

THE CIVIL SERVICE REVIEW.

A Journal Devoted to the Interests of the Services in Canada.

Per Mias Rectus.

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TO ADVERTISERS.

Ordinary show advertisements are charged at the rate of eight cents a line for the first insertion, and four cents a line for each subsequent insertion. Special rates and prices will be made for space advertisements extending over lengthened periods. Special terms will also be given for professional cards published in classified order. A special exchange column will be opened, for bona fide offers, at 10 cents a line for each insertion.

Births, Marriages and Death notices will be charged 50 cents each. No Funeral notices will be published under this head, as the paper is of fortnightly issue.

Preliminary Prospectus of the "Canadian Civil Service Review," submitted for information and in the hope of obtaining sympathy with the object indicated, and approval of the general lines of the scheme.

Following the lead of the Civil Service in England, it is in contemplation to establish at Ottawa a special organ, through which matters affecting the Civil Service of Canada, both Dominion and Provincial, can be discussed and represented. It is thought that the present time is peculiarly opportune for such establishment. The general lines of the scheme are the following:—

1. Its attitude will be absolutely non-political, impartial, and free from any national or religious bias.
2. All subjects affecting either the inside or outside service will be treated with truth, fairness and discretion, and with reference purely to the principles they may involve.
3. It will at all times be borne in mind that the Civil Service is, to a great extent, the executive of the Government of the day, and it is hoped that this spirit will be met by corresponding consideration; thus tending to sympathetic and harmonious working, and to mutual respect. In this regard co-operation, not antagonism, is the object in view.
4. It will not furnish general news, nor deal with general questions.
5. Its characteristics will be courtesy in appeal, moderation in argument, reasonableness in request.
6. The issue will be fortnightly, and the subscription one dollar a year.

TO CORRESPONDENTS.

The aim of this REVIEW is to be of real value to all members and every department of the Canadian Civil Service. Correspondence, accompanied by the name of the writer, on any subject of general or special interest is therefore invited. It is not our aim to be the vehicle for airing personal wrongs or grudges, nor will letters of that character be at any time admitted. The REVIEW is ambitious, and in order to achieve success, the most severe abstinence from personalities and partizanship will be enforced. All letters should be addressed

Editor,

CIVIL SERVICE REVIEW,
48 Rideau st., Ottawa, Ont

TO CONTRIBUTORS.

Members of either the inside or outside service are invited to submit papers on matters of interest either to their own branch particularly or to the service generally. The same censorship will be applied to such papers as to the correspondence. Postage on all communications must be prepaid, and contributors wishing rejected manuscripts to be returned must enclose stamps for that purpose. Contributions should be in the office by the 10th or 25th of each month. Contributions on strictly service or on scientific matters will be welcomed.

UNHEEDED RECOMMENDATIONS.

In May, 1868, a Civil Service Act was passed, and in the same year a commission was appointed to submit a scheme for its reorganization under the provisions of the Act. In 1880 a second commission was appointed to investigate the same subject, and in their report the commissioners recommended the adoption of the essential principles of open competitive examinations and promotion by merit as an effectual remedy for all the important defects of the system then in vogue. Following this report, a new Civil Service Act was passed in 1882, which provided for examinations to test the qualifications of candidates for positions in the public service, and also for the examination of candidates for promotion. This Act, although not going so far in its

provisions as was recommended by the commission, has been amended year by year, with one exception, from the time of its being first placed on the Statute book until the year 1889, and so far as the commissioners have been able to observe, the amendments in general have trended in the direction of the relaxation of the provisions of the original Act, and the consequent prevention of its intention from being carried out.—*Report of 1892, p. 17.*

The report proceeds to show that in England the commission of 1853 recommended the adoption of open competition, and in 1855 the principle was adopted to a limited extent. After five years experience, however, the extension of the system was recommended, as the result of a Parliamentary investigation, and the principle was finally adopted in 1870, and in 1873-4 the system was greatly extended. They conclude this review by quoting Hon. Dorman Eaton, first United States Commissioner, as follows:

"The merit system, therefore, with its tests of character and capacity, and its claims of justice and principle, against favouritism and partisanship, has achieved a victory over patronage;" whilst they sum up the whole with the following deductions:

In a few words, the difference between the English and Canadian systems, is that whilst in England appointments are, generally speaking, made on the ground of merit alone, as shown by success in open competition in examinations; in Canada appointments are the results not of the examinations, but of nominations after examinations have been had.

Of these examinations themselves, it may be said that they have been of such a character that the ordinary High School boy could without difficulty pass them; and from the general trend of the evidence given before the commission, it will be observed that in the case of a considerable number of the officials who have been appointed, a number of trials have been allowed before they finally passed. This has led to considerable abuse, and is largely responsible for the employment for long and irregular intervals of so-called temporary clerks, which has given rise to a conflict of opinion between some of the departments and the Auditor-General, chiefly as to the duration of time a temporary clerk should be out of office before being re-appointed, the Auditor General holding the one month should elapse, while some of the depart-