

As the central personnel agency of the Federal Government, the Civil Service Commission is the custodian of the "merit principle" in respect of both initial appointments and promotions. The steps by which the Commission, in its present form, came to be constituted is the record of Civil Service reform in Canada which began a year after Confederation and culminated in the passing of the Civil Service Act of 1918. Successive Royal Commissions deliberated on the problem of creating an effective and efficient working force and from their findings and recommendations emerged the concept of a quasi-judicial body, with a large measure of autonomy and with jurisdiction over nearly the whole of the public service.

**Recruitment.**—The recruitment of civil servants is conducted by means of open competitive examination. During the past 32 years nearly 1,250,000 applicants for Civil Service posts have been examined by the Commission. By virtue of the competitive system, every citizen has the right to compete for positions in the service of his country, and 'the best qualified shall serve the State'.

Examinations are held periodically as the staff requirements of the public service dictate. Positions located across the country are treated in the same manner as positions at Ottawa, but applicants for local positions must be bona fide residents of the locality in which the vacancy occurs, whereas any Canadian citizen is entitled to apply for positions open at Ottawa. Competitive examinations are announced through the press and through posters displayed on the public notice boards of post offices, offices of the National Employment Service, offices of the Civil Service Commission, public libraries and elsewhere.

Except where otherwise expressly provided, all appointments to the Civil Service are upon competitive examination. The examinations may be written, oral, a demonstration of skill, or any combination of these. They are of such a character as to test fairly and determine the relative fitness and ability of candidates to perform the duties of the classes to which they seek appointment. The Commission is free to employ any investigation of the applicants' training and experience, and any test of knowledge, manual skill or physical fitness that will contribute to the assessment.

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

The statutory preference that existed for veterans of the First World War was extended to veterans of the Second World War and proved to be a major factor in occupational rehabilitation. During the past 32 years, upwards of 100,000 veterans have been appointed to the public service, over 55,000 of whom were appointed within the past six years. The 100,000 figure includes 10,000 disabled veterans who were accorded an additional preference in appointment.

In recent years, the Civil Service Commission has decentralized its operations and now has ten district offices and four sub-offices across the country. The Commission is granting an increasing measure of autonomy and responsibility to these offices to permit more efficient service to field agencies. They now conduct certain examinations that qualify for permanent as well as temporary employment.

In order to attract a fair share of outstanding university graduates to the public service, the Commission began, in 1946, an active program to enlist university support. Officers of the Commission visited the universities and colleges to explain