

Dr. LaRochelle is firmly convinced that the general situation of the Civil Service could be made very satisfactory through the amending of section 30 of the law and of regulation 20, and that all the efforts of the friends of the Service should converge on these two objects, which have the advantage of being clear, simple and practical. Of course, even with this progress, things may not become perfect, but any hardship could then be assigned to the application, and not to the shortcomings of the law and regulations.

The first object should not be so hard to realize, since the Government itself has actually brought before Parliament a new Bill amending section 30 and providing the Third division with an increased scale of salary which runs from \$650 to \$1,800. Such a remuneration should be satisfactory, as young men and women could hardly expect more in commercial life. One great advantage to be secured from such increase would be to deliver them from the necessity of seeking entrance to the Second division for the sole purpose of getting enough to live on. The Third division would be made a desirable life-long career.

As to the second object, concerning the Third division officials appointed under the old regime, Commissioner LaRochelle is of the opinion that regulation 20 should be so amended as to authorize the promotion of such of them as are deserving and had complied with the requirements of the old Act, on the recommendation of the Heads of the Departments, with a certificate from the Commission; but he does not mean to say that they could be promoted to the Second division simply to continue doing Third division work. This would be a violation of the law.

Such a move would surely secure the object of section 35 of the Act of 1908, concerning the maintenance of the former status of the old officials automatically classified in the Third division. It is clear that as soon as regulation 20 is so amended, no formal barrier will in future stand in the way of such of these officials as are deserving promotion on the ground of the nature of their work and of their personal merit. In other words, they will then be able to secure the rank and salary they deserve, according to the character of their function and the degree of their merit, on the recommendation of the Heads of the Departments, with a certificate from the Commission. It is to be noted that sections 26 and 35 should be read concurrently, since they both intended to cover the transition from the old to the new state of things.

Another advantage to be derived from such amending of section 30 would be to facilitate the task of the Heads of the Departments in the recruiting of their employees, both for the Second and Third divisions. In this way they would not be induced to ask for an excessive number of appointments in the Second division for the sole purpose of offering more attractive salaries. At the same time, this would be a safeguard for the proper organization of the Service, by limiting the Second division to the junior administrative group,—that is to say, to the future chiefs and sub-chiefs of the federal administration.

Commissioner LaRochelle insists upon the necessity of establishing an effective line of demarcation between the Second and Third divisions. Our Civil Service system is based upon the British system, which divides the whole Civil Service into two general groups of officials: first, the administrative group, which is limited to the senior and junior administrative officers, and, secondly, the mass of clerks assigned to routine and clerical work.