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1907

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ments by their respective Heads to be made at as early a date as practicable, would correct this situation, in accordance with the assurance given to the Association and repeated in Parliament by the Hon. the Minister of Agriculture on behalf of the Government. Up to the present, however, section 8 has not been so administered, with the result that the anomalies above referred to have been perpetuated without prospect in sight of their being corrected.

Under any circumstances this was attended with hardship to many civil servants whose duties and responsibilities have greatly increased since the classification of their offices was first determined. Certain new conditions, however, directly connected with the enforcement of the Act of 1908, and having particular reference of the broad distinction made therein between the routine and the executive branches of the Service, have involved an additional hardship in individual instances. The Civil Service Regulations, which went into force some months ago, were necessarily framed on the assumption that the existing classification of offices was a just and proper one. These Regulations have imposed on clerks transferred into the Third Division an examination test for promotion which though non-competitive must be substantially equivalent to that imposed for entrance to the Second Division. We believe that the duties of many clerks thus transferred are such that a careful appraisalment would have placed them in the higher Division. As a matter of fact, several of these clerks have, within the past year, been recommended for promotion on precisely these grounds. Nevertheless they are now required to undergo the examination test mentioned above, though no change of duties is involved in their transfer, but only a proper recognition of the importance of those duties. We might add that on drawing the attention of the Civil Service Commissioners to the hardship thus imposed, it was pointed out that the hardship was not the creation of the Regulations but of the fact that a proper organization of offices has not been made prior to the coming into effect of the Regulations. In other cases, more particularly in connection with the transfer of the large number of temporary and outside clerks on September 1, 1908, numerous anomalous situations have been created which urgently require adjustment on a comprehensive scale.