

Service Commission, presided over by the Hon. A. B. Morine, the statement being included in the published report of the Commission.

8. The facts in the case were also laid by the Executive before Sir George Murray, who makes several references to it in his report.

9. On 21st March, 1914, at the request of Hon. Mr. White, Minister of Finance, the Secretary of the Association sent him a memorandum setting forth succinctly the principal suggestions which the Association desired to make in connection with the Civil Service Amendment Bill which he was about to lay before Parliament: in that memorandum the first matter referred to was the Third Division question which was stated as follows:

*Third Division.*—The removal of the grave injustice done to those employees who were placed in the Third Division by the Act of 1908, and who (as an exception to the general rule) were permitted, under sub-section 2 of section 26 of the Act, to be promoted into the Second Division, if duly recommended therefor, without the necessity of taking the open competitive examination, which advantage was nullified by Regulation 20 of the Civil Service Commission, which requires such persons to pass an examination "substantially equivalent" to that from which they were exempted by the Act.

To this memorandum was attached the memorial adopted at a public meeting of the Third Division held in the previous January, and which is now therefore in the possession of the Minister of Finance.

10. Within a week or two of the date upon which the Civil Service Bill of 1914 was brought before the House, a circular letter was addressed to each Senator and Member of Parliament setting forth the views of the Civil Service Federation and of the Ottawa Association in regard to various matters affecting the Service. In this letter the Third Division question was referred to in the following terms:

Within this Service are many conditions which militate against efficiency and tend to produce discouragement and dissatisfaction. In the interests of Canada a prompt and sufficient remedy for such should be provided, either by legislation or by intelligent administrative action. The following instances are mentioned as calling for more immediate attention:

1. The case of those employed prior to September, 1908, and who were classified in the Third Division by the Act of that year. Special provision was made in Sec. 26 of the Act for the promotion of such employees, but of this right they have been practically deprived by the Regulation of the Civil Service Commission. This act of injustice has resulted in much hardship to those affected during the last six years, and has been the cause of much dissatisfaction in the Service. The only adequate remedy would be the repeal of the obnoxious Regulation (No. 20).

The foregoing statement should surely satisfy even the most critical that the Executive have not been indifferent to the Third Division question, and have made every reasonable effort to have the grievance in that Division rectified; and while it may indeed be argued that no practical advantage has so far accrued to the Third Division as the result of these efforts, the fact must not, on the other hand, be overlooked that while the Executive may have the privilege of making suggestions and recommendations, they have not the power of enforcing their adoption. None regret the lack of practical results more than do the Executive, but they are still hopeful that when the opportunity of discussing Civil Service matters with the Minister of Finance, is given to them, as promised by him when introducing the Civil Service Bill, they will be able to induce him to accede to their requests and to ameliorate, at least to some extent, the conditions created by the provisions of Regulation 20.