

The names of persons successful in Civil Service examinations, arranged in order of rank, are recorded on "eligible lists" These lists are formally announced by publication in the *Canada Gazette* and each candidate—successful or unsuccessful—is advised individually of his standing. As required, appointments are made from eligible lists, which remain valid for one year.

Promotions among the personnel of Departments are similarly made through competitive examinations which are held as vacancies occur. It is a prime object of the Civil Service Act to create a career service and the system of position-classification is particularly suitable to the advancement of employees by promotion. Promotions, however, are limited by law to the ranks of the permanent Civil Service, which, at present, is a small proportion of the total. The preponderance of temporary staff is a legacy of the war period when few permanent appointments were made. This condition is gradually being changed as wartime units are liquidated and the structure of post-war administration emerges.

The War was a period of unprecedented activity for the Civil Service Commission. Up to that time the number of new appointments each year was less than 6,000. During the six years of war one-quarter of a million appointments were made. Staff turnover was a persistent problem and accounted for about 70 p.c. of that number. Salaries and appointments were controlled during the War by a special set of regulations authorized by various Orders in Council, chiefly P.C. 1/1569 and 32/1905 of Apr. 19, and May 10, 1940.

With the termination of hostilities the public service moved into the rehabilitation and reconstruction phase of its work. Large staffs were required to be recruited for departments administering treatment and benefits for veterans, reconstruction programs and new social legislation. Competitive examinations qualifying for regular and continuous employment had been suspended during the War in the interest of members of the Armed Services who were precluded from applying. An examination program had, therefore, to be instituted for scores of classes of positions.

The statutory veterans' preference which had existed for veterans of the War of 1914-18 was extended to the new veterans and it has proved to be a major factor in occupational rehabilitation. During the year 1946 alone, 26,000 veterans were appointed to Civil Service posts across the country.

Since the close of the War, salary controls have been progressively relaxed, and the Commission has recommended upward revisions in salary for certain general classes and for particular positions the duties of which had substantially increased during the preceding six years.

Systematic in-service training of departmental staffs is a comparatively recent development seeking to increase the general efficiency of the Service. The Commission has promoted the adoption of broadly based training programs and, during the war period, in collaboration with the Canadian Vocational Training Division of the Department of Labour, conducted a series of courses. The results have proved eminently satisfactory and training is being extended month by month into new fields of work.

**Civil Service Statistics.\***—Since April, 1924, a monthly return of personnel and salaries has been made by each Department of the Government 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 following 1912.

\* Revised in the Public Finance Division, Dominion Bureau of Statistics.