

service. Once you are appointed to the public service, you cannot be promoted without a certificate from the commission. I shall read the section of the Act dealing with promotion:—

“Promotion, other than from the third to the second division, shall be made for merit by the Governor in Council upon the recommendation of the head of the department, based on the report in writing of the deputy head and accompanied by a certificate of qualification by the commission to be given with or without examination, as is determined by the regulations of the commission.”

The deputy head recommends the promotion, after consultation, of course, with the head of the branch in which the officer is employed. The recommendation to the commission comes from the deputy head. We have no system of examination for promotion except for employees who were in the Third Division prior to the year in which the present law was adopted. These employees, in order to be eligible for promotion to the Second Division, are required to take an examination, which is substantially equivalent to that prescribed for admission to that division of the service. In cases of promotion within the Second Division or from that division to the First Division or within the First Division itself, there are no examinations to be passed. The commissioners require that the man must be the senior unless there is good and valid reason why the latter should be overlooked or set aside. If he is shown to be inefficient, or if not inefficient, at all events not as well qualified as the person recommended, then seniority does not count. The second requisite is that there must be some material change of duties. If the duties which he is performing are simply the duties of the grade in which he is then employed, no promotion is permitted. In the third place, his efficiency ratings are considered and must be satisfactory. I have heard a great deal since I came down here about your efficiency ratings. We do not feature that work in Canada, but we have what we call “efficiency ratings,” that is to say, the departments are required to send in quarterly returns to the commission, showing the efficiency of every member of the staff. These are kept on file in the office of the commission, and are consulted when the promotion of the candidate comes up before the commissioners.

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News Wanted.

“The Civilian” wants news of civil servants who may suffer death or wounds or be taken prisoner while on active military service. Readers will please send reports of any such occurrences, or clippings from local newspapers, giving details, as soon as information is available. News also of a general nature is requested.