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A FRIEND OF THE CIVIL SERVICE.

Commissioner LaRochelle's Memorandum to the Secretary of State.

The Civilian is privileged to lay before the civil servants of Canada, in the memorandum of Commissioner LaRochelle, one of the most important documents in connection with Civil Service affairs that has ever been made public. For seven years Dr. LaRochelle has been giving Civil Service problems constant and conscientious study and his memorandum expresses the opinions of one who has viewed the situation from all angles and whose judgment is formed with due regard to efficiency, economy and humanity.

MEMORANDUM

Concerning Our System of Appointment and Promotion in the Inside Service.

The Honourable the Secretary of State calls the attention of the Civil Service Commissioners to numerous complaints received by him as to the difficult nature of the examination for promotion from the third division.

I must confess that our present system of recruiting the service is far from being perfect, but it is more a question of organization (or classification) than a question of examination. The imperfection of our present system of examination is a consequence of the imperfection of our present system of organization or classification.

These complaints come from two distinct groups of third division clerks: (1) from those who have entered the third division under the operation of the new Civil Service Act, and (2) from the old civil servants who were automatically classified in the third division upon the coming into force of this Act in September, 1908.

So far as the first group is concerned, I am to state that the question raised is not one of *examination for promotion* to the second division, but one of *examination for appointment* to this division. They all know this, for the very simple reason that our law decrees that none of them can secure a position in the second division unless he successfully competes for it. In fact, there is, normally, no promotion from the third to the second division.

As to the second group, the law provides for an exception in favour of such of them as had passed the qualifying or promotion examination required by the old Act, when they were automatically classified in the third division in September, 1908. And I will favourably refer to that exception in a distinct and supplementary memo. But, in regard to such of them as had never passed any examination, and who accidentally became permanent through the mere coming into force of the new Act, there is no exception in their favour; they have to submit to the rule.

I might perhaps limit my remarks to the above-mentioned exception; but I am inclined to believe that the question raised by the Honourable the Secretary of State has a larger scope, that it refers without distinction to all the