

Having this stamp of approval, steps were at once taken to obtain a list of eligible men from which to form a starting point. Col. MacLean's force of organizers have been working solely on the principle of obtaining *volunteers*; and a man is a volunteer only when he says, "I want to go." So, having these lists in hand, the next move was to approach the head or deputy head of each Department and outline the proposed scheme of organization. Obtaining their sanction, the next step is to approach all the single men of military age in the Service and ask them to agree to enlist, and for that purpose the following form is being used:

The undersigned agree to enlist with the 207th Battalion (Ottawa-Carleton) C.E.F., on condition that arrangements be made for leave while on service and that their positions are open to them upon their return; and, also, that a portion of their civil pay equal to their civil pay less military pay be allowed while on service.

Department.....

Name.	Address.	Age.	Salary.	Married or Single.	Remarks.

Now that shows a man's willingness. It does not make a recruit of him; but he IS a *volunteer*. Having gone so far it is not proposed that any of the men who sign the lists shall approach his deputy personally, but when the lists are complete, the officers of the battalion will take the necessary steps to place them before the heads of the various departments concerned and have them agree as to the number of men who can be spared without impairing the efficiency of public service. In this manner it will not be up to any one to say, "Well, I cannot be spared," or "I do not know if the chief will let me go." Just sign the sheet, and you will soon be told whether it is to go or not to go. The conditions of enlistment as set forth in the previously mentioned form are clean-cut and extremely fair. No one is entering this wonderful military game for the money there is in it, but unquestionably every man in the public service with any dependents whatsoever must consider them. It would seem from the foregoing that from the standpoint of money he will not be a loser, as full amount of present salary is guaranteed. The fact that his position is to be kept open awaiting his return to civil life is an encouraging feature, in line with the stand taken by scores, possibly hundreds, of employers of large bodies of men throughout the country. This is as it should be.

Already there are in the ranks of the 207th a number of civil servants; and to see a company, or two companies of men of the public service, officered by civil servants, all friends and acquaintances together, animated by the one patriotic desire to make good together is thrilling.

Practically, either the head or deputy head of every Department has been interviewed, and in each and every case promise has been given to do everything possible to assist in raising a Civil Service company. This is extremely encouraging at the outset, for it will mean some sacrifice. extra worry and less smoothly running machinery, to take two hundred and fifty or more men, trained to their present duties, away from these offices.

The point is, though, they *can* be spared and *must* be allowed to go.