

and authorities in the state, to guarantee the impartiality of all appointments to the Public Service, has found a steadily widening application in the democratic world.

In Singapore, a Public Services Commission was established by the Public Services Commission Ordinance, No. 55 of 1949. This body, the embryo counterpart of the Civil Service Commissions in many other parts of the Commonwealth, is able, independently of all other persons or authorities in Singapore, to advise the Governor on appointments, methods of recruitment, promotion beyond the timescale, and where required on terms of service or any matter affecting the Public Service which may be referred to it by the Governor. The Commission constitutes the guarantee in the future of the maintenance of a Career Service devoted to the service of the people of Singapore.

The development of such a non-political Public Service, sometimes called a 'career' or 'merit' service, is possibly one of the greatest political inventions of recent times. A 'career' service, with recruitment by open competitive examination, promotion by merit and frequent transfers to afford a wide range of experience for its officers, is as great a public achievement as parliamentary government, and it is difficult today to imagine the one without the other in a democratic country.

### **Structure of the Service**

The Public Service, like other large enterprises, finds it necessary to order and sort out staff by classifying its officers. The prime classification is into Divisions, employed in every department. This was carried out on the recommendation of the Trusted Salaries Commission of 1947.

Paragraph 44 of the report reads:—

'44. It appears to us that the Government service in the Malayan Union and Singapore may be conveniently divided into four divisions:—

Division I containing administrative officers with high educational qualifications, legal and professional officers and others specially qualified by training and experience for senior posts.

Division II containing officers whose qualifications or responsibilities fall short of those required for Division I and officers holding 'prize' posts to which officers in Division III are eligible to be promoted.

Division III requiring a good secondary education and containing technical assistants, a number of teachers, interpreters, the clerical service and some other grades.

Division IV containing the more lowly paid members of the service: such as postmen, peons, watchmen, process servers, hospital servants and the like.'