

clerks of the third division. In fact, it involves our general system of recruiting the service.

Furthermore, *I wish immediately to state that*, in order to create no confusion, I will take no account of the *technical officers*, who are recruited through special tests, nor of the *employees of the lower grades*, who have not to pass the competitive examinations. In fact, the new Civil Service Bill, actually before Parliament, places them in distinct and separate classes.

### ORIGIN OF THE DIFFICULTIES.

I have no hesitation in stating that the original cause of the present uneasiness is a transgression of the Civil Service Act by the Heads of the Departments, that is to say an excessive number of appointments in the second division.

In other words, the heads of the departments, instead of limiting to 10/1000 the number of appointments in the second division, which is the right proportion, raise it, as a rule, to nearly 50/100.

According to the Act, not more than 10/100 of the Civil Service recruits should be placed in the second division, which is our junior administrative group. On the other hand, 90/100 of them should be placed in the third division, to do all the routine and clerical work.

So that if the Act was not so transgressed, about 90/100 of the Civil Service recruits—always excluding technical officers and the lower grades—would merely have to pass the third division examination, which requires a commercial instruction. And only 10/100 would have to pass our higher examination, which partially requires a classical or university education.

But I have no doubt that the object of the Heads of the Departments in doing so, is simply to overcome the difficulty created by the inadequacy of the scale of salary of the third division. There can be no other reason.

The present scale of salary of the third division makes of it an undesirable career. If it were raised to, say \$600 to \$1,800, as provided for by the new Civil Service Bill, actually before Parliament, such increase would practically mean the end of the difficulties.

So that, in my opinion, the cause of the present uneasiness is not a question of examination, but one of defective organization, of wrong and illegal classification of the service, by the Heads of the Departments.

I will now try to illustrate the above propositions.

### A PROPER ORGANIZATION OR CLASSIFICATION.

#### CONDITIONS AS THEY SHOULD BE IN THE INSIDE SERVICE.

According to section 5, which is the organic section of our Civil Service Act, there should be, in our inside service, two distinct and separate groups:

(1) The administrative group, exclusively composed of the senior and junior administrative officers, and strictly confined to our first and second divisions, and

(2) The mass of clerks assigned to routine and clerical work, to be entirely confined to the third division.

The first group should not represent more than 10/100 of the service, and be recruited through our higher examination, which partially requires a classical or university education. The second group should comprise about 90/100 of the service, and be recruited through the ordinary examination, which merely requires a commercial instruction.

As an illustration of that fact, I will, before going any further, quote the