

inside service. . . . But at present you cannot be sure when you see persons employed in the inside service that they necessarily come under the restrictions and limitations of the Civil Service Commission.

### Limitations.

“Now, even in the case of the inside service, when we give certificates, these certificates are not always given on the basis of competition. To begin at the bottom, there is the messenger, sorter and packer class, the lowest grade in point of qualification in the service. They are paid exactly the same salary as the Third Division, whose qualifications are, when you came to balance one against the other, ten times as difficult—that is, it would require at least ten times the amount of work, study and time to qualify for the Third Division that it does to qualify for the lower grade. But in the case of the lower grade, under the interpretation given by the Justice Department, there are two ways of being appointed: one is, by taking the annual lower grade examination. After the examination a candidate goes on to the list as successful, but he may not get any further. Why? Because the departments have the right to nominate any person they please to a lower grade position which they create, and we have no right to say: ‘This person nominated cannot be appointed until those on the list are appointed in order of merit.’ All we can say is: ‘We have examined this party to see whether he or she is up to the minimum of the lower grade standard,’ and if they can get over the ‘hog line’ they go on as a matter of course, and we are required to issue the certificate. Those parties who took the regular examination, paid their fees and complied with the provisions of the act, sit waiting month after month and year after year for an appointment. They abuse us periodically for not giving them some-

thing which we have to explain we would be delighted to do if we ever had the opportunity. Well, we held one examination for the one class, and this last season fifty-seven examinations for the other class. Nine were appointed for the one section and 121 for the other. You see, then, that patronage is entirely and absolutely in control of the lower grade appointments, because of the nine who got these appointments seven at least happened to have the patronage as well as the examination.

### Third Division Appointments.

“Now, we come to the Third Division. The Third Division permanent appointments are entirely in the hands of the Commission; there is no patronage there. The parties who are declared successful on those lists are guaranteed appointments. . . . The number declared successful is the number indicated to the Commission by the different departments before the examination as their needs or probable needs for the next six months. Now it is not certain that those on the list of successful candidates will be immediately appointed. They may be appointed any time during six months, because that list is supposed to last for six months. If, however, they should not all be appointed within the six months when the next list comes from the department, we deduct them from the number required and they are guaranteed to come in as preference people on the next list. But most of them get appointments in the first six months; in fact, two-thirds are usually appointed in the first six weeks.

“Now, that looks beautiful; but, unfortunately, as a matter of history these people are supposed to come in at \$500. Now, \$500 they tell me was considered a good salary to start on in Ottawa 25 years ago, but has represented rather hard lines within the last ten years. Those who were in the service at the time of the Com-