

bility of any specific co-operative undertaking, but to advise it of the needs and opportunities of the situation as a whole, to direct it as to the precise degree of activity which might be warranted in any given case, and perhaps to encourage outside of the executive the enlistment of volunteers and enthusiasm without which any experiment of the kind must be in vain.

Esprit de Corps.

There is, of course, a wider side to co-operation than that which we have emphasized above. The mention of the need of volunteers may be allowed to introduce the topic, though it is inherent in the very existence of the Association. The usefulness of every one of the various organizations we have now in operation in the service will more and more come to depend upon the spontaneity with which the members enlist both in filling the offices and carrying on the other work that has to be done. It is, perhaps, a lesson still to be fully learned that the undertaking of an office in these organizations means hard work and plenty of it. Especially is this true of the Civil Service Association which should aim at nothing less than to be the general mouthpiece and director of the inside service. Plainly such an office calls for continuous and alert attention from all to whom its duties are entrusted. If the work is laborious, let it be held an honour in equal degree. Hitherto upon a dozen men at most the burden has almost entirely fallen. If we be allowed a word of criticism in the matter it would be to point the unsatisfactoriness of such a state of affairs. It is unfair to the men who do the work and it is unfair to the best interests of the Association. At the moment it has a practical bearing in view of the near approach of the annual elections. We have no words but those of praise to each and every member of the present executive. At the same time we feel it will be a mistake if at least three-quarters of the new committee does not represent new blood. The offices

should be passed around, and the wholesome leaven of work in the common cause interfused in the body of the service. New advisory boards should be chosen, and if possible new rooms and branches of the several departments brought for the moment to the more immediate front. The service is full of men of ability who should be interested at once in the principle of organized effort which is at last our recognized way of doing business. The association of all bodies must not fall into a rut. Like everything else it must be refreshed and invigorated by new ideas and new men to promote them.

The Annual Meeting.

In conclusion we would urge a prompt and business-like despatch of the various preliminaries that fall to be dealt with prior to the annual meeting. It is understood that, according to the constitution, the advisory committees of the several departments consisting in each case of representatives of each of the various classes, must be elected on or before the fourth Monday of the present month. This, accordingly, entails the holding of a meeting by each class in each department before that date. The advisory committees thus constituted must then enunciate the manner in which the representative of the department to the central executive is to be selected. The selection must, in any case, be made on or before the first of November. Finally, the annual convention of the advisory committees in conjunction with the executive must take place before the second Tuesday of November. Here the officers of the Association will be elected and such other business transacted as may be thought proper. Under the latter, it may be remarked, falls the amendment of the constitution; but if any one is holding this in view he should remember that a notice of the same in writing must be forwarded to the secretary at least two weeks before the meeting.