

Hon. Mr. CALDER: Coming to the case which Colonel Currie has in mind, where there are five junior postal clerks, and a vacancy occurs in the next class of postal clerks, every one of these five has the right to look for that promotion. Now, I understand from the Doctor's evidence that you do not hold a written examination there, but in that case, through the system you have worked out, you have rated the standing of each of these five clerks, and to get that rating, you take into consideration seriously, that is length of service and you take into consideration, I presume, statements made by somebody as to the ability of these men to attend to their work—you must depend upon the officials of your department, the postmaster or some other official, to give you that rating. They take these five men's ratings and one man has been in the service six years, and another man five years, and another four years, and another three years, and so on—you see they have got a certain rating on account of that, and then you get statements from their officers as to their judgment regarding their efficiency in carrying on their work, and you give that a certain rating. Is there anything else to take into consideration, character, personal qualifications—

Dr. ROCHE: These all come in under the heading of fitness for the position.

Hon. Mr. CALDER: Could you let us have a form for these ratings?

Dr. ROCHE: Yes, we will furnish that.

Hon. Mr. CALDER: Well, if you get information that a vacancy occurs, supposing in the post office here at Ottawa, you would apply to either one or the other for ratings on these clerks, and then you simply sit down and make up your mind from these ratings as to who shall be promoted.

Dr. ROCHE: But it is always accompanied, as a matter of practice, by the recommendation of the city postmaster, as to who, in his opinion, is the best qualified for that position.

Hon. Mr. CALDER: So you have both before you.

Dr. ROCHE: I don't think in the case of promotions we have, as the Doctor has said, disagreed with the department's recommendation in any more than a few cases. I only remember myself of one case.

*By Mr. Currie:*

Q. Now there are Civil Service examinations held here at various periods during the year?—A. Yes.

Q. There are dates set?—A. Yes.

Q. Any one of those junior clerks you have been referring to, who is anxious to get his grading under the Civil Service Act, was supposed to be there, and he makes application to the Civil Service and he pays his fee.

Hon. Dr. ROCHE: He does not have to pay any fee in connection with any promotion examination. These are the ordinary Civil Service examinations. For instance, in the past we have had examinations for clerks for admission to the service, there is a fee attached to them except as applied to returned soldiers.

Q. Supposing this junior clerk has paid his fee. He wants to get his grade and he goes up for the next examination and he passes that examination and you give him the certificate of his examination that he is entitled to be a postal clerk. He gets a certificate of that grading from Mr. Foran.

Hon. Mr. CALDER: I understand from Mr. Roche's statement that for promotion to a postal clerk he would not write any examination.

Mr. CURRIE: Oh, yes, they have all to do that.

Hon. Mr. ROCHE: The higher positions are filled by promotion from the next lower grade the competitive examination for entrance to the service is in the junior clerk's grade.

[Dr. R. M. Coulter.]