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Memorandum of the Civil Service Federation of Canada.

The Civil Service Federation of Canada is made up of a membership of forty constituent bodies of organized Civil servants, representing, in all, several thousand individual members, stationed in every province of the Dominion.

THE CIVIL SERVICE BILL.

TO THE HONOURABLE GENTLEMEN, MEMBERS OF THE SENATE AND HOUSE OF COMMONS.

The public service of Canada is surely one of her greatest assets. The importance of this body may be judged by the following figures:—the permanent staff numbers over 40,000 persons, of whom, it may be remarked, only 12,000 are governed by the Civil Service Act. In addition, there are approximately 20,000 persons in partial or temporary employment.

The people of Canada should take a deep interest in this great service. They are the **shareholders**. Their representatives in Parliament are the **directors**. These directors should be fully informed in regard to the laws regulating the 60,000 servants employed by the shareholders.

Ever since 1857, when the first Civil Service laws were enacted, the anomalies and incongruities in those laws have been the greatest drawbacks to the efficient management of the country's business. Some of the Directors now recognize that the Civil Service, as a result of the antiquated laws which govern it, demands rehabilitation and reform, and have not hesitated to make such reforms a part of their declared policy. The Minister of Finance, it is believed, has studied every phase of the question and has incorporated many reforms in the Consolidation Bill to be brought down this session. Under these circumstances, it is deemed advisable to state briefly here some of the more important changes which, in the opinion of those intimately acquainted with the actual state of affairs, are most needed.

NOTE.—A copy of this memorandum has been mailed to each member of the two Houses of Parliament.