

## Section 9.—The Civil Service of Canada.

**Organization.\***—Prior to 1882, appointments to the Civil Service were made directly by the Government. 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 of the day.

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 established; it consisted of two members appointed by the Governor in Council and holding office during good behaviour, but 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) to obtain lists from which selections 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 establishment of new rates of compensation, and for the principle of promotion by merit wherever 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 15.

During the war years, as will be seen from Table 15, 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 40,813 in January, 1936. It may be added that, out of 41,132 in March, 1936, (see Table 16), 1,188 in the Income Tax Branch and 2,290 in the Department of Pensions and National Health, or 3,478 in all, were engaged in services of outstanding

\* Revised by Wm. Foran, Secretary, Civil Service Commission, Ottawa.

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