

large a claim as that just made? Some of the things which even more than justify this claim are the new Civil Service Amendment Act, the lump sum increase, the further increase involved in the enlarged salary limits of the new divisions, the appointment of the Civil Service Commission, and last but not least of the group is the recognition accorded the Association by the Government as expressed in Parliament by the Premier himself, the Rt. Hon. Sir Wilfrid Laurier, and several of his colleagues, but notably perhaps Hon. Sidney Fisher and Hon. Charles Murphy. These things are accomplished facts and effect beneficially practically every member of the civil service, and other things which affect a smaller but still a very considerable number of members of the service are the advantages being derived from the Co-operative coal and ice supply organizations, as also the Savings and Loan Society.

But to the foregoing list of things accomplished—not, as has already been acknowledged, by the Civil Service Association alone, but in the attainment of which the Association has been a potent factor—is to be added the things in prospect, such as the carrying into effect of the provision made in the new C. S. Act for the "Reorganization," the efforts being made to secure a new Superannuation Act, and an improvement in the Insurance Act, and the settlement of the Income Tax question.

Opinions may and do differ as to the actual merit of some of these things, but, however that may be, they have affected the welfare of the service more profoundly, and as a whole, at least, for its distinct betterment, than anything which had fallen to the lot of the service during the preceding thirty-five years, the official life of a civil servant.

And yet, paradoxical and unreasonable as it may seem, probably no organization sacrificing much time and energy with no other reward

than the satisfaction of serving what they deem to be the best interests of the body to which they belong, and in a sense some little honour at the hands of their fellows, has met more evidences of apathy and pessimism and even ingratitude at certain stages, and of impatience and abuse at other stages of their work than has the executive of the C. S. Association.

These dispositions were evidenced from time to time all through the quiet, forceful, persistent and effective but none the less titanic campaign which the executive carried on over the lump salary increase, the adoption of certain provisions in the new C. S. Amendment Act, and other measures already alluded to. It was a long pull, and it took a strong pull, but they had confidence in the good faith of the government and the government did not fail them.

These dispositions were manifested again on the introduction of the regulations extending the hours of service and limiting the sick leave to its legitimate bounds, and are being manifested just now over the delay in effecting the Reorganization called for in Clause 8 of the S. C. A. Act, and the consequent delay in starting the plan of promotions to be carried out under the Commission.

There are two reasons which very largely account for this condition of things. One reason is that a considerable number in the service are more concerned about monetary returns than about the character or volume of the services rendered, about privileges than about duties, and the other reason is that apparently a considerable number of civil servants have failed to understand, and therefore to appreciate, the real meaning of the changes which the provisions of the new C. S. Amendment Act and the regulations of the C. S. Commission are intended to bring about in the constitution and ideals of the civil service.