

Ottawa, 21st March, 1914.

Hon. W. T. White, M.P.,

Minister of Finance:

Sir,—In accordance with your request for a brief memorandum of any changes to the Civil Service Act desired by the Civil Service Association of Ottawa (inside service), we have the honor to submit the following as *a few of the more important changes* which we would like to have embodied in the bill, viz.:—

*Third Division—*

The removal of the grave injustice done to those employees who were placed in the third division by the act of 1908, and who (as an exception to the general rule) were permitted, under sub-section 2 of section 26 of the act, to be promoted into the second division, if duly recommended therefor, without the necessity of taking the open competitive examination, which advantage was nullified by regulation 20 of the civil service commission, which requires such persons to pass an examination "substantially equivalent" to that from which they were exempted by the act. (See memorial of third division employees attached hereto.)

*Reorganization of the Service—*

A thorough reorganization and reclassification of every department on a uniform basis, by a competent body, such reorganization to be based upon the nature of work performed, and not upon amount of salary received by employees.

*Superannuation and Insurance—*

As the bill to amend the Insurance Act has already been laid before the house, and the superannuation bill is daily expected, the only reference that we desire to make to these subjects at the present time is to express the appreciation of the women's branch of the association (membership 500), as well as that of the parent association, of the provisions of the Civil Service Insurance Bill, whereby the benefits of the Insurance Act are extended to the women of the service, and to express

the earnest hope that the benefits of the Superannuation Act will also be extended to the women in a similar manner. (See their memorandum attached).

*Promotions—*

Our association is strongly in favor of promotions by merit alone, and believes that this cannot be attained except under the control of an independent board, such as the civil service commission. We would, therefore, suggest that the present method of requiring a certificate of qualification be dispensed with, and that hereafter all promotions be placed under the control of the civil service commission, reconstituted as provided for by the act of 1911-12 (appointment of a third member), and endowed with fuller powers. It is our firm conviction that the admitted difficulties which have arisen in the past in regard to promotions have been largely, if not altogether, due to the imperfect constitution and insufficient powers of the commission.

*Vacancies in the First Division—*

Considerable dissatisfaction and discouragement have been experienced in the past through the method frequently followed of filling such vacancies from outside the service, instead of by promotion, as provided by section 25 of the act. Possibly the provisions of the act in this respect could be made more effective to the prevention of this practice in the future.

*Salaries—*

We earnestly solicit a readjustment of the present salary scale, and an increase in the amount of the annual increments in all sub-divisions below the first division, with a view to offsetting, to some extent, the heavy burden placed upon the salaried classes by the continuous increase in the cost of living since the present scale of salaries was enacted.

In presenting the above suggestions for your consideration, we feel justified in stating our belief that they