

Department of Customs. According to a statement furnished to me by the Commissioner of Customs on 11th June, 1912, there were twenty-three administrative officers, and 159 clerks assigned to routine and clerical work. This means that, there, the administrative group is representing about 10/100 of the service. And it is the same thing in all the other departments.

There should be a deep line of demarcation between these two groups. As in the British Service they should constitute two distinct and separate careers, one for young men possessing a higher education, and the other for those possessing only a commercial education. So that when a young man enters our third division, he should understand that, unless he is able to successfully compete for the second division, he enters it for life.

It is for that reason that our law provides that no third division clerk can secure a position in the second division, unless he successfully competes for it. There is only one exception to that rule, and it is of a temporary character: it is in regard to the old civil servants who were automatically classified in the third division upon the coming into force of the new Act (par. 2, section 26).

Therefore, the Heads of the Departments should never place anyone in the second division unless it is to discharge the duties of a real junior administrative position. They should never place anyone there to do mere routine and clerical work, as has been the practice in the past. On the other hand, they should invariably see that the clerks assigned to routine and clerical work be placed, without one single exception, in the third division.

In other words, the Heads of the Departments should—when they are requested, every six months, by the Civil Service Commissioners, to furnish them with the number of positions to be filled in each of these two divisions—be extremely careful to strictly limit their demands for the second division to the actual requirements.

The natural consequence of such a prudent process would be that about 10/100 only of the Civil Service recruits would be held to pass our higher examination, and that all the rest, about 90/100, would only have to pass the ordinary examination. In my opinion, this would mean the end of all complaints in connection with the nature of the examination.

But, in order to secure that result, it is expedient, if not necessary, to make of the third division a more desirable career, by raising its maximum salary to, say, \$1,800, as it is provided by the new Civil Service Bill, actually before Parliament.

Just now, the supreme ambition of the clerks of the third division is, soon after their appointment to office, to leave it, to enter the second division, for the sole purpose of securing a better scale of salary, a better future. It is only natural.

Through that increase of their maximum salary, these officials would become satisfied with their prospects and they would not only think of entering the second division. And the higher examination would not stand in their way; they would have no occasion to denounce it.

A maximum salary of \$1,800, to be attained through successive promotions within the third division, should be satisfactory for young men possessing only a commercial education. In trade and commerce, clerks doing routine and clerical work, do not get a better scale of salary.

Anyway, such of these as would not be satisfied, might simply be invited to leave the service, and they could very easily be replaced through the competitive examination.

(To be concluded.)