

three factors: efficiency of candidates in their present positions, fitness for the vacant positions, and seniority or length of service. Appeal machinery under Commission jurisdiction has been set up for those employees who feel that their qualifications have not been properly assessed.

Position Classification and Compensation.—Provision is made in the Civil Service Act for the classifying of positions in the public service. A system of position classification was instituted in 1919 and positions with like duties and responsibilities were classified alike and remunerated equally. Each position has a title, a set of tasks or duties which are proper to it in the organization in which it occurs and, arising out of these duties, a set of qualifications appropriate for their performance. Positions with duties of similar kind are grouped together under a common title to form a class and grades within the class reflect the level of responsibility.

The determination of rates of compensation for each class is a continuing responsibility of the Commission and salary and wage surveys are conducted constantly through its Pay Research Bureau which compiles objective and current information concerning levels of pay within and without the Public Service for the use not only of the Commission but also of the Government and the employees concerned. Position classification is a main-spring in the Commission's primary function of recruitment, involving the fixing of standards of qualification for each class of position.

Organization and Methods.—In recent years there has been an increasing awareness of the extent to which economical administration depends on the adoption of modern management techniques and devices. In 1948 the Commission set up an Organization and Methods Service to study problems of management in collaboration with officials directly responsible for major areas of administration. Briefly, this Service affords practical assistance to departments and other agencies of the Government through the systematic examination of structure, operations, procedures and work methods. Its growing facilities are offered free of charge to all departments.

Statistics of Federal Government Employment.*—The current monthly survey of Federal Government employment, started in 1952, is intended to cover all employees of the Government of Canada; employees in this sense exclude Members of Parliament, judges, persons under contract and members of the Armed Forces, but include Force members of the Royal Canadian Mounted Police. This survey is much more inclusive than the previous statistical series entitled "Civil Service of Canada" and comparisons between the two sets of figures should be made only after very careful study.

The survey is divided into two main portions: (1) departmental branches, services and corporations, and (2) agency and proprietary corporations and other quasi-independent government bodies.

Departmental Branches, Services and Corporations.—Employees in this group are covered in Tables 1 to 4; their salaries are paid from the Consolidated Revenue Fund. Definitions of classifications are as follows. "Salaried" employees include all persons paid on the basis of an annual salary rate with the exception of ships' officers who, though paid an annual salary rate, are subject to special treatment under the regulations made pertaining to the Financial Administration Act. The salaried staff are employed in departmental branches, services and corporations which are subject to regulation by the Treasury Board and for which the positions are outlined in detail in the Estimates of Canada, or are established by means of supplementary Treasury Board Minutes. Thus this group of employees includes persons who are subject to the provisions of the Civil Service Act plus salaried persons employed on the staffs of Cabinet Ministers and appointed by Statute or by Order in Council, and also the salaried staffs of certain administrative branches of the Government that do not fall under the jurisdiction of the Civil Service Act.

* Prepared in the Public Finance and Transportation Division, Dominion Bureau of Statistics.