

APPENDIX III—continued.

Prof. Stewart: Vacancies should be filled by the most competent men, whether on the staff or elsewhere.

Prof. Allbutt: I do not think that juniors as medical registrars or even assistant physicians, should have any vested rights in succession to the senior posts.

Prof. Bradford: Junior assistant physicianships should be thrown open to competition and the holder should in time become senior.

Prof. Mott: Throw appointments open to all members of the University Medical Faculty and of other hospital staffs.

4. What special points should be considered in estimating an applicant's claim for appointment or promotion?

Prof. Fitz: Value of past services and promise for the future.

Prof. Thompson: Personal and scientific attainments.

Prof. Stockton: Character, ability and experience (these in order).

Prof. L. F. Barker: Mental endowment, scientific training, personality, teaching ability and power for original investigation, services already rendered, prospect of future service of high order.

Prof. Geo. Dock: Special knowledge of work of the position, energy and ability to promote the interests of the service in every way.

Prof. Osler: Good training, good work done, good habits, teaching capabilities.

Prof. Byrom Bramwell: Previous experience, record of work done, original work, age, personal qualifications, etc.

Prof. Stewart: Previous record.

Prof. Allbutt: Candidate's special education, his general education, his tact and discretion, his keenness for work, *as shewn by the sacrifices he has made for it*, should be considered.

Prof. Bradford: Mainly two—efficiency as a teacher, and capability of doing research work.

5. Appreciating the difficulty that a Board composed of laymen would have in estimating the professional qualifications of an applicant and the opportunity this might allow for other influences being used to secure the appointment, could any plans be suggested, based on the applicant's record, which would serve as a guide to the Board?