

THE CIVILIAN

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Communications on any subject of interest to the Civil Service are invited and will receive careful consideration.

Ottawa, April 17, 1914

"The law pertaining to the civil service should be honestly and rigidly enforced, to the end that merit and ability should be the standard of appointment and promotion, rather than service rendered to a political party."

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"Entrance to the civil service should be at the bottom, and the custom of securing men from outside the ranks and placing them ahead of old employees should be discouraged, and only resorted to when public interest demands. Civil service protects employees in their positions, but it holds them there in stagnation unless a method be found to not only secure the time of its employees, but to stimulate and reward their ambition."

CIVIL RIGHTS (3).

The conditions under which every permanent employee of the government enters the service is calculated to impress every member with a high sense of the dignity of the employment. All, except those who enter the service under the special qualifications described in the 21st and 33rd sections of the (inside service) act of 1908, are supposed to pass an examination more or less rigid, and all require a certificate of the commissioners attesting to their intellectual, moral and physical fitness. An order-in-council must also issue, specially naming the individual, and before any salary is paid it is the duty of the auditor general to review and pronounce upon the regularity of the whole procedure. This system of appointment is governed and controlled at every step by legislative enactment, and the duties, rights and privileges embodied in these enactments, by parliament, are entrusted to the government of the day to faithfully and impartially administer. Heretofore, there has been a somewhat imperfect and timorous scrutiny made of this administration, on the part of those more immediately interested, but a new spirit seems to be springing up, and with ever-increasing confidence this new spirit is more openly demanding that these powers of administration must be exercised in a manner best calculated to preserve to the fullest extent the rights and privileges which parliament by its legislation meant to confer upon the service; so that whenever there is any deviation from the uniform operation of the law, which is likely to give rise to dissatisfaction among the employees, ordinary and reasonable methods should be employed in allaying this dissatisfaction. To illustrate our meaning, take for instance the appointments made under the 21st and 33rd sections, confining ourselves to the parts only which relate to those coming into the service on qualifica-