

This convention desires to place its opinion emphatically on record that it is most desirable in every way and in the interest of efficiency, and, therefore, in the interest of Canada's good name, that the merit system be introduced in those portions of the Service where it does not now apply. The convention finds that with a total public service of 45,000 only about 2,500 or 3,000 are under the merit system. The convention considers this the basic principle underlying all questions of Civil Service reform and the one that should be emphasized to the fullest extent.

Moreover, the convention considers it desirable, in addition to any other efforts that may be made in this regard, that a mammoth petition be circulated throughout the whole Service praying the Government to carry out its programme of reform by the extension of a perfected merit system to all portions of the Service.

Further, this convention considers that the Federation should, at the proper time, make strong representations to each political party, asking that a plank be inserted in the platform of each, making a declaration of policy in favour of the merit system and the abolition of patronage, as applied to the personnel of the Public Service, and that a promissory date be set for the consummation of such policy of reform.

Finally, it is to be the policy of this Federation, during the ensuing year, that candidates for a Federal seat in constituencies where one or more of our associations have an organization, to ask such candidate for an expression of his attitude in regard to the system of physical, moral and intellectual qualifications for entrance to the Public Service, under the terms and conditions of the Merit System.

Moved by Mr. Thompson, seconded by Mr. Drake, that the last paragraph be struck out. Carried.

The Secretary made an appeal for the retention of the remaining clauses of this resolution; setting forth that the Patronage System is an inhuman instrument of torture, and that from correspondence in hand the personnel of the Service is shown from this cause to be subjected to the mutilation

of just hopes and ambitions as baneful in effect as the atrocities of the German invader.

Mr. Drake moved, seconded by Mr. Holmes, that the third paragraph be struck out. Amendment negatived. Yeas, 10; nays, 18.

Moved by Mr. Thompson, seconded by Mr. Clark, that the following words be omitted from the third paragraph: "to each political party asking that a plank be inserted in the platform of each making a declaration of policy." Amendment negatived. Yeas, 15; nays, 11.

Resolution, as amended by striking out of last paragraph, carried.

Extension of Rights of Promotion.

Mr. Grierson moved, seconded by Mr. Sharman:

"That it is desirable to extend rights of promotion to vacancies or new positions to all Branches of the Service, rather than limit the selection to the Department in which a vacancy occurs."

Mr. Thompson objected that this might be used to work injustice to those already in the Department in which the vacancy exists.

After discussion, Mr. Grierson, by permission, withdrew this resolution.

Principle of an Independent Court of Appeal:—

Mr. Davies moved, seconded by Mr. Gates:

(a) "That this conference asserts the right of Public Servants to an Independent Appeal Court."

(b) **Composition of Appeal Court:—**

"That the Court of Appeal consist of three persons, of whom the Chairman shall be a Supreme or District Court Judge; one shall be the representative of the Commission, who shall not be an officer of the Department in which the appellant is employed, and one shall be the representative of the Division to which such officer belongs, elected under the regulations by the officers of the Division to which such officer belongs, in the Province in which such officer performs his duties."