

be nebulous, and, when reduced to comprehensible terms, unjust.

The constitution of the C. S. Association is a thoroughly democratic one. The executive of the Association is a true Parliament of the Service; or, if not, this is the fault of the constituencies themselves (the Departments) in electing representatives who do not represent. Each department, through its Advisory Committee composed of delegates of all ranks, can at once make itself felt through its representative on the Executive Committee. If departments have allowed this institution to remain a dead letter, they have themselves to blame. The Association is now nearly two years old, and while it is not contended that it has no sins of omission or other transgressions, it may truly be said to have given value for every minute of its existence. Let us briefly review the facts.

Immediately after organization, the Executive set to work upon the preparation of the case of the service for the Royal Commission. Week after week, in season and out of season, it laboured devotedly to that end. Its work at length finished, it had the satisfaction of being recognized as having a right to speak for the service, and, more important still, its case appealed to the Commission to the extent of being adopted almost in its entirety. The Act now in force, springing as it did directly or reflexly from the report of the Commissioners, is in part at least the handiwork of the service itself. As soon as the Commission's report was filed, the Association again sprang to action, and in action it has since remained. A deputation waited upon the Prime Minister in April last, before the introduction of any legislation, — and if no effect is directly traceable to that interview, whose fault is it? Certainly not the fault of the Association, for its case was well framed and fairly presented. At the time when legislation was impending, and at a later time when that legislation was intro-

duced, the Association devoted its best energies and talents to a thorough comprehension of the Government's designs. And successfully, too; for to this day the most comprehensive knowledge of the letter and spirit of the Act to be found in the service, without exception, resides in the Executive of the Association. Moreover, as a result of the representations made to the Hon. Sydney Fisher, the Association has to-day the satisfaction of seeing several of its suggestions embodied in the Act. Among these is the increase of pay to the Messengers; the right of third class clerks, who have already qualified for promotion, to be promoted to Division II. without open competitive examination; the right of appeal to the Commissioners in cases of alleged unjust treatment in connection with Quarterly Reports; and, — although this is not in the letter of the Act, — a declaration from the Government respecting the right to immediate promotion under the re-organization of any who are now doing work under an inferior classification. Finally, the Association obtained from the Prime Minister as recently as the 7th instant a promise that the re-organization of the several departments would be carried through upon a uniform principle.

In the face of a two-years' record such as this, coming upon the heels of *such* a Rip Van Winkle sleep, the civil service must have set up a standard as lofty as unexpected if it is seriously dissatisfied with the Association. In saying this, however, we have considerable sympathy with those who are smarting under a sense of wrongs unrighted. Let all such carefully diagnose their own cases, and, abandoning the beard-plucking, Bombastes-Furioso mode, tell the association in a clear, rational, practicable manner how it can aid them, and their appeal will not be in vain. But as for the work of the Civil Service Association, it is an honourable record throughout.