

3. Employees who enter the service at an early age and are engaged in light work, as messenger boys. Salaries, \$480, \$420, \$360 and \$300.

4. Employees whose work occupies only part of the time each day, as char-women and janitors. Salaries, \$360, \$300 and \$240.

The Canadian and Proposed United States Systems Compared.

Even a cursory glance at the above will show that it is nothing more nor less than an adaptation of our own Canadian classification system of 1908, or rather of the English system on which ours in turn is based, enlarged to meet the differences in the minor features of the situation. There are the same three broad divisions into the administrative, the clerical, and the messenger classes. The subdivisions differ only in detail and not at all in principle. But in one particular the difference is striking, namely *the much higher relative importance assigned to the clerical division*. True, the higher administrative positions enjoy salaries fully 40% larger than ours; but the clerical class runs to \$2,100, which compared with the Canadian limit of \$1,200 represents an advance of no less than 75%. Thus the precept of a great country, as well as the experience of the Canadian commissioners in the working out of the Act of 1908, goes to show that \$1,200 is altogether too low a place to draw the maximum line for clerical employees in an important and growing civil service.

Other Conditions Under the U. S. Classification System.

The report of the committee which accompanied the U. S. Bill throws many interesting side-lights on the classification problem. It seems that at the time the old classification plan went into effect in the United States there were only 700 clerks affected. Heads of departments knew the relative merits of each and graded them accordingly. Now, however, there are 15,000 clerks concerned, and seniority has become a more important factor in promotion

than efficiency. "Only four of the great departments of the service," says the report, "claim to make promotions principally on efficiency records. The result is a glaring inconsistency in salaries. A man performing a high grade of work may draw a smaller salary than the clerk doing routine."

This last will have a familiar ring for Ottawa civil servants. Truly, the civil service problem appears to be one and the same the world over.

Incidentally, it may be added, the new U. S. bill assumes without question the principle that classification minimums and maximums to-day must be higher than in the past. The average advance it proposes is 8%.

FREE WOMAN TO FREE MAN.

(The following is reprinted from the last issue of the monthly "Association Notes," the brochure of the Post Office Women Clerks of Great Britain):

I have no quarrel with you; but I stand
For the clear right to hold my life my own;
The clear, clean right. To mould it as I
will

Not as you will, with or apart from you.
To make of it a thing of brain and blood,
Of tangible substance and of turbulent
thought—

No thin grey shadow of the life of man.
Your love, perchance, may set a crown on
it;

But I may crown myself in other ways
(As you have done who are one flesh with
me).

I have no quarrel with you; but henceforth
This you must know: the world is mine as
yours,

The pulsing strength and passion and heart
of it:

The work I set my hand to, woman's work
Because I set my hand to it. Henceforth
For my own deeds myself am answerable
To my own soul.

For this in days to come
You too shall thank me. Now you laugh,
but I

Laugh too, a laugh without bitterness;
Feeling the riot and rush of crowding
hopes,

Dreams, longings, and vehement powers;
and knowing this

—'Tis good to be alive when morning
dawns!