

It was also pointed out that professional men in good standing who were successful in their profession were in many instances loath to submit themselves to competitive examinations, fearing that if they were unsuccessful a certain odium would thereby be reflected upon them. On the whole the evidence disclosed the fact that in numerous cases when professional, scientific and technical officers of special qualifications had to be secured the practice has grown up of permitting the deputy heads of departments to induce competent persons with the necessary qualifications, professional and other wise, to forward applications to the Commission and in the great majority of cases, if not all, where this occurred the department either by direct recommendation or through representatives on the boards appointed to consider applications, succeeded in securing the appointment of the persons thus selected. While not objecting to the practice that has thus grown up as regards certain professional, scientific and technical appointments, your Committee deem it their duty to point out that the method of making these appointments is scarcely fair to innocent applicants who are not familiar with the practice followed. It would appear, therefore, that in the case of all such special appointments where peculiar qualifications are essential the Commission should adopt some more direct method of dealing with them. The facts and necessities of the situation and especially the needs of the public service should be squarely faced and there should be an end to any pretence in the matter.

The Commission agreed that there were a number of classes which might with propriety be removed, if not altogether from the operation of the Act at least from the primary intervention of the Commission. What these classes were the Commission were unable to say. They took the view that before coming to a conclusion in the matter, they must have time to study what the effect would be not only upon the classes which might be removed but upon all those classes which remain. Considering Bill No. 122 in all its phases, your Committee are agreed that the removal of any classes by statute at the present time involves a question of great complexity and the results of such action cannot at the moment be clearly foreseen.

Conclusion

Under the law as it now stands the Commission are empowered to exempt from its jurisdiction certain classes of employees when in the opinion of the Commission it is not practicable to apply the provisions of the Civil Service Act. Under this provision the Commission has already exempted certain classes of employees and your Committee are of the view that in cases where this has been done the public service has not suffered.

As previously pointed out, the Commission were agreed that certain classes might be removed from the operation of the Act and when asked why these positions had not been removed in the same manner and to the same extent as were the positions in the Soldiers' Settlement Board and the Department of Soldiers' Civil Re-establishment, the Commission replied, first, that the cases were not parallel and that the Commission was not prepared to admit that their continued intervention was impracticable. On the other hand, they were quite sure that it was practicable for them to function with respect to all classes. It then was discovered that a distinction was drawn in the interpretation of the Act between what was practicable or possible on the one hand and what was in the public interest on the other.

From the evidence submitted your Committee have been forced to the conclusion that it is desirable in the public interest that the Commission in consultation with the deputy heads of departments should undertake a careful review of the entire service with a view to determining what further classes of employees should be exempted in whole or in part from the jurisdiction of the Commission and the provisions of the Civil Service Act.

Your Committee submit, considering the problem from all angles, that it would be unwise at present to attempt to name or define these classes by statute. While