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## Promotions from the Third Division.

A further brief analysis of the rights in respect of promotion of those transferred to the Third Division on Sept. 1, 1908.

In putting forward any claim on behalf of a body of employees, the first concern should be to state it in terms that shall appeal as strongly as possible to the sense of justice of the employer. When an employer is made to admit that the statement is incontrovertible, and the grounds for redress unimpeachable, the cause is as good as won — especially when the employer is the government. No matter what the remedy may be, this in the vast majority of cases will be found the most expedient procedure, — the following of the line of least resistance.

Let us analyze on this principle, for what it may be worth, the present situation with regard to promotions from the third division under the Commission's regulations.

In the first place, the problem relates wholly to those ranked in that division on the coming into force of the act, Sept. 1, 1908. For entrants since that date and for future entrants the regulations are wholly just. The third division must not offer a mere side-door of evasion of the difficult access to the second and higher divisions. An advantage, of course, should always obtain for those in the third division as compared with outsiders; and this is provided for. The

passage from the third division to the second is unique of its kind: it is both promotion and entrance. Moreover, though limited to routine duties, the future third class clerk of exceptional ability must have a fair chance to prove himself; and there need be no fear, as the commissioners explain their intention, that a good man will be penned forever among his inferiors through any lack of flexibility or common-sense of the regulations.

Confining attention, then, to the case of those within the third division as at Sept. 1, 1908, and their rights in respect to promotion, it would seem to be possible, from the standpoint of one seeking to establish different degrees of claim, to distinguish three main groups:

(1). There are those whose present duties are essentially of a higher and executive character and who find themselves in the third division simply because the organization of the service, as required by the act of 1908, has not been carried out. These men, it would seem to THE CIVILIAN, have an absolutely irrefutable case. It is not a subject for argument; it is a plain matter of admitted fact. To ask a man to demonstrate by an examination test his ability to perform work he is actually performing is to commit