

service by organising a complete public collection of local government literature. The London School of Economics possesses the largest library of the publications of local authorities, but nothing short of whole-hearted government support will enable such a collection to be made complete.

The Blue Book Monthly will endeavour to forward such of these aims as are within its scope. It will summarise and review the most important British official publications of the month, and will contain a classified list of them all. As far as possible notices will also be given of important official publications issued

by local authorities, the Colonies, India, and foreign governments. The summaries will be primarily intended rather as an introduction to, than as a substitute for the publications themselves. *We hope also to do something to dispel the prevailing superstition as to the proverbial dullness of Blue books; but, unfortunately, this superstition is largely founded upon their uncouth exterior and their general inaccessibility, and these are defects which we, as private individuals, cannot remove.* It is for the Government (especially a Government which talks so much about education) to convert the reputed Blue Ogre into the servant of Political Democracy.

Aids to Efficiency.

Hints for the C. S. Commissioners.

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The president of a large New York corporation was much annoyed by the complaints which he received regarding the inefficiency of the corporation's stenographers. It was represented to him that many of them were incompetent, that nearly all of them lost many days each year by reason of absence from the office and that since they had been selected through personal, social, political or religious influence the attitude of some of them seemed to indicate that they believed the same influence which had secured their appointment would protect them from dismissal.

The corporation did not have a centralized stenographic bureau but assigned a stenographer to each of its principal officers and clerks. The men to whom these stenographers were assigned were reluctant to make direct complaint concerning them. This reluctance was due partly to the natural chivalry which

men feel toward women and partly to a fear that by making direct complaint they might antagonize the friends of the stenographer. Most of the errors in the corporation's business were however attributed to the carelessness, inefficiency, or lack of attention of the stenographic force.

The president of the corporation recently decided to investigate the subject of the employment of stenographic help thoroughly, with a view to correcting any abuses existing in the present system and installing an improved system. He engaged the services of a specialist with instructions to install a system which would secure to the corporation the services of a thoroughly competent stenographic force.

The first change made by this specialist was the establishment of an efficiency record system. At the end of each quarter each man to whom a stenographer was assigned was required to report upon her efficiency. He was asked to designate her services as being satisfactory, unsatisfactory or more than satisfactory.