

杜絕後門的做法

南北朝梁武帝時吏部尚書徐勉，在他任內不但熟悉朝廷中各個官員的狀況，在選用官員時也特別迴避任用親近的人。有一次他的好朋友來拜訪他，請他幫忙求個官來做，徐勉嚴肅的說：「今天只談風月之事，不可談論公事。」所以後來知道他的為人者，都不敢再向他請託關說。

唐文宗時吏部侍郎^(註1)高鏞，第一次主持進士考試時，有一位出身官家的學生斐思謙，拜託當時在朝廷中很有權勢的宦官仇士良，因此成為第一名，高鏞覺得厭惡，除了將斐思謙痛罵一頓外，還撤銷他的考取資格，並且把他趕出去。第二年，高鏞仍當主考官，他特別警告家人及所屬的官員，絕對不可接受任何人的送禮和請託關說。

另外，明朝正德年間，每當鑄印局^(註2)遇缺招考官員時，報名人員總是成千上百，其中有一半都是請託關說，讓主考官很難處理。當時費宏是禮部尚書^(註3)，便決定公開招考補齊官員，同時錄取候補及學習人員各數人，等到將來有出缺時再依序遞補。這個辦法不但可以維持人事安定外，也杜絕了所有的「後門」請託關說案件。



小啟示

人事的公開與安定，是機關行政效率與廉潔的關鍵；只要主事官員不為私利，並且用心解決，就能獲得民眾的肯定。

註 1：古代官名，掌管全國官員的任免、升遷、考核。

註 2：古代印鈔票的機關。

註 3：古代官名，掌管全國學校及科舉考試事宜。

Put an End to Lobbying

In the Northern and Southern dynasties(A.D.502-557), Xu Mian, a Minister of Administration during the reign of Emperor Wu of Liang, was familiar with the conditions of all the officers at the court and especially he avoided employing people that were close to him. Once his friend visited him and asked him for a post in the government. Xu replied sternly, "Today we only chat, nothing about work." After knowing about his personality, nobody will ask him to lobby again.

In the time of the Emperor Wenzong(A.D.809-840) of the Tang Dynasty, Li-Bu-shi-Lang¹ Gao Kai hosted the Imperial exam for the first time. A student from the noble class called Fe Si-Qian lobbied the most powerful eunuch Qiu Shi-Liang, so he became the number one in the exam. Gao was very annoyed, he admonished Fe, canceled his qualification and expelled him. In the following year, Gao hosted the exam again, Therefore, in particular he warned his family and his subordinates against bribery and lobbying.

Apart from this, there would always be thousands of applicants whenever there was a vacancy in the Bureau of Zhu-Yin² during the reign of Zhengde(A.D.1506-1521) in the Ming Dynasty. Half of the candidates applied by lobbying and this troubled the chief examiner. Fei Hong who was serving as Li-Bu-Shang-Shu³, decided to recruit the candidates openly and pick up among them candidates for the posts and for the waiting list. This strategy not only stabilized the personnel resources but also prevented lobbying.



Moral of the Story

Open recruit and stable personnel are the keys to efficiency and honesty. As long as the person in charge is not selfish and endeavors to solve the problem, he will certainly gain recognition from the public.

Note 1: Li-Bu-shi-Lang was a position dealing with the evaluation of the government officials.

Note 2: Zhu-Yin meant Cash-printing in Tang Dynasty.

Note 3: A position to supervise the schools and exams in Ming Dynasty.