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## A FRIEND OF THE CIVIL SERVICE.

Commissioner LaRochelle's Memorandum to the Secretary of State.

*(Concluded from last issue.)*

### OUR DEFECTIVE ORGANIZATION.

#### OUR IRREGULAR MODE OF APPOINTMENT AND CLASSIFICATION.

Let us now examine the operation of our actual mode of organization, of our present method of recruiting and classifying the service. Let us see whether the Heads of the Departments are limiting to about 10/100 the number of recruits for the second division, and whether they place about 90/100 of them in the third division.

Let us take the last competition (May, 1915), which well illustrates the situation. How many recruits did the Heads of the Departments request for the second division, and how many for the third division? According to the official reports, thirty-five were requested for the second division, and fifty-eight for the third division. In other words, more than 50/100 were requested by the Heads of the Departments for the second division, and less than 50/100 for the third division.

There is no better illustration of my contention. According to the Act, instead of requesting thirty-five men for the second division, the Heads of the Departments should have requested only ten. On the other hand, instead of requesting only fifty-eight persons for the third division, they should have requested eighty-three.

What is the consequence of such a policy in regard to the character of the examination? The consequence is that more than 50/100 of the positions, instead of 10/100, had to be filled through the higher examination, which partially requires a classical or university education. Still, 90/100 of the positions to be filled were of a routine and clerical nature and only required a commercial instruction.

Furthermore, what is the consequence in regard to the actual organization or classification of the service? The consequence is that the great majority of those thirty-five successful candidates for the second division are assigned to purely routine and clerical work, that is to say, to work to be done in the third division.

Another fatal result of that false system is the early dissatisfaction of the young men so appointed to the second division. At the time of their appointment, they are entertaining brilliant hopes, they are expecting to be assigned to junior administrative functions. In due course of time, they discover that they will probably be forever chained to routine and clerical work, aligning figures, to copying, etc. Their disenchantment is cruel.

Now, in order to show that the process of the Heads of the Departments in the last May competition is not exceptional, I will refer to the four competi-