

It may also be said that, generally speaking, engineers have not up to the present reason to devote much attention to this class of work. The subject of sewage disposal is certainly becoming more and more a live issue in Canada, and the fact that the Dominion has at hand for reference the extensive experience of the older country, which has for years been the centre of this particular branch of science, is a benefit not to be ignored, but of which full advantage should be taken.

THE GRADING OF CIVIL SALARIES.

During the present year there has been a special committee of the Toronto Corporation employed in devoting their time to the question as to the best method of recognizing the services of civic employees.

The committee have several times presented a report recommending advances of salary in certain cases. The reports have invariably been sent back.

At a recent meeting the Mayor stated strongly that he was in favor of some system of grading by which each employee would automatically receive promotion without the necessity of being individually considered.

We consider that some such system would be admirably suited to municipal bodies employing large numbers of servants.

In working for a corporation the average employee is in a difficult position as compared with other trades and businesses in proving his worth.

A salesman proves his worth to his employer by the number of sales made.

A bank manager by the amount of business done. An insurance agent by the number of policies carried through.

An employee of the corporation cannot at the end of a year say to the Council: I have increased the profits of any one department by my energies, and am, therefore, entitled to further consideration in salary.

In a corporation the unobtrusive clerk, who quietly and thoroughly does his duty, is often at a considerable disadvantage as compared with the so-called hustler, who is all talk and flourish of trumpets, and who does as little real work as possible. The work of a whole department is accomplished by some means or another, but how much of that work is due to any individual energy is beyond the knowledge of any alderman.

How, then, can this or that alderman say that any individual servant should have a rise of salary in preference to another.

Each individual post should stand on its merits, and be worth so much and no more.

Promotion should not only mean an increase of salary, but a promotion in position and degree.

The heads of departments are not in a position to advise the Council in this matter. They want to keep down the expenses of their department and shine as economists before the Council at the expense generally of those under them.

The present system of promotion by favor tends to all kinds of mischief. It is here where the question of "pull" come in, with all the unblushing and disgraceful attributes it possesses. The son of an alderman's friend, the relative of the head of a department, and such other outside considerations become more the ruling factor than the true worth either of the position or the person.

In all large organizations, such as the civil service, the army, the navy, and such like, where men are employed who make no profit for their employers a system of salary and position grading appertains.

In the army, for instance, a man as, say, a second lieutenant, cannot get a rise of salary till he rises in rank to the position of first lieutenant. So in the navy we have able-bodied seamen, boatswain, captain, and commander, all positions with their salaries fixed. In the civil service, first, second, and third clerkships, and so on.

Such a system is certainly, we think, required in civic institutions.

A well-defined system such as this should be accompanied by superannuation and an age limit fixed when employees must retire.

We would then have done for ever with the humiliating positions in which several old employees have been put in lately of practically having to beg for a retiring allowance, and rely on the tender mercies and gratitude of the members of the Council, some of whom are not above prying into a man's private affairs as to what is the condition of his banking account, etc.

The more automatic the working of the municipal wheel can be made, the more easily will it work, and the more independent corporation positions are made and less subject to the caprice of the Council, the better work will be obtained from those filling such positions.

ORDER OF THE RAILWAY COMMISSIONERS OF CANADA.

Copies of these orders may be secured from the Canadian Engineer for a small fee.

5566—July 14—Authorizing the Walkerton & Lucknow Railway to carry its railway across six streets in the town of Durham, County Grey, Ont.

5567—Oct. 30—Granting leave to the British Columbia Telephone Company to erect, place, and maintain its wires across tracks of the C.P.R. at Haney, B.C.

5568—Nov. 3—Ordering and directing all railways subject to the jurisdiction of the board to install electric bells at crossings for the purpose of protection.

5569—Nov. 3—Authorizing the C.N.O.R. to place its lines or tracks across the lines or tracks of the Grand Trunk Railway Company's spur line to Edward's Mill, at Rockland, Ont.

5570—Nov. 4—Authorizing the C.P.R. to install drawbridge at Whittier Junction, Manitoba, and to operate its trains over drawbridge and through the Junction without being brought to a stop.

5571—Nov. 5—Amending Order of the Railway Committee of the Privy Council, so as to permit the Sherbrooke Street Railway Company to move the derail from the position as approved by said Order, on the west side of the tracks of the G.T.R. where the Sherbrooke Street Railway Company's railway crosses King Street, Sherbrooke, to a point 114 feet 4 inches from said crossing.

5572—No. 5—Authorizing W. J. Curle, Superintendent of the Brockville, Westport and Northwestern Railway Company to prepare and issue tariffs of tolls to be charged for all traffic carried by that company.

5573—Nov. 5—Granting leave to the G.T.P. Ry. to use temporarily for construction purposes crossing of the C.P.R. Company's tracks at Oak Point Junction, near Winnipeg, (Pembina Branch), Manitoba.

5574 and 5575—Nov. 5—Granting leave to the Manitoba Government Telephones to erect, place, and maintain its wires across C.N.R. at Dufresne Siding and point one mile east of Somerset, Manitoba.

5576—Nov. 5—Authorizing the C.P.R. to construct, maintain and operate a branch line to and into the premises of the Rocky Mountain Cement Company Blairmore, Alta.

5577 and 5578—Nov. 5—Granting leave to the Manitoba Government Telephones to erect, place, and maintain its wires across the track of the C.P.R. at P.C. two miles west of Minnedosa, Man., and at P.C. $\frac{3}{4}$ of a mile west of Minnedosa, Man.

5579—Nov. 7—Granting leave to the Corporation of the City of Ottawa to lay water main under tracks of the G.T.R. where the same crosses Laurel Avenue and Champagne Avenue, Ottawa, Ontario.

5580—Nov. 7—Granting leave to the Caledon Telephone Company to erect, place, and maintain its wires across G.T.R. Company's tracks in the County of Peel, near Caledon East Station, Ont.