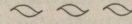


tions of an exceptional character and appointed "after selection by the departments without competition." The report of the civil service commissioners for the year ending 31st August, 1911, at pages 113 and 114, schedule B, gives a table of twenty appointments made under these sections during the currency of that year. To those recent entrants into the service, who have submitted themselves to the rigors of the semi-annual examinations, these kinds of appointments are regarded with jealousy and suspicion; perhaps, sometimes, unjustly so. Particularly to older members of the service, the appointments of those who enjoy the benefits of these sections are, often quite naturally, a source of very grievous heart-burning. These complainants are at least entitled to be fully informed of the circumstances under which such appointments are made, and it ought to be the imperative duty of the civil service commissioners to embody in their yearly reports a detailed statement of every one of these appointments, and this information would thus be made accessible to every one whose chances of advancement have been in any way endangered by reason of these exceptional appointments.

It is becoming increasingly difficult for the overlords, the ministers, deputy ministers, or any of the superior officers exercising executive functions to dismiss any valid claim for redress of grievances with an angry and menacing wafture of the hand. Granted an adequate measure of publicity and the old system, with the patronage of office veiled behind a form of laws, encouraging the development and nurturing of sycophancy, and all forms of time-serving would fast disappear. A most gratifying spirit of manhood is being aroused—a manhood which is becoming ever more conscious of the dignity which parliament has, by forms and prescriptions, sought to establish, which is refusing, with increasing insistence, to permit advancement in the

service to be contingent upon its making acceptable obeisance before any official deity, and any forces which may still linger to impede the course of this salutary principle will have to give way before the mighty onrush of this newly awakened consciousness.



A LIVING WAGE.

The Civilian to-day publishes two cartoons which illustrate the stringency of the money market in certain portions of the Canadian service. The cartoon by "Hank" comes from far-distant Edmonton, the other is the product of the pen of a youthful artist in the "lower grades" of the Ottawa service.

We are free to confess that the problem of remuneration constitutes one of the gravest difficulties for the government in our present over-congested service. The salary charges for maintaining the personnel of the service aggregates an enormous sum. It is claimed and admitted that the amount is much too great. Notwithstanding this fact there is, in many portions of the service, intense suffering. *The Civilian* has published many letters bearing out this contention. The explanation of the anomaly of too great an aggregate cost and too little remuneration in individual and sectional cases is that the government since 1867 has not carried on a consistent and continuous and scientific examination into organization, classification and remuneration. The average salary of the customs service in the maritime provinces is between \$800 and \$900. Upon this average men have to feed, clothe and educate a family. Under the known economic conditions of the day, it is an utter impossibility for men to do so and maintain their honesty and develop their efficiency, and no country should ask its servants to perform its duties on such terms.

We have a labour department competent to advise the government from