

THE INSIDE SERVICE.

Within this service are many conditions which militate against efficiency and tend to produce discouragement and dissatisfaction. In the interests of Canada a prompt and sufficient remedy for such should be provided, either by legislation or by intelligent administrative action. The following instances are mentioned as calling for more immediate attention:

1. The case of those employed prior to September 1908 and who were classified in the Third Division by the Act of that year. Special provision was made in Sec. 26 of the Act for the promotion of such employees, but of this right they have been practically deprived by the Regulation of the Civil Service Commission. This act of injustice has resulted in much hardship to those affected during the last six years, and has been the cause of much dissatisfaction in the service. The only adequate remedy would be the repeal of the obnoxious Regulation (No. 20.)

2. **Reorganization.**—The Inside Service needs a thorough reorganization and reclassification of every department on a uniform basis by a competent body—such reorganization to be based on the nature of work performed and not upon the amount of salary received by employees.

3. **Promotions.**—The present method of effecting promotions is discouraging and unsatisfactory; influence and favouritism being frequently more potent factors than merit. The remedy desired is the appointment of an independent Promotion Board with power to investigate and report upon all recommendations or applications for promotion—promotion to depend upon a favorable report. The Civil Service Commission, reconstituted with three members and endowed with all necessary powers, would be an acceptable Board, though in the opinion of many the scheme would be incomplete without provision being made for an appeal from the decisions of the Board.

4. The frequent filling of vacancies in the higher positions by appointments from outside the Service (under Section 21 of the Act of 1908) instead of by promotions within the Service, as called for by Section 25 of that Act, is another cause of discouragement. A remedy suggests itself in the form of a report from the Promotion Board, that no duly qualified person in the Service is available for the position, before any such appointment is made.

5. The continuous increase in the cost of living during the last 6 or 8 years has laid a heavy burden upon all Civil