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practically obsolete. It also established a Civil Service Board, to which certain duties were assigned, but owing to the absence of any power or authority therein to enforce the recommendations of the Board this provision of the Act became inoperative.

5. In 1875 a Bill was introduced by the Government, which, however, did not become law.

6. In 1877 a Committee of the House of Commons was appointed to enquire into the condition of the Civil Service. This Committee examined many witnesses, and we desire to state our sense of the value of its proceedings and of the evidence taken which has been of considerable use to us in the course of our investigations. It presented a Report containing various comments on the evidence and suggestions for the government of the Departments. No legislation resulted, however, and the Public Service continued to be administered under the provisions of the Act of 1868, and such interpretations of those provisions as were made from time to time by Orders in Council and Departmental Regulations.

7. Such was the condition of both services when the present Commission was appointed to renew the enquiry and it was obvious to us that so grave a question of administrative science required an exhaustive consideration, and could not hastily be disposed of.

We had before us the knowledge that when at length the British Government had decided to undertake the reform of the public service they found it expedient to proceed by Orders in Council, so little was public and parliamentary opinion prepared for the acceptance of remedial legislation, and we did not conceal from ourselves that there may be doubts as to whether the public opinion of the Dominion is even now fully alive to the importance of a thoroughly efficient Civil Service, or, on the other hand, has recognized rights on the part of the Service, such as have long since been conceded in other countries.

8. A reform in the administration of the Civil Service of the United Kingdom was inaugurated in 1855, which has been gradually extended and improved up to the present time, without any important opposition having arisen to its progress, or any serious attempt having been made to revert to the system which prevailed previous to that date. This system, to which more particular reference will hereafter be made, excludes, so far as is possible, from the administration of the greater number of Departments, political influence or personal favoritism, and compels aspirants to places in the public service to produce satisfactory evidence as to health and moral character as well, and to submit to a competitive examination, which tests at once their educational status and their fitness for admission into the public service.

9. The system of making appointments to the Civil Service in France, although not strictly analagous to that of Great Britain, is based largely on competitive examinations and on the non-removal of the Civil Service officers on changing administrations.

10. In Sweden the King, without interference from members of the Legislature, uses the appointing power for selecting the best candidates from among those examined; and the high respectability and rank of the Civil Service of that country tends much to induce the best men to enter it.

11. Admissions to the Civil Service of the German Empire appear to be based on educational tests of a high character.