

tion, and they cannot be for more than thirty days after the appropriate register has been established.

All new employees of the Oregon State Public Welfare Commission are appointed for a probationary period of six months. During that time they may be discharged, except for political or religious reasons. A statement of the grounds for dismissal is filed with the merit system supervisor, but the discharged employee has no recourse.

After the successful completion of the probationary employment, the employee is put upon a permanent basis. In this status he cannot be discharged without being given the opportunity of a hearing before the Merit System Council.

Provision is made for the development of a career service in the State Public Welfare Commission by the requirement of the rules that, "as far as is practicable and feasible, a vacancy shall be filled by promotion of a qualified permanent employee and based upon individual performance, as evidenced by recorded service ratings and other information, with due consideration for length of service, and upon capacity for the new position."

If a position opens for which an employee has demonstrated qualification

by either a competitive or noncompetitive examination, he may be promoted to the higher position. Impetus is given in this way, particularly to the professional social-welfare staff, to continue their professional study to qualify for more responsible positions.

Salary payment to employees of the state and county public welfare commissions are in accordance with a standard compensation plan adopted by the State Public Welfare Commission after consultation with the Merit System Council. Salary schedules are provided for each class of position consistent with the functions outlined in the job specifications. Initial, intervening, and maximum rates of pay for each class are established to provide for steps in salary advancement without change of duty in recognition of meritorious service.

The significant lack in the present merit systems of these Federally-aided agencies in Oregon is provision for retirement. No merit system can attain its fullest possibilities until it has provision for the automatic separation from service of its employees, when they reach a certain age, and their retirement upon a pension. Such pensions can be financed in large part by accumulations by the employees them-

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