

Mr. CHAPLEAU. I think I have answered the hon. gentleman. I have told him to the best of my recollection, as a member of the Government, I do not recollect any instance except the one I have mentioned, which I may say was imperative. My colleagues are here and can speak, as I cannot be supposed to be acquainted with the details of every Department, but I speak to the best of my recollection, and I am sure that the greatest severity has been shown in all the Departments.

Sir JOHN A. MACDONALD, I may say that there have been no appointments made except under the terms of the Act, without passing in the first place a probationary examination and afterwards a qualifying examination, with the exception that is stated in the Act, of those officers who were temporarily employed before and proved valuable officers, and were actually in the service, some of them for years. They were excluded by the express terms of the Act, and some of them have, under the terms of the Act, been made permanent; but, with that exception, I am not aware, as far as my recollection goes, and I have a general knowledge of what is done, that there have been any appointments made.

Mr. MILLS. Will the hon. gentleman give us before Concurrence the number of persons and the names of the offices to which they were appointed?

Sir JOHN A. MACDONALD. Yes.

Sir RICHARD CARTWRIGHT. I was going to ask the hon. the Secretary of State what the Government do now, where they have a large number of qualified parties. Are they introducing to any appreciable extent the competitive system? I observe that some of these candidates are examined in optional subjects, and, when they are appointed, after having passed in these optional subjects, they get \$50 a year additional. That affords a means, I dare say a very tolerable means, of practically enforcing some sort of competition, and obtaining in a moderate degree the benefits of a competitive examination, but I want to know from the Secretary of State what the practice is. I have observed that a large number of people pass these examinations. Are they classified, is a record kept of the number of marks they respectively receive, and are the appointments made with any reference to the number of marks they receive, and to whether they pass in these optional subjects or not? Of course, that is to a large extent a question of policy, but I should like to know what has been done.

Mr. CHAPLEAU. A record is made and kept very carefully not only of the number of points the candidates have gained, but also the optional subjects upon which they have succeeded. Those might be required in some branch of some Departments, and not in others, and it is, of course, for the different Ministers or the chiefs of Departments to recommend the appointment of those whose names they see there. More than that, even after the examination, the examiners give remarks and notes of what is the peculiar fitness of anyone examined, so that the Minister might choose those who might be more fitted for one branch of a Department or another. As to the appointments being strictly made in accordance with that, I am sure that, as far as it conduces to the efficiency of the service, as much as possible they are.

Mr. GAULT. I can testify to the very great stringency with which the Government are appointing those clerks. In Montreal I took a young man out of a situation where he was receiving the same salary as he was to get from the Government. He passed the preliminary examination, and, because he was not capable of passing the qualifying examination, he has received instructions that he will not be required any further. I think the the case is one of great hardship. He left a good situation indeed to take a

situation in the Montreal Post Office, and now he has been informed that his services were no longer required. It seems to me that in this particular case the Government have been more than stringent in the application of the test.

Mr. BEATY. I would like to call the attention of the Government to matters pertaining to the promotion examinations. It has been largely said throughout the country in connection with the different offices, that the promotion examinations should not be required from those officers who were appointed before the late Act came into force. They think it a great hardship that they should be subjected to them, though they may be entitled to promotion on every other ground, having become acquainted with the work of their offices, and been engaged for five, ten or fifteen years. It has been represented very strongly from my own city, and from various other places, that this is a hardship, and seems to me unreasonable that persons who have been in the service, who have become adapted to their work, and against whom there is no complaint whatever, cannot obtain promotion unless they have passed a school boy's examination, to which, perhaps, they are in no sense adapted. I trust that the Government will give this matter the attention it deserves. I take this opportunity of calling the attention of the Government to it, and I trust that particular clause in the Act which requires examination for promotion, may be modified so as to meet the demands of the different officers all over the Province of Ontario, at all events.

Mr. CHAPLEAU. The point mentioned by the hon. gentleman has already been brought to the attention of the Government, and it will be provided for in the amendments which it was announced the other day were to be introduced in the Civil Service Act. Those amendments will provide for the promotion due to officers who have been long in the service, and whose promotion before the Act was passed was left with the Deputy Minister. It is proposed hereafter that such officers shall not be subjected to an examination that might better apply to literary bachelors than to employés in the Departments.

Mr. HESSON. I am very glad to hear the remarks of the Secretary of State. It has been found that many valuable civil servants were unable to go for their promotion examinations. It is a positive fact that to a large extent the Civil Service is filled by young men coming from the high schools and colleges of the country instead of by experienced men who have been employed in the Department, and who were qualified for the work. It is quite possible that the duties in many of the offices may be better discharged by some gentlemen of long experience in the Departments than by young men who may have a first-class education and possess higher educational qualifications. I am glad that the Government propose making arrangement by which those who have been long in the service may receive the promotion to which the experience and service entitled them.

Sir RICHARD CARTWRIGHT. No doubt there is a great deal of force in what the hon. gentleman has said. But there are two sides to the question. There is always a danger in our Civil Service of men getting promoted without special merit by mere length of service; but I presume it was the intention of the Government to put a stop to that to some extent, and to see that no man got promotion, as a matter of course, unless he was reasonably qualified for it. At the same time I am bound to say that there are many qualities, and many important ones, which no examination will test; and I would be sorry enough to see a competitive system introduced in the higher grades of the service for the reason that I know, as everybody else does who has had any experience in these matters, that many of the qualities