

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 subdivisions, each of these having its scale of salaries. The Commission was charged with the organization of and appointments to the Inside Service (at Ottawa), certain appointments to be made after open competition and others after qualifying tests, also with holding qualifying examinations for the Outside Service (the Service apart from Ottawa) from which selections for appointments could be made by the various Departments. All British subjects between 18 and 35 years of age who had resided in Canada for three years were eligible to try these examinations.

In 1918 a third member of the Civil Service Commission was appointed, and by the Civil Service Act of that year the principle of appointment after open competition was applied to the Outside as well as the Inside Service. The Act also provided for the organization by the Commission of the various Government Departments, for a classification of all positions in the Service on a duties basis, for the establishing of new rates of compensation, and for the principle of promotion by merit whenever consistent with the best interests of the Service. Provision was also made for preference in the matter of appointment to the Service to be given to qualified applicants who had served in the Great War.

Civil Service Statistics.—From April, 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 20.

During the war years, as will be seen from Table 20, the number of employees increased very rapidly, as a result of the enlargement of the functions of government and the imposition of new taxes, necessitating additional officials as collectors. Such new services as the Department of Pensions and National Health and the Soldier Settlement Board were also created. The maximum was reached in January, 1920, when 47,133 persons were employed; this number has since decreased to 45,167 in January, 1931. It may be added that, out of 45,581 in March, 1931, 1,156 in the Income Tax Branch and 2,848 in the Department of Pensions and National Health, or 4,004 in all, were engaged in services of outstanding importance which had no existence before the War. Further, an additional 11,961 persons were, in March, 1931, 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 \$2,900,513 of the \$7,895,591 paid in salaries in March, 1931, or 36.74 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 "fees of office" employees, who were not included in the report published in 1925. These employees are largely in the Departments of Marine and Fisheries and Public Works. There remain, however, many persons in the "non-enumerated classes" whose numbers cannot be supplied monthly by the departmental officials but whose compensation is included in the monthly figures of expenditure on personnel, as shown in Table 21.

¹ Revised by Col. J. R. Munro, Chief of the Finance Branch of the Bureau of Statistics, Ottawa.