

# THE CIVILIAN

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## HANDS ACROSS THE SEAS

### Interesting News from Australia.

The "Public Service Journal," of Victoria, for the month of January, brings news of a conference of civil servants of the Commonwealth that has two features of more than usual interest. In the first place, the conference was attended not only by the federal service, but by representatives of the local or state services as well, and, by the way, New Zealand also was represented. In the second place, the conference was opened by Sir Gerald Strickland, Governor of New South Wales. The ministry was represented by Hon. D. R. Hall, Minister of Justice.

The inclusion of the provincial civil services of Canada in the discussions carried on by the members of the federal service is probably a new idea, but nevertheless one that may be filed away for future reference. The patronage of the conference by the Governor and the ministry is a novelty in so far as the Canadian Federation is concerned. The Governor in his remarks, dealt with a comparison of civil service at home and abroad, and a strong reference was made to the idea of exchange of officials between different portions of the Empire. The following short extract is taken from the Governor's speech:—

I am delighted—and I congratulate you most heartily—that your chairman has struck the keynote that this Conference is gathered together to seek efficiency rather than personal advantage. There is no doubt that the power of the service depends upon efficiency, and the method of getting men to the top and keeping them

there no longer than they continue to be efficient. In the old country that has been done by a system of pensions which is specially generous in order to obtain efficiency. Though efficiency is not to be tested by pensions, I know of one Imperial Service where pensions are specially designed not only to get rid of the inefficient, but to get rid of those who, while thoroughly efficient, are not the best. If the pension system is not pushed to the extreme there are other methods of securing this end.

The Minister of Justice, in his remarks, also referred to superannuations to the following effect:—

I address you, gentlemen, as an old Civil Servant. I suppose that had I not had some of those grievances to which His Excellency referred, I might have been a happy (or unhappy), contented (or discontented) officer of the Lands Department today. But, somehow, I thought things were not just as they should be, and here you see me today. It has been my pleasure and privilege during the time I have been in office to have given very special consideration, with the members of the executive of the New South Wales Association, to the all-important question of superannuation, and, if the consciousness that the state guarantees that its servants shall not want in their old age will make a happy and devoted service, then we should soon see a devoted service in this state.

A number of resolutions were offered to the conference, a few of which may be brought to the attention of Canadian Associations:—

**Interchange of Officers.**—"That the interchange of officers between the States, Commonwealth and Imperial Services is desirable."

**Uniform Classification.**—"That a uniform system of classification or grading is desirable."

**Extension of Rights of Promotion.**—"That it is desirable to extend rights of