

KRNR

The Voice of The
Roseburg News-ReviewMBS
1490
On Your Dial

REMAINING HOURS TODAY

4:00—Fulton Lewis, Jr.
4:15—Music.
5:00—Church of the Nazarene.
5:15—Chandu, the Magician.
5:30—Captain Midnight.
5:45—Tom Mix.
6:00—The Magic Garden.
6:15—Sports Page.
6:25—State and Local News.
6:30—The Cisco Kid.
6:45—Bill Henry and the News.
7:00—Great Scenes from Great Plays.
7:30—Leave It to the Girls.
7:45—By Gardner.
8:00—University of Redlands Messiah Concert.
8:30—This Photographic Age.
8:45—Across the Footlights.
9:00—News.
9:15—Fleetwood Lawton.
9:30—Fulton Lewis, Jr.

10:30—Christmas Morning by Request.
11:00—Plantation House Party.
11:15—Sports Page.
11:25—Local News.
11:30—National News.
11:40—Music.
11:45—North-South Game.
11:55—Music.
12:00—St. Anthony's Boys' Choir.
12:15—Frank Hemingway.
12:30—T-Dance Stomp.
12:40—The Joyful Hour.
12:50—Air Force Hour.
1:00—George O'Hanlon Show.
1:05—Music.
1:15—Sports Page.
1:25—State and Local News.
1:30—Music.
1:35—Take a Number.
1:40—True or False.
1:45—Happy Valley Cowboys.
1:50—Yours for a Song.
2:00—News.
2:15—Monica Whalen.
2:30—Christmas Cavalcade.
2:40—Dance Orchestra.
2:45—News.
2:50—Dance Orchestra.
11:30—Sign Off.

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Hoover Commission Wrestles With
Problem of Discharging Employees

By PETER EDSON

(NEA Washington Correspondent)

WASHINGTON — How to fire inefficient government employees is one of the personnel problems bothering Ex-President Herbert Hoover's Commission on Organization of the Executive Branch of the Federal Government. The issue has kicked up quite an argument within the Hoover Commission and the Civil Service Commission.

What bothers the outsiders — the nongovernment members of the Hoover Commission — is said to be "the state of mind" that has developed among government administrators. Critics of the "Service Civilian" as they disdainfully call it, say that bureau chiefs and section heads with authority to fire are afraid to use their power. It is claimed these officials take the lazy way out. Instead of firing inefficient workers, they merely transfer them. Or instead of giving such workers honest, "Unsatisfactory" efficiency ratings, the administrators pass out "Good" or "Excellent" ratings to all, in order to become known as good bosses. The result is that when it does become necessary

to fire a no-good employee, no basis for dismissal can be found in his record.

The common conception of government bureaucracy being filled with incompetent hacks who drift into federal service because they can't hold jobs in the stiffer competition of private industry is of course an old story. It is legend that once a worker gets on Uncle Sam's payroll, it is impossible to get him off.

Business executives who come to Washington for temporary jobs like to say that no private indus-

try could be run successfully under civil service rules because of the short hours, long vacations and extra time off for sick leave, whether the employees are actually sick or not.

Members of Congress, always at war with the executive branch of the government — until they want some special favor from it for their district — are as responsible as any other source for spreading tales about the over-swollen ranks of bungling bureaucracy.

But the way it works out, whenever a government employee does get fired, his first act is to go see the senator or representative from his home state and town, to start them raising Cain. A common practice for a discharged employee is to tell the congressmen that the boss is a Communist or fellow traveler. Or that his intentions towards the lower-grade help are not always honorable.

On receipt of such complaints, any congressman is apt to start a letter-writing campaign to the head of the agency, make a speech on the floor of Congress,

start an investigation of the agency, or all three at the same time. Faced with such an attack, many a humble straw boss in the government service has been known to quail and pull in his horns, say it was all a mistake and end up by giving a promotion to the inept hand he intended to fire.

Increasing unionization of federal employees has also complicated the firing problem considerably. "Shop stewards" in every government bureau are constantly battling administrators to prevent discharge of union members.

There is a common belief that when a government employee is marked for the sack, he has the right of appeal to half a dozen higher authorities and boards. This process is supposed to take months and even years, and to discourage firings.

Actually, the only laws on this point are that if a veteran is fired he has the right of appeal to the Civil Service Commission, and if any employee charges he is fired for political or religious prejudice, he has the right to contest his dismissal.

The Civil Service Commission side of this story is that all the machinery necessary for fast firings is now in operation. All it takes to make it work is a little guts on the part of the section chief and the director of personnel in every agency.

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10:30 to 11 A. M.North-South Game
11:45 A. M. to ConclusionThe Joyful Hour
4 to 5 P. M.The Christmas Cavalcade
9:30 to 10:30 P. M.

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