

## Section 8.—The Civil Service of Canada

**Organization.\***—An outline of the development of the Civil Service and the organization of the Civil Service Commission is given at pp. 960-961 of the 1941 Year Book.

Since the outbreak of war, many new departments and branches of Government have been formed which, being set up under the War Measures Act, are not automatically governed by the provisions of the Civil Service Act. Nevertheless, an Order in Council was passed on Apr. 19, 1940, providing that "the authority vested in the Governor in Council under the War Measures Act to make appointments and otherwise deal with personnel shall, unless the Treasury Board otherwise directs, be exercised subject to the approval of the Treasury Board and after investigation of need and rates of pay by the Civil Service Commission". The Order further provides that, unless the Treasury Board otherwise directs, "every appointment shall be made by the Civil Service Commission after such tests of qualifications as the Commission considers practicable and in the public interest" Even where the appointment is made by the Governor in Council, the Civil Service Commission is consulted as to the need for the position and appropriate rate of compensation. During the War practically all appointments are being made on a temporary basis and the permanent organization of the departments remains unchanged.

**Civil Service Statistics.†**—Since 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 covering all years back to 1912.

From 1914 to 1920, the number of employees increased very rapidly, as a result of the extension of the functions of government and of the imposition of new taxes, which necessitated additional officials as collectors. New services, such as the Department of Pensions and National Health and the Soldier Settlement Board were also created. In January, 1920, 47,133 persons were employed; this number was the highest reached prior to January, 1940, when employees numbered 49,700. In January, 1943, employees numbered 101,785. The increase of 52,085 in 1943 was due to the extension of the war-time activities of the permanent Departments such as Finance, Labour and Trade and Commerce, as well as the growth of the temporary Departments of Munitions and Supply and National War Services. In March, 1943, 12,622 persons were employed in the Post Office Department performing services of an industrial rather than of a governmental type, and receiving their salaries out of payments made by the public for services immediately rendered rather than out of taxation.

\*Revised by Miss E. Saunders, Secretary, Civil Service Commission, Ottawa.

† Revised in the Finance Statistics Branch, Dominion Bureau of Statistics, Ottawa.