

## 6.—The Civil Service of Canada.

Prior to 1882, appointments to the Civil Service of Canada were made directly by the Government of the day. In that year, a Board of Civil Service Examiners was appointed to examine candidates and issue certificates of qualification to those successful at examinations. Appointments, however, were still made by the Government.

The Royal Commission of 1907, appointed to inquire into the Civil Service Act and its operation, reported in favour of the creation of a Civil Service Commission; in 1908 this body was appointed, consisting of two members appointed by the Governor in Council and holding office during good behaviour, but being removable by the Governor-General on address of the Senate and House of Commons. The Civil Service was classified into three divisions under the deputy heads of Departments, each division consisting of two sub-divisions, each of these having its scale of salaries. The Commission was charged with the organization of and appointments to the inside service and with the competitive examination of candidates for positions in the inside and the qualifying examination of candidates for the outside service. All British subjects between 18 and 35 years of age, having resided in Canada for three years, were eligible to try these examinations under the system of open competition.

In 1918 a third member of the Civil Service Commission was appointed. The Civil Service Act of that year (8-9 Geo. V, c. 12) extended the Commission's authority to include appointments to the outside service, and enlarged its powers regarding the regulation of the duties of employees and its access to and relations with the various Departments of the Government.

From the beginning of 1924, a monthly return of personnel and salaries has been made by each Department to the Dominion Bureau of Statistics, according to a plan that ensures comparability between Departments and continuity in point of time. The institution of this system was preceded by an investigation back to 1912, the summary results of which are presented in Table 41.

During the war years, as will be seen from Table 41, the number of employees increased very rapidly, as a result of the enlargement of the functions of government, the imposition of new taxes necessitating additional officials as collectors, and the creation of such new services as the Department of Soldiers' Civil Re-establishment and the Soldier Settlement Board. The maximum was reached in January, 1920, when 47,133 persons were employed, a number which had been reduced to 38,883 in April, 1925. It may be added that, out of the latter number, 1,047 in the Income Tax Branch and 2,391 in the Department of Soldiers' Civil Re-establishment, or 3,438 in all, were engaged in services of outstanding importance which had no existence before the war. Further, an additional 10,254 persons were, in April, 1925, employed in the Post Office Department, performing services of an industrial rather than of a governmental type, and receiving their salaries out of the payments of the public for services immediately rendered, rather than out of taxation. This postal service alone accounted for \$2,222,121 of the \$5,828,784 paid in salaries and bonuses in April, 1925, or over 38 p.c. of the total.

The statistics of numbers of employees and of salaries, now being secured monthly, are more comprehensive than those previously published, as a result of the inclusion of various classes of employees, largely "part-time", "seasonal" and