

statutory increases and superannuation privileges. While on war duty they are also eligible for promotion.

Members of the armed forces overseas are now able to apply for existing and future vacancies in the civil service, particularly in such departments as Veterans Affairs, External Affairs and Trade and Commerce. Notices of vacant positions are appearing in routine orders along with the necessary information about qualifications and war service record. In some cases, men may be seconded from the services to return to Canada; in others, while waiting in the discharge stream overseas, the preliminary arrangements may be made. Rank will be of no consideration in filling the positions.

Examining boards have been convened overseas to consider applications for civil service positions. Arrangements are also being made for the holding of examinations overseas. Men qualifying for vacant government positions would then be ready to step into a job on their arrival in Canada.

### PROMOTION

Promotion within the service, as provided by the Civil Service Act, is under the control of the commission. Vacancies are filled from the ranks wherever possible, with promotion contingent on efficiency, fitness for the new position and length of service. The principle of promotion by examination is laid down in the act, and employees of one class may apply to try an examination for entrance to a higher class and thus have their names placed on the eligible list for positions higher in the civil service.

Under the theory of promotion from within the service, there is nothing to prevent a conscientious boy from working his way from the lowest grade to a position of considerable responsibility and importance. The difficulty is that educational requirements increase with each class, and those lower down have not often the requirements of the classes above them. At the same time, it is difficult to persuade a person with the qualifications of the higher classes to enter the service in a low grade at a low salary.

More and more frequently it has become the practice to replenish positions in the higher grades with outside personnel. Especially is this true where professional, technical or highly specialized qualifications of any kind are needed.

### RIGHT OF APPEAL

Every civil servant has the right of appeal to a review board if he feels that he has been unjustly treated in respect to promotion or salary increases. Each person applying for a certain promotion is notified as to the successful candidate and his own standing in the examination. He is given 14 days in which to register an appeal for reconsideration.

Appeals are passed upon by a review board composed of one representative of the department, one of the commission and one from an employee association nominated by the applicant. The three act as judges and hear evidence. About 5% of the appeals are upheld.

It is not until after the open period for appeal has passed, or after a decision of the review board has been given, that a promotion is officially confirmed. This procedure applies only to permanent positions.

In the first year of the review boards' activities, 1940-41, about 250 appeals were received. That number has been decreasing, and in 1943-44 between 140 and 150 were submitted.