

Outside Service. This is much larger. With its army of railway mail clerks, Customs and Inland Revenue officers, Post Office clerks and letter carriers, and numerous other employees of various kinds, the numerical strength of the Outside Service would probably exceed 25,000 employees. I wish you to remember, therefore, that this law of ours covers only that part of the federal service known as the Inside Service. It has nothing to do with the provincial civil service, which would correspond to your state civil service, and we have no such thing as a municipal civil service commission in Canada, although our numbers have now grown to proportions where I think it would be desirable to introduce municipal civil service laws, at least in a few of our larger cities.

I propose now to take up the main provisions of the Civil Service Amendment Act of 1908. In doing so I shall read from the Act itself in order that you may hear the exact language of the statute, and I shall then in my own way explain the *modus operandi* of its enforcement. The first section which I shall read is the one establishing a Civil Service Commission. It is as follows:—

“There shall be a commission, to be called the Civil Service Commission, consisting of two members appointed by the Governor in Council.

“The rank, standing and salary of each commissioner shall be those of a deputy head of a department; and each commissioner shall hold office during good behaviour, but shall be removable by the Governor General on address of the Senate and House of Commons.”

We consider, of course, that the basic principle of civil service reform is the independence of the Civil Service Commission, and we certainly have got it here. As you have doubtless observed, the law provides a life tenure for the commissioners. The selection of these officials was left to the Governor in Council. What we mean by “the Governor in Council” is really the Government of the day—the party in power—as the Governor in Council in matters such as the appointment of Civil Service Commissioners usually follows the advice of his Government.

You would naturally have supposed that, in the filling of two such attractive positions as those of Civil Service Commissioners, the Government of the day would have selected men from the ranks of its political followers who had established their claims to preferment by long and faithful party services; but, presumably for the purpose of reassuring the public as to its determination to have a fair and impartial administration of the new law, the Government showed its good faith by selecting for the positions of Civil Service Commissioners men who enjoyed a very enviable reputation in the country, and who at the same time had never been actively identified with either political party.

One of the commissioners, Dr. Adam Shortt, was Professor of Economics and Political Science in Queen’s University, one of the leading educational institutions of the country, and was a man who was well and favourably known from the Atlantic to the Pacific by reason of the fact that he had always taken a deep interest in public affairs and had for many years been in great demand as a lecturer on economic and allied subjects. The second commissioner, Dr. M. G. LaRochelle, was a prominent advocate from the city of Montreal, a man who had received many honours from his university in the way of degrees, and who had a very enviable standing at the bar. These were the two gentlemen who were appointed to administer this law. The salary of a Civil Service Commissioner is \$5,000 per annum.