

The public spirit of the heads of departments in Ottawa is exemplified in a number of letters regarding the proposed Civil Service corps, such as the following:—

"Dear Sir,—I am in receipt of your circular in regard to the formation of a Civil Service Corps, and will do what I can to help the movement.

"The field men of this department are not expected back until after the 1st of October, and as they are likely to furnish the most promising recruits I will delay sending the lists around until they return.

"Yours truly,

"R. G. McCONNELL,

"Acting Deputy Minister."

"Dear Sir,—I have received your circular letter of the 15th inst. All my male clerks have subscribed to the Patriotic Fund, and several of them are now considering joining the Civil Service Corps. In case they manifest a willingness to do so I will have them sign the document you have been good enough to send to me for that purpose.

"Yours truly,

"S. T. BASTEDO,

"Superintendent."

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The Secretary of the Federation received the following letter from Mr. E. G. Ironside, Secretary of the Alberta Railway Mail Service:—

"The Alberta Railway Mail Clerks' Association had already decided to give one day's pay to the Patriotic Fund when the official request from Ottawa came asking us to do so.

"At our last monthly meeting we decided to have a 'Hard Times' Fund. A subscription list will be circulated each month, and appointed committees will spend the money so collected on all needy cases brought to their notice in Calgary. One day's pay, each month, is expected from each clerk. We believe this is the same as contributing to the Patriotic Fund, only we are going further, and saving the patriotic committee the trouble and expense of finding the deserving cases and distributing the money. Possibly this idea may suggest a similar plan to other associations."

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The latest news received from Mr. Walter Todd, Secretary of the Ottawa Association, up to the time of going to press, is that reports were received from five departments of the Inside Service in reference to the Patriotic Fund, and in those five departments there were only four refusals to contribute.

THE NEW IDEA IN CIVIL SERVICE REFORM.

Speaking before the New Jersey Reform Association at Newark recently, R. W. Belcher, of the Municipal Commission, said:—

"Civil service commissioners are now using the methods of private employers, and in some instances they have improved them. It should be remembered that efficient service cannot be expected of a discontented body of employees. Discontent is bound, however, to be rife where employees feel that promotion does not go by merit and fitness; where they find themselves improperly placed without opportunity to give what talents they have full play.

"In what way may a civil service commissioner enter this field of work? In Chicago there has been developed a system of promotions based, first, on a careful study of the various kind of work; second, on a grouping and grading of positions in public service, which gives a clear outline of the lines of advance by promotion, and, third, on the establishment of a system of efficiency records or records of work done, which may be taken into account in determining who shall be given an advance in salary, or who shall be promoted to positions of greater responsibility in the line of his work."

Discussing the extension of civil service, Mr. Belcher said that one of the most important developments of the merit system is the extension of the competitive principle to higher and higher positions in the public service.

1914.

"I went out to scoff, at things taken off
By the ladies, at fashion's decree;
I watched for awhile—there was nothing
of guile

In my heart—I just wanted to see.
I saw—never mind what I saw—I'm not
blind;

Suffice it to say I DID see;
And tho' the sights that I saw may not
fracture the law,

They were more than sufficient for me."

"Low Rate."