

*Civil Service Commission,
July 14, 1925.*

The Civil Service Commissioners hereby give notice that the following Regulations are published with the approval of the Lords Commissioners of His Majesty's Treasury, viz.:—

REGULATIONS FOR THE COMPETITIVE SELECTION OF INSPECTORS OF FACTORIES IN THE HOME OFFICE.

N.B.—These Regulations are liable to alteration from time to time. Competitions do not take place at fixed intervals, but are held as occasion arises on the occurrence of vacancies.

1. Candidates must have attained the age of 23 and must not have attained the age of 32 on a date to be fixed in respect of the competition in which they are to take part. In exceptional cases, however, the Board will be prepared to consider the appointment of persons above the limits specified.

2. Candidates must be natural-born British subjects and born of a father also a natural-born British subject; provided that exception may be made in the case of candidates serving in a civil situation to which they were admitted with the certificate of the Civil Service Commissioners, and provided that exception may be made as to the father in the case of candidates who have served in His Majesty's Armed Forces during the Great War, between the 4th August, 1914, and the 11th November, 1918.

3. Until further order, special consideration will be given to candidates who have served in His Majesty's Forces during the War.

No person will be eligible who obtained from any tribunal established under the Military Service Acts, 1916 to 1918, exemption from service in His Majesty's Forces under those Acts on the ground of a conscientious objection to the undertaking of military service, or, although not so exempted, declined to comply with obligations imposed upon him by those Acts.

4. Persons holding situations in the Civil Service must obtain the permission of the authorities of their Department to apply for appointment.

No person actually serving in the Army, Navy, or Air Force, will be eligible for consideration unless he produces, when called upon to do so, the permission of his Commanding Officer to apply for appointment, dated before his appearance before the Selection Board, and given in accordance with such orders as may from time to time be issued.

Persons upon whose training for the occupation of teacher public money has been spent cannot be appointed until the consent of the appropriate education authority has been notified to the Civil Service Commissioners.

5. The Home Office will take such steps as they think most appropriate to make known the existence of any vacancy or vacancies which they desire to fill on any one occasion, and the Civil Service Commissioners will satisfy themselves that the steps taken have been such as to secure all desirable publicity.

6. Applications shall be addressed in the first instance to the Home Office, and shall be made on a form to be obtained from that Office, which must be stamped by the applicant with a "Civil Service" stamp or stamps of the value of two shillings and sixpence; this fee

is payable in respect of the application and will not be returned in any circumstances. The Home Office will examine the candidates' credentials and will submit the names of such candidates as appear to have the requisite qualifications to the Civil Service Commissioners, who, if dissatisfied with the number or quality of candidates for any vacancy, may require further search to be made for qualified candidates. The Civil Service Commissioners may, if they think fit, assist in the scrutiny of the application forms of the candidates.

7. Candidates must satisfy the Civil Service Commissioners that they have such experience and have received such systematic education, general or technical, or general and technical together, as in their opinion fits them for the post. In general, candidates should possess a university degree, or other equivalent qualification in engineering, industry, or science; but the Commissioners may dispense with such qualification in the case of a candidate with suitable works or other special practical experience. The Commissioners may submit any or all of the candidates to a written examination to test such education, or any part of it, and all candidates will be required to pass an examination in English Composition, including writing a report.

8. Candidates must satisfy the Civil Service Commissioners as to their health and character.

Female candidates must be unmarried or widows and will be required to resign their appointments on marriage.

9. Candidates who are recommended by the Home Office and are accepted by the Civil Service Commissioners as possessing the requisite qualifications will be summoned to an interview before a Selection Board, who will recommend for the vacancies existing those candidates who appear to them to possess the highest qualifications and their decision will be final. The Selection Board will be nominated by the Commissioners in consultation with the Home Office who will be represented on the Selection Board, and, when practicable, one of the Commissioners will be the Chairman. The Selection Board will take into consideration the candidate's record of experience and education, any recommendations that they may receive from persons named by candidates as having direct knowledge of their work in the past, and the personal qualities of the candidate as shown at this interview; and on their estimation of all the above evidence they will frame their decisions.

10. In the allocation of candidates to vacancies the Civil Service Commissioners will have due regard to the requirements of the situation or situations to be filled.

11. Any attempt on the part of candidates to enlist support for their applications through Members of Parliament or other influential persons will disqualify them for appointment. The Selection Board will disregard spontaneous recommendations from persons who are not personally acquainted with the candidate's work, whether at school, at the university, in industry or business, in the Forces, or otherwise.

12. In addition to the fee of two shillings and sixpence payable on application (Clause 6), each candidate admitted to the written