

The Ideal Civil Service Organization.

By *Tortoise.*

There will be grievances in the Ideal Civil Service, for the latter does not represent the Millennium, but merely a step towards it. The method of dealing with them, however, will have changed.

It is not generally known that, at present, a junior entering the service has to memorize certain definitions; one of these runs as follows:—

“A grievance is a highly logical argument, having moral, but no political force.”

Some day this will have to give place to:

“A grievance is a slight anachronism to be immediately adjusted.”

And who will have brought this about? Simply the Ideal Agitator.

And who is the Ideal Agitator? Briefly he is not an individual but a conglomerate; in a word, a body of delegates from each of the service associations. Such a body will represent at least one-fortieth — the most intelligent fortieth — of the total workers of the country. It will concern itself mostly with such large general questions as under pay, political and social interference, and superannuation. Sectional matters will be dealt with, as at present, by the various associations, and by the moral force of the full body, in the event of failure. A few suggestions from a sub-committee of the whole will carry as much weight with the Head of a department as a strong petition.

Much of its work will be of a distinctly educative character. On many subjects opinion in the service is quite unformed. This, in such a large body of men is bound to happen, for no grievance can be realized until actually felt: no one can visualize the underpay evil while enjoying a comfortable salary, nor can the most satisfied feel the pangs of which follow the exercise of “pull”

over his head. Another highly interesting development will be the study of, and possibly even friendly relations with, the services in foreign lands and Great Britain.

Under enlightened management — and *The Civilian* should offer its services — the Body will be not only a boon to the individual, but a convenience to the State. As a source of technical knowledge on questions of administration it will be unique; its help will be sought by Ministers in issues far wider than salary scales, or re-scheming. If, for instance, some future Premier decides to amalgamate the Customs and the Inland Revenue, or the Militia and the Naval, he will have at his service a wealth of advice and criticism, and well be spared many sleepless nights.

As a literary influence, too, our Ideal Body will make itself felt, and the annals of the service, will, somewhat late in the day, become a material fact. It will, of course, take over *The Civilian*, and may even go so far as to reduce the price!

Socially, there will be an advantage in the reviving of athletic clubs, and the firm establishment of the Civil Service Club. Yet another development is suggested by the following state of affairs: In a certain city the Post Office and the Custom House stand cheek by jowl. One has a small association which suffers from a restricted menu; the latter hasn't an association at all, and suffers still more. Why this water-tightness? Simply because the Post Office does not know the Customs and the Customs is not in touch with the Post Office!

Awake, ye Goddess of Unison.