

first glance at the civil government estimates of the year may turn back to certain of our utterances on the subject of the reorganization (wherein we begged to doubt the possibility of a real reorganization under the old conditions of supervision) and apply to us the perilous name. But that would be scarcely fair, for the government has made it very plain, as we have quoted elsewhere, that the reorganization as thus far completed is not *the* reorganization.

Briefly, the view of THE CIVILIAN is that a thorough reorganization of the civil service cannot be successfully carried out, unless under the main direction of an independent and impartial tribunal—the civil service commissioners to wit. We cannot see how many a situation in the service admittedly undesirable can be corrected under the domination of the forces under which it sprang up. Moreover, there is the absolute necessity of a broad and general view in the matter. With the best intentions in the world no two men can carry out a command in exactly a similar way. If proof were wanted, behold the reorganization as it stands to-day. For in spite of the statement that lack of time is thus far primarily responsible for the lack of progress made, we cannot but think that ultimately a different sort of machinery as well as additional time will be found necessary to complete this important undertaking.

Meanwhile we have gained a point: the admission that the undertaking is important. With this as a foothold, no pains should be spared to insure that every clerk in the service obtains a fair and final adjudication upon the matter of his classification. That this should be done is as much in the interests of the government as of the civil servant. No employer gains by a wrong apportionment of

status among his employees. Sooner or later an employee gets what he deserves—or deserves what he gets.

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#### AN URGENT NEED OF THE MOMENT.

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In another column of this issue we strive to enforce the view that the time is opportune for extending the sphere of activity of the Loan Society. The manager of the Loan Society makes in effect a similar plea in a letter which is also published in this issue. He also agrees with us in thinking that an increase of the membership of the Society, and of its available working capital, is of the greatest possible importance at the present time. The aims of the Society are now well known. It has a host of sympathizers both within and without the service, and an appeal to the service on behalf of the Society would not, we are convinced, be made in vain. The confidence which the management has inspired is an asset at such a time, and we have yet to meet with anyone who would desire to see the Society go out of existence.

An active campaign for the bringing in of additional members ought to be inaugurated at once. That, and a continuation of the prudent management which the Society has been fortunate enough to secure, will put its operations upon a firm foundation and completely realize the end of its existence.

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#### CLAUSE 21.

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Half measures are sometimes possible, but half principles never. Civil service reform, like truth and all the virtues, is an indivisible entity. You may limit its application and the