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Canadian Civil Servants Show the Way.

The C. S. Federation of Canada held up as an Object Lesson in Organization to the British Service.

It may be of interest to note in connection with the call to the third annual convention of the C. S. Federation of Canada which appeared on the first page of *The Civilian* two weeks ago, that the Federation idea is very much to the fore at the present moment among our fellow civil servants of the British Isles and that the Canadian Federation is being held up as a model worthy of their imitation. A conference of civil servants is to be held this month in England to discuss the whole question, and already an incipient organization of the kind is in being. An issue of the *British Civilian* recently to hand contains the following appreciative allusion to the activities of our Canadian C. S. Federation:

“It will have been noticed that for the last few years we have published, from time to time, leading articles on the subject of a Federation of civil servants employed in the United Kingdom, having for its main objects the promotion of civil service interests and the fostering of *camaraderie* between the varying ranks and grades of the Departments. With the examples of Canada and Denmark, to say nothing of other countries far behind ours in most senses, it is little short of amazing to find the British civil service impotent upon any immediate or weighty question. The moral of the long and weary deferred-pay agitation teaches this truth.* Had a federation existed, that question, we fancy, would have been settled years previously, and perhaps in a

more satisfactory manner. The articles appearing in our columns by writers of ability and prescience have been educative and necessary, and the time is rapidly approaching when the fruits of the seeds thus sown should be ripe for gathering. A brief review of the Canadian Federation appeared in our journal some time since. In its initiation its promoters emphasized the need of a more tangible bond of union between civil servants, and especially between such as had already achieved organization. It was recognized that questions of the utmost importance remained unsolved, and thus the demand arose for a united voice. The extension of civil service reform through the education of public opinion, direct representation to the government, and by other means was an object of the nascent federation, and may in equal sense be applied to the British service. The securing for the whole service of a scale of salaries adapted to modern conditions; a just and uniform principle of organization and classification throughout all branches; an extension of insurance privileges and other minor tasks might be taken as the goal of the British organization, as they were, and are, of the Transatlantic federation. From the American Continent to the Scandinavian Kingdom of Denmark is a con-

*This movement had for object the compensation of members of the service for pay deferred on account of superannuation benefits, the latter having in certain instance been taken into account in fixing salaries though nominally free.