

Memorial

TO the RT HON. SIR WILFRID LAURIER, G.C.M.G., P.C., &c.
PRIME MINISTER OF CANADA.

SIR,—In approaching you after a full year's experience of the far-reaching changes introduced into the administration of the Civil Service by the Act of 1908, the Civil Service Association, which at present numbers some 2,300 of the Inside Service, desires to repeat its expression of satisfaction with the general principles underlying the present law. We would like also to express our appreciation of the supplementary measure granting a general increase of salary on account of the enhanced cost of living; this we believe has materially improved the general tone of the Service. There have arisen, however, in the carrying into force of the legislation above mentioned certain developments which require correction in the interests of efficiency, and it is of these that we wish to ask your consideration.

CLASSIFICATION AND ORGANIZATION.

Under the conditions relating to classification, appointments and promotions, prevailing prior to September 1, 1908, various anomalies in the organization of the Service arose, chief among which was a lack of uniformity, both as between the several Departments and within the Departments themselves, in the classification of offices, and a disproportion, in individual cases, of rank and salary to duties performed. The fact that under the previous law no definitions were attached to the various classes lent itself to this result. Under sections 6 and 7 of the Act of 1908, the transfer of the Service from the old to the new classification was almost entirely automatic. It was thought that the carrying out of section 8, which requires an organization of the several Depart-