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MEMORIAL OF The Civil Service Association of Ottawa.

To the Right Honourable Robert Laird Borden, P.C., K.C., M.P., Prime Minister of Canada:

Sir,—

The members of the Civil Service Association of Ottawa beg leave to bring to your attention hereunder certain matters which intimately concern their welfare and efficiency as public employees.

In approaching you for the first time as Head of the Government, it may be permitted to explain briefly the nature of the organization we represent.

The Civil Service Association of Ottawa was formed in 1907 on the occasion of the appointment of a Royal Commission to inquire into matters pertaining to the Civil Service. It was thought that the providing of means whereby the body of the Service might be enabled to discuss and formulate its views upon the many complicated questions in connection with the public service would prove of assistance, both directly in the way of placing before the proper authorities the experience of the employees immediately affected by Civil Service legislation,—whose point of view must necessarily be one of interest and value,—and indirectly in the way of increasing among Civil Servants themselves an appreciation of the benefits to be derived from co-operation. This opinion was confirmed by the very favourable hearing accorded by the Royal Commission of 1907 and on different occasions since by the late Government to the representations of the Association, especially those having to do with the classification system, and the increasing of the general salary scale to meet the enhanced cost of living, on both of which subjects we have had the satisfaction of seeing several of the recommendations of the Association enacted into law. The Association, we may add, has also been the means of setting on foot among Civil Servants various activities for the promotion of self-help and efficiency. At the moment it numbers about 2,000 members, made up from the several departmental staffs constituting the Inside Service at Ottawa.

On the present occasion, (which is, as above stated, the first on which we have been privileged to place our views before your Government,) we desire to review in this one document the different matters in which we think change is desirable, not only in the interests of Civil Servants but of efficiency and economy of administration. The questions to which we wish more particularly to invite your attention are seven in number:

1. Certain injustices involved in the Civil Service Regulations for a large section of the Inside Service which was classified as in the Third Division on the coming into force of the Civil Service Amendment Act of 1908.
2. The enactment of a comprehensive measure of Superannuation.
3. The extension and amendment of the Insurance privileges now granted to Civil Servants.
4. The need of a Reorganization of the Service as contemplated by section 8 of the Civil Service Amendment Act, 1908.
5. The amendment of the regulation governing the age limit for entrance to the Second Division in certain cases.
6. The securing of uniformity in the preparation of the Quarterly Reports.
7. The improvement of Sanitary conditions in certain of the Government buildings.