

leave. With the sole exception of the Public Works Department, there has been no attempt at classification. Of all the officials of this class not one is entitled to superannuation or brought under the provisions of the Retirement Act. Some are already approaching the time when by reason of physical infirmities their usefulness to the State will be gone. Are they to be retained upon the pay roll, to the detriment of the efficiency of the Service, or are they to be turned adrift with no provision for their declining years?

The blame for admitting and retaining so-called temporary clerks is not more attributable to one government than another, but the resultant conditions have been most unfortunate. It is sincerely hoped the reorganization of the departments, provided for by the new bill, will see every deserving temporary clerk included in the permanent ranks. The change will not mean extra cost to the country, and will do much to promote the solidarity and efficiency of the Service.

Outside Service.

Provision is made, under a section of the bill, whereby the governor-in-council may bring the whole or part of the Outside Service under the same provisions of the law as the Inside Service. This probably means that as soon as it can conveniently be done, the whole of the outside service at the seat of government — other than that portion which serves specifically the city and district of Ottawa — is to be brought into the inside. This is clearly the spirit, if not the letter, of the Act now in force, but one day long ago somebody discovered how much more convenient it was to charge a clerk's salary to an outside appropria-

tion than an inside one. That created a precedent which has been generously used as a means of building up the present anomalous situation in which various groups of the Service—performing the same class of work—are divided between the inside and outside service. It will indeed be a good thing if our interpretation of the design of this feature of the bill proves to be the correct one.

Female Employment.

No distinct classification has been provided for women. Precisely what their status in the Service shall be no one appears to have been courageous enough to indicate. It is probable, therefore, that each individual case is to be treated upon its merits, and to this there can be no serious objection. The lower ranks of some Departments are almost entirely filled by women, and while they are probably quite competent to discharge the duties assigned them, it will not be in the interests of the Service to have the proportion of women to men any greater than it is at present. Probably the most serious objection to the employment of women lies in the fact that they themselves do not regard their position in the Service as being of a permanent character. If, as it seems to be clearly indicated, clerks of the Second Division are to be promoted to the very responsible positions of the First Division, the women must be content to remain in the minor ranks until such time as they are prepared to renounce all ambitions as to filling other stations in life, and to fit themselves for the occupancy of executive positions. Under the proposed reorganization, it is probably safe to assume that the greater number of women employees will be placed in the Third Division, with a reasonable hope, for the efficient and deserving, of promotion to Grade B. of the Second Division.