

In the first instance, a skeleton statement showing the offices and clerkships which make up the department in its reorganized form is to be made. This will contain no reference to the personnel of the staff, but will amount, when ratified by order-in-council, to a definition of the work performed by the department and the character of the staff required for its operation. When this portion of the work has been completed, section 8 of the Act will be regarded as having been placed in virtual operation.

After September 1st, the transfer of the present staff of the department to the new order will be made. In this connection, section 6 of the Act will first be set in motion, and the clerks will be moved, automatically and in express observance of the terms of that section, and of section 7 in the matter of salaries, into the classification defined in section 5. If it should happen that in the carrying out of section 8 as above described, the duties of every post in the department are defined as belonging to exactly the corresponding grade to those of the clerks who are at present performing these duties, this will end the whole matter. The re-organization of this department will have been completed. If, however, it is found on examination that offices in certain cases have outgrown their original status, or are in reality of a sufficiently important character to warrant an enhanced classification, then the clerks who are at present filling these offices may, on the changed nature of the offices having been indicated in connection with the administration of section 8, be promoted to the higher rank in question, provision being made in section 47 to meet the necessary increase in salary. These promotions will be under the purview of the Commissioners who will have been appointed before they go into effect, and will be subsequent to the automatic transfer contemplated in clause 6.

The Question of the Immediate Present.

It is of the highest degree of importance that each and every individual in the service should understand, in the light of the above, the exact nature of what is being done with regard to himself between the present and the first of September. It amounts simply to this: that the exact character of his office is being enquired into and re-defined in the terms of the new Act, and of the rank and salary at which it is in future to be estimated. It is the duty of everyone, therefore, to himself, to ensure if he possibly can that this estimation is in accordance with the facts. If he can demonstrate that his office, if properly defined, would fall within a subdivision higher than it is occupying at the present, he should do so, in the confident expectation that his subsequent promotion to the new rank will follow as a matter of course. Here are Mr. Fisher's words on the subject in the House of Commons:

"Section 8 provides for an organization declaring the standing and classes of the officers in the service and their standing in the classification. This gives an opportunity, where a man is doing a high class of work, to put him in the classification which that work would entitle him to be in. Section 8 provides for an order in council being passed defining the organization of the department and my own interpretation of that was that in that order in council certain work would be declared to be done by such an office in such and such a subdivision of such and such a division of the general classification. Then if that work was being done to-day by a certain officer I take it that that individual would continue to do that work, and that that work would be put into that classification and that place."

It might be well to add to this that