

employee shall be given a permanent position as a result of classification except upon examination under the provisions of this Act, or without examination under the regulations made by the Commission and approved by the Governor in Council”;

THEREFORE His Excellency the Deputy Governor General in Council, on the recommendation of the Secretary of State, is pleased to instruct and doth hereby instruct and direct the Civil Service Commission to submit to His Excellency in Council lists showing the temporary employees who are now occupying positions regarded by the Civil Service Commission and by the Department concerned as of a permanent nature, whose services are certified as satisfactory by the Department and approved as such by the Commission and who conform to the following regulations:—

1. Such employees shall have been assigned to the said positions prior to November 10, 1919, being the date on which the Civil Service Amendment Act, 1919, became law.
2. Such lists shall not include for the present, any temporary employee of the Soldier Settlement Board, the Department of Soldiers' Civil Re-Establishment or the Income Tax Office, inasmuch as these departments are operating under exemption from the Civil Service Act in so far as their temporary employees are concerned.
3. Such lists shall not include any temporary employee whose age or physical condition is such as to merit his retirement from the Service.
4. Such lists shall not include any male temporary employee who was of military age during the recent war and who is not a returned soldier or sailor, as defined by the Civil Service Act, 1918, unless such employee can furnish reasons satisfactory to the department and to the Commission of his failure to enlist for such service in the war.

HIS EXCELLENCY IN COUNCIL is further pleased to order that such of the above employees as may be granted permanent status by the Governor in Council shall have their rates of pay determined as follows:—

*Group I.*—The rate of pay for employees receiving rates of compensation less than the minimum of the classes in which their respective positions are placed shall be advanced to the minimum rate of the class effective April 1, 1919, or, if the employee entered the Service since that date, the date of such entry.

*Group II.*—The rate of pay for employees receiving rates of compensation which are either at the minimum or maximum or intermediate between these rates for the classes in which their respective positions are placed shall be at the rate which the employee is then receiving, or if such be not an established classification rate, then the next higher classification rate shall be paid, effective April 1, 1919, or, if the employee has entered the service since that date, the date of such entry. If an employee in this group has received an increase since April 1, 1919, the corresponding classification rate shall be effective only from the date of such increase.

*Group III.*—The rate of pay for employees receiving rates of compensation more than the maximum of the classes in which their respective positions are placed shall be the maximum of the said class effective from the date the permanent classification of the position has been confirmed by the Civil Service Commission under these Regulations.

(Sgd.) RODOLPHE BOUDREAU,  
Clerk of the Privy Council.