

Since December, 1943, a similar procedure has been available for appeals in connection with annual increases. Employees who are not recommended for an increase are notified and given an opportunity of making an appeal to a special review board. All applications are first referred to a preliminary review board (made up of three departmental officers, two nominated by the department and one by the appellant). Applications judged to have a fair case are then handled in the same manner as appeals for promotion.

DISMISSAL

Appointments to the civil service are termed permanent only after a probationary period of six months has been passed. The commission has continuously urged the departments to have no hesitation in dismissing any unpromising employee during his first six months, but the tendency has been to retain even less efficient persons and put them in minor jobs. The only grounds for dismissal in the civil service are inefficiency and political partisanship, and cases of either have been extremely rare.

Because fear of losing one's position is virtually unknown to civil servants, the system is sometimes criticized for tending to encourage laziness. On the other hand, the security of such positions does attract many able persons and helps to maintain continuity of effort. This is especially desirable in the technical branches.

BENEFITS

Civil service employees are offered several benefits in addition to the security of their positions and opportunities for free stenographic training:

1. Holidays. After six months in the civil service, holidays are granted on the basis of one and a half days a month and may be cumulative up to two years.
2. Sick leave. An allowance is made for sick leave of one and a half days a month, after six months, and the time is allowed to accumulate for the first six months. It may be carried over from year to year.
3. Superannuation fund. An amount varying from 5% to 6% of every permanent employee's salary is deducted for the superannuation fund. A monthly allowance is paid on retirement at the age of 65 provided the employee has spent a minimum of 10 years in the civil service. No deduction is made after 35 years of service. Calculated on the basis of 1/50 of the average salary for the last 10 years, the maximum superannuation allowance works out to 70% of the average salary. If an employee leaves before he becomes eligible for superannuation, his payments may be returned. Special provisions are made for those who are forced to retire before the age of 65. Widows retain one-half the superannuation payment. Allowance is also made for children and dependents.
4. Retirement fund. Temporary employees have 5% of their basic salary (4% in the case of those paying Unemployment Insurance) deducted for the retirement fund. On leaving the civil service their contributions, plus 4% interest, are returned.
5. Overtime. There is no set policy for overtime pay in the government service. A few jobs paid by the hour are eligible for overtime payment, but otherwise arrangements are left to the individual departments. The practice in many departments is that for each consecutive three hours of overtime an employee works, he is permitted to take the same time off