

### Team Work

(Statement issued by Associated Federal Employees of Ottawa.)

Canada today would be paying tribute to Germany had not the Allied Governments and Military Leaders learned the vital necessity of united effort under one supreme command. In the realm of sport it is the invariable rule that team-play, that is, well co-ordinated effort under one directing head, will beat individual play much more brilliant.

When the Civil Service of Canada realizes that it is in precisely similar case; that united effort, that team-play in one strong, well-organized and wisely controlled body is essential if the status of the Service is to be raised or, indeed, preserved; when it realizes that petty differences and personal likes and dislikes are killing any prospects of success and are playing into the hands of those who would like to see Canadian Civil Servants reduced to the level of mendicants and party hacks, then, and not till then, will the reasonable representations of the Service meet with consideration and success.

There has been presented to the House, within the week, an amendment to the Civil Service Act, which goes far towards the restoration of patronage. Thinking Civil Servants have fought for years to introduce a merit system. This system is now in grave danger through the inconsiderate action of those who have never studied Civil Service conditions, who have no special desire or ambition either to further the welfare of the Civil Service or to raise its standard of efficiency. This is evident from the fact that instead of reconstructing the Civil Service Commission and the Board of Hearing, of simplifying and largely eliminating the mass of unnecessary and conflicting regulations issued by the former, of arranging for co-operation between Government Departments and the Commission as to appointments and promotions, it is proposed to relieve the present situation by throwing a large proportion of the Service back into the mire of political patronage. Briefly, the Government, in order to cure the Service of a slight attack of measles, is about to infect it with smallpox. As a political expedient such a course, may have its advantages, but not as a system of thera-

peutics. We speak, of course, from the patient's point of view.

During the past year the Service has had brought home to it the effect of divisions in its ranks. The Associated Federal Employees of Ottawa has brought serious charges and complaints against the Board of Hearing, asking for an investigation, which was not granted. In various memoranda, it has called attention to defects in Civil Service administration, and has offered practical remedies therefor. A brief acknowledgment has been received and nothing more. Another organization has held a convention in Ottawa, has met a Member or two of the Government, has presented its views, and finally concluded its sessions with expressions of mutual esteem and high hope. A day or so after, the Government announces the bonus is reduced twenty-five per cent! A third organization recently had an interview with the Government, making further bonus representations which were promised deepest consideration. On, we think, the very day this deep consideration was promised; the Order-in-Council was signed finally confirming the twenty-five per cent reduction in bonus. We are about to have visit Ottawa, representatives of still another body and we venture to predict they will receive the same courteous treatment and the same negative result.

### What is the British Constitution?

One of her Majesty's judges is reported to have said, in a humorous "aside" during a recent case, "According to the old law, you know, the rule used to be, 'what is my wife's is mine, and what is mine is my own'; but under the new law it is rather, 'what is mine is my wife's, and what is my wife's is her own!'"

Let this matter be tried by that criterion—the principles of the English constitution. I have been brought up in these principles, and I know that when the liberty of the subject is invaded, and redress denied him, resistance is justified. If I had a doubt upon the matter I should follow the example set us by the most reverend judge, with whom I believe it is a maxim, when any doubt in point of faith arises, or any question of controversy started, to appeal at once to the greatest source and

evidence of our religion—I mean the Holy Bible. The Constitution, then, has its political Bible, by which, if it be fairly consulted, every political question may, and ought to be determined. Magna Charta, the Petition of Rights, and the Bill of Rights, form that code which I call the Bible of the English Constitution.—*Chatham.*

A Quaker in business in Philadelphia, disliked the "Esq.," to his name, advised a southern correspondent to direct his letters to Amos Smith, "without any tail" and received a reply, superscribed, "Amos Smith, without any tail, Philadelphia."

Reform is not to be secured by noise and shouting, by complaints and denunciations, by the formation of parties, or the making of revolutions, but by the awakening of thought and the progress of ideas. Until there be correct thought there cannot be right action; and when there is correct thought right action will follow. Power is in the hands of the masses of men. What oppresses the masses is their ignorance, their shortsighted selfishness.

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