

in the relief that came to all the unfortunate borrowers of Ottawa.

The Civil Service Savings and Loan Society has been the greatest factor in protecting the Service from the insidious return of the Shylock. Any civil servant who needed its assistance, and who had a decent reputation to recommend him, has always found the helping hand outstretched—if the society had funds in hand to aid him. Unfortunately it has often been the case that the amounts asked for in loans exceeded the available funds, and so some petitioners have had to be disappointed. The society's operations are absolutely limited by the deposits of funds by its members.

If there is need, cannot a "savings and loan" society be organized among the Bureau employees? There might be greater difficulty than was encountered in forming the Civil Service organization, as the tenure of employment, periods of wage payment, drawbacks, etc., are different, but none of these obstacles should prove insuperable to safe progress if the right men had the project in hand.

PATRONAGE AND VOLUNTEERING.

There is moral injustice in the system which gives "net civil pay" to one Government employee who enlists and denies any continuance of civil pay to another, yet how it can be eliminated is hard to see. The Government joins with many big employing corporations in giving special inducements to men who go to the front,—but in all cases the men concerned must be permanent employees. The Government is confronted with the problem of hundreds of more or less temporary employees who also want to volunteer and who claim recognition in the way of continued pay and guarantees of re-employment after the war.

Many of these men have been working for the Government for many years and are likely to continue to do so for many years more. From these the list runs down in many gradations to the men who merely "got a public works job for the winter." The situation is difficult,—and it is just one more of the deplorable results of patronage. If officials in charge of all branches of public works had power to employ the men they needed and to organize staffs of mechanical workers beyond the influence of "pull," those divisions of the public service would at once assume the permanent character now attained only by the clerical branches, and the problems of administration and of giving even justice to all would be greatly simplified. Eliminate patronage from all branches of the public service and numerous attendant evils will automatically disappear.

"A plate of beans for a nickle," says a writer in an Ottawa newspaper. Tut! Tut! Doesn't the man know that a "plate" of beans costs a dime? All one can get for a nickle is a "side" of beans,—and no choice of "white or brown" with it.

The editors frequently receive requests from subscribers for copies of back issues of *The Civilian* or for the re-publication of special articles. Such requests are difficult,—often impossible,—to comply with, for obvious reasons. Subscribers are advised to file their *Civilian's* away for future reference. Such a file soon becomes an encyclopedia of Civil Service information.

Fortitude I take to be the quiet possession of a man's self, and an undisturbed doing his duty whatever evils beset, or dangers lie in the way. In itself an essential virtue, it is a guard to every other virtue.—*Locke*.