

positions advertised with the number of candidates fulfilling the minimum requirements. To take the total number of candidates would, indeed, sufficiently illustrate our point; but it is unnecessary to consider those who fall below the standard of requirements. From the standpoint of the employer, the number of *unsuitable* applicants for employment is of no importance; and in presenting themselves for examination many candidates display an optimism worthy of being united with better judgment.

Eight regular examinations have been held since the establishment of the system. In the Second Division, only three times has the number of candidates obtaining the minimum marks been equal to the number of positions advertised. In the other five examinations the number of qualified applicants was insufficient. This might be explained for the first year or two by the fact that the changed conditions of entrance into the Service were not widely known. But in November, 1911, the number of positions advertised was 65, and the number of candidates with the minimum qualifications only 34; while last November there were but 36 qualified applicants for 40 positions.

In the Third Division Examinations for male clerks the comparison becomes more striking. No comment is needed on the following table:

	No. of Positions Advertised.	No. of Successful Candidates.
Third Division Examination.		
May, 1911 . . . . .	40	19
November, 1911 ..	55	17
November, 1912 ..	75	16

In the examinations for male stenographers in the Third Division, the comparison takes on a ludicrous aspect.

Male Stenographers' Examination.	No. of Positions Advertised.	No. of Successful Candidates.
May, 1911 . . . . .	20	1
November, 1911	25	1
May, 1912 . . . . .	25	2
November, 1912	15	3

These figures show clearly that, while all these examinations are competitive in *theory*, the competitive element has been, in general, entirely lacking, and will continue so until the salaries are raised. Moreover, a large number of positions must have been unnecessarily and unsatisfactorily filled by the employment of temporary clerks.

It is to be expected that the number of candidates from Ottawa will always be much larger than from any other centre. But it was surely not intended that the number should be so enormously out of proportion that it frequently far exceeds the sum of those from all other places. The Inside Service should not offer a career to the youth of Ottawa alone; and the salaries should be sufficiently high to attract young men and women from all parts of Canada.

In concluding this argument for raising the minimum salaries, we feel it incumbent upon us to mention Section 33 of the Act of 1908, which provides for an addition not exceeding \$500 to the minimum salary, when the qualifications required for the performance of the duties of a position are of an exceptional character. This section might appear to provide, in deserving cases, a remedy for the low standard of salary. On the contrary, we believe that, in actual operation, it has intensified the sense of injustice ranking in the bosoms of many who made a high standing on the examination, but were allotted to positions at the minimum. In the first place, the greatest diversity of opinion will be found amongst departmental chiefs as to what constitutes an exceptional qualification. In the second place, it must not be supposed that one's standing on the examination determines his appointment to one of these "special" positions. In the third place, this section, when used in Third Division appointments, tends to nullify the advantage which one passing the higher ex-