

In fairness to all employees concerned, the Board accordingly recommends a re-rating of the candidates on the basis of the actual requirements of this position at present so that the Review Board may pass judgment on the appeal which has been filed by Mr. Randle.

(Sgd.) R. A. GIBSON,
Department of Mines and Resources.

(Sgd.) J. A. MacISAAC,
Civil Service Federation of Canada.

(Sgd.) H. R. McNAUGHTON,
Civil Service Commission.

Feb. 17-48.

H. R. McNaughton,
Civil Service Commission:

Having regard to the concluding sentence of this report, the Federation feels that due weight has not been given to the findings of the Board of March 1946, and with particular reference to the observations as contained in the last paragraph, page 5 (and continuing on page 6).

In view of the fact that new ratings are to be established on the basis of administrative experience, and as this is now an administrative post, one could scarcely anticipate a new list in the same order of precedence as the original one.

Then again, further action need not necessarily be a Randle appeal. As a matter of fact the Federation is hopeful that the findings of this new Rating Board will be entirely satisfactory to all concerned and that further action by this Board will be unnecessary. Should it be necessary to have the Board re-assemble, it will not be for the purpose of passing judgment on the appeal which has been filed by Mr. Randle.

The Federation also believes that further ratings should be prepared by a full board and not by two members only, and that applicants should be given the opportunity, if they so desire, to appear before such Rating Boards as is customary in the selection of personnel for important positions.

With these observations and tentative reservations I have signed this report.

(Sgd.) J. A. MacISAAC.