

Memorial.

To the Right Honourable R. L. Borden, P.C.,
Prime Minister of Canada.

Sir:—

It is now considerably more than a year since you accorded to the Civil Service Federation of Canada the privilege of its first interview with you as head of the Government. During that interval the report of Sir George Murray, which was pending at the time we saw you last and the receipt of which we understood from you was necessary prior to any action with regard to the civil service, has been received and published. In the meantime, also, legislation has been enacted bearing on conditions among post office employees, employees in the Justice Department and certain other classes.

For the last-mentioned betterments we desire to thank you, in the first instance, very cordially. There remains, however, to be dealt with the general situation as included within the scope of Sir George Murray's report, as well as certain other existing features, which impel us to again approach the Government with a statement from the point of view of the most comprehensive organization in the service.

We might add that the subjoined represents the views of some thirty-seven organizations of civil servants of various classes and in various localities throughout the Dominion, from Halifax, N.S. to Victoria, B.C., aggregating over five thousand in membership.

Sir George Murray's Report.

While a considerable part of Sir George Murray's report has reference to matters of Government policy in which the service is not directly interested, we beg to state that we are in hearty sympathy with the general principles for which it so ably contends. We believe that the service has much to gain from any reform that increases its efficiency as a working body. Especially are we in sympathy with those portions of Sir George Murray's report in which he advocates the extension of the merit system of appointment, (that is, the appointment of all officers by an independent commission), throughout the entire service, the establishment of a system of promotion under supervision and in which merit alone is taken into consideration, and the establishment of a just and comprehensive superannuation system.

On each of the above points we are prepared to offer our opinions in full detail should the Government so desire. On the present occasion we restrict ourselves to the statement that our plea in general is simply for fair and equal treatment throughout the various branches and classes serving the Government.

Increased Salaries and Revised Classification.

We believe that the revision upward of the salary scale paid to civil servants in several branches is seriously called for under existing economic conditions. As on previous occasions we place the claims of certain branches in this respect under two headings, (1) the increased cost of living, and (2) the need for an improved classification scheme.