

perhaps, in the world, fifty small squares or parks, Independence Hall, with all its historic meaning, and numerous residences and stores condemned for boulevard and street purposes. The value of all this property is, perhaps, fifty million dollars. The Commission formed a board of examiners, consisting of Judge Dimmer Beeber, president of the Commonwealth Trust Company, who understands full well the historic significance of much of the property owned by the city, Mr. W. L. Nevin, real estate manager for John Wanamaker, and Mr. George E. Kirkpatrick, superintendent of the Stephen Girard estate, who, in that capacity, has the supervision of property amounting high into the millions. These three practical, well-known business men gladly gave their services. They divided the examination into three parts, viz., experience, 40%; theses, 30%, and judgment, tact and personality (oral), 30%. They outlined their questions in the subject of experience and prepared the subjects for the theses, which, of course, had to do with the management of real estate. A statement was then sent out to every available source of applicants, setting forth the duties of the positions, the character of the examination, and inviting questions in experience and the subjects for these. The applications, the answers to the questions in experience and the theses prepared by the applicants, protected by affidavits, were required to be filed on or before a certain day, possibly a month later. Notice was then given all those who attained a rating of 70% in the subjects of experience and thesis to appear before the board of examiners for an oral interview, after which the three marks were averaged and the eligible list prepared. It is needless for me to state that the man who headed the list after such an examination and was appointed is a man of splendid training

for that work, and has been highly successful in administering the affairs of the bureau.

(To be continued.)

ANNUAL LEAVE.

The amount of vacation or relaxation from labour the human frame requires to recuperate the faculties and maintain the highest state of efficiency is an interesting question. The amount required may vary with different constitutions and temperaments, but some general rule must be set down. The question has arisen in the Service in South Africa, and the following clipping from an editorial of the "Post and Telegraph Herald" of that country will be interesting:—

From the report of the Public Service Commission we learn that that body submitted draft leave regulations which were rejected by the Government on the grounds: (1) that a considerable reduction in the amount of leave as compared with pre-Union regulations was involved, (2) that they were not sufficiently liberal to attract a desirable type of candidate for employment in the Public Service. The difficulty in filling Service vacancies is attributed by the Commission to the low initial rate of pay, and in the matter of the amount of leave recommended, the Commission claims that its draft is as liberal as the amended draft sent in by the Government.

The Commissions' proposal was that an officer of the administrative and clerical Division should be able to obtain three or four weeks' recreation leave each year, and that after each ten years' service he should be able to obtain a longer period of from 4½ to 6 months, but that no officer should be granted leave for a longer period than two months until he had served for six years. Lesser privileges were provided for officers of lower status.

The Government's draft enabled such an officer to take two weeks' leave and to accumulate one month each year.

The Commissioners "are unable to concur in the draft regulations which the Minister proposes to adopt."

The "Herald" goes on to remark that the South Africa Service would prefer the ministerial arrangement in preference to that of the commission.