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The Association and Its Programme

**The Salary Question.— Reorganization. — Superannuation.—Civic Relationships. — Co-operation.—
Esprit de corps.—The annual meeting.**

In a few days the Civil Service Association will have completed the first unbroken year of its existence. Naturally, therefore, the present is a time of stock-taking, and of resolves for the future. At the annual meeting soon to be held we shall doubtless hear much of both, and it is with no wish to forestall that discussion that we introduce the subject of the association and its work to-day. Rather is it with the idea of enhancing the interest of the occasion, by inviting careful previous consideration of the topics that in all probability will claim the chief share of the attention of the delegates. It is the time of year that individuals and societies are settling down to the winter's work: it is to be hoped that civil servants include in whatever programmes they are forming some thought of the service as an organized whole and of what activities may be possible in their collective capacity.

Stock-Taking.

In so far as the stock-taking end is concerned, we feel that we have said enough on a previous occasion. The Association is not faultless; it will be a pity if it begins to imagine that there is no room for improvement in the way in which it transacts its business; but it has on the whole an honourable record of faithful, and in some instances of strenuous effort, and its

success in the chief aim to which it addressed itself has been thus far less than its deserts. Its supreme success, as an organization in the first year of its life, and under the circumstances of its origin, has been in the mere fact of its existence, as a sign that the civil service has at long last appreciated the one and only way of doing things.

The Future.

To turn to the more interesting and practical topic of the future. What is the message which the experience of the past year has to deliver for the guidance of that upon which we are entering? We do not know whether a presidential address or other formal expression of opinion from the outgoing executive is in contemplation. If not, it might well be, and we could imagine no more useful service at the present time than the promulgation of just such a word of advice and encouragement. It is a precedent that might well be established from this time forward. We have had no special opportunity of gauging opinion in this respect, such as belongs to the leaders of the executive, but a random thought or two gleaned from the general consciousness will do no harm and may smooth the path for the announcement at the annual meeting of a definite and carefully considered policy.