

necessary, of existing working methods; another to the effect that he could undertake no changes beyond the automatic transfer of the old order to the new as enjoined in a single section of the Act. In the midst of these and similar reports, a general expectancy, commingled with doubt, was in the air.

It was in view of these facts, and with the desire of impressing, even at the eleventh hour, the needs of the service upon the government, that an interview was sought by the Association with the Right Honourable the Prime Minister. The deputation consisted of Mr. A. G. Kingston, the president of the Association, Mr. R. H. Coats, of the Department of Labour, and Mr. T. N. Doody, of the Department of Public Works. It was accompanied by the city members and received on Friday, the 7th inst., by Sir Wilfrid Laurier, with the Hon. Mr. Fielding, Minister of Finance, and the Hon. Mr. Fisher as sponsor of the Civil Service Act in the House of Commons. The interview lasted for over an hour and enabled a more or less complete statement to be made of the matters which are uppermost in the minds of the service at the present time. The broad intention of the deputation was to request that the most liberal interpretation possible should be given to the provisions of the act which govern the approaching reorganization. In this connection it was asked whether in the act of transfer it would be possible to deal with salaries in the two-fold way of making an allowance for the recent pronounced increase in the cost of living and for such cases as might be found to exist of clerks performing relatively important services though at present in a low grade of the service and on a low scale of salary. To the first of these requests, it was pointed out that in all cases wherein a clerk is transferred to the corresponding grade of the new classification, as enjoined in section 6 of the Act, it would be illegal to make any change in the amount of his sal-

ary. Changes in classification, however, were averred to be possible, where the order-in-council defining the organization of the department under section 8 expressly permitted it, so that the main purposes of a classification system, namely, that it should classify in just accordance with the importance of offices, might be accomplished. On the deputation referring to the lack of uniformity which was apparently prevailing as to the interpretation of the organization clauses of the Act, it was stated by the ministers that the several departments would be treated on an identical basis and that action to this end might be expected. Other topics of interest to the service were touched upon, in some cases at length, such as the disability under which temporary or outside clerks will be placed on their enrollment under the new classification, in that the retirement fund deduction will at once go into effect, with the result that their available salaries will be lessened by five per cent., for what is primarily the protection of the government and at best a very disadvantageous compulsory savings system. On the whole, though nothing in the way of concession was brought away by the deputation, it was felt that the opportunity of placing the feelings of the service plainly before the government had been of service, and that the interview was well advised at the present juncture.

Procedure of Reorganization.

In view of the somewhat complicated procedure which is contemplated under the Act in carrying out the reorganization of the service, and the prevailing uncertainty referred to above, THE CIVILIAN has been requested by resolution of the Association to act as the medium of the Association to the service on this occasion and to print the following as in effect the explanation which was given to the deputation in this connection by the Honourable Mr. Fisher.