that the primary desire of Parliament and of the country was to express some measure of appreciation and gratitude to those men and women who actually risked their lives in time of war in the defence of their country, and with this background in mind it was felt that an extension of the preference, which would have the effect of reducing the number of positions available for such 'risk' and 'combat' veterans, would not be desirable.

"It was similarly felt that a secondary preference to members of the forces who had served only in Canada would encounter difficulties in securing public support, on account of the fact that it would virtually exclude from employment in the Public Service a large number of other workers who through no fault of their own had not been in the Armed Forces, including munition workers, persons frozen in industry, and the general body of citizens who, because of age or physical unfitness, were unable to enlist in the Armed Forces. Even with the present restricted preference, these classes will have little opportunity of securing Government employment on any large scale for some time.