

siderable distance, but in the latter country we find that the civil servants in combination have been able to secure notable reforms, and the enactment of rules by the government, which the Ministry for Public Works, the Treasury, and the Home Ministry follow in negotiations and deliberations between the Administrations and the Associations existing within the State railway, Telegraph, Customs and Postal services. The rules referred to are comprehensive and just, and we hope to be able to print them in full in an early issue. A personnel of over 16,000 persons comprises the Associations concerned. When new scales of pay raised the salaries of about 12,000 persons by over £150,000 (a large sum in Continental Europe), considerable influence was exerted by the services in co-operation. Returning to the consideration of British civil service needs, the early conference of civil service delegates now being arranged for will be a significant and welcome event. We hope that within a few years a vigorous, workmanlike and influential Federation of British civil servants employed within the United Kingdom will be an accomplished fact. Towards the establishment of such an association we purpose lending our aid and endeavour, confident in the belief that it is not only necessary in the interests of the State, but urgently desirable on behalf of the serried ranks of the Home service."

Another Reference by Way of Recapitulation.

A further reference by a correspondent in the most recent issue of the same journal to hand gives us another opportunity of seeing ourselves as others see us, and may be useful by way of recapitulation on the eve of our annual convention:

In view of the approach of the Conference to be called up to initiate the formation of a Civil Service Federation, the following details con-

cerning the Canadian Federation may prove interesting. The writer has been in communication with the Secretary-Treasurer in Canada, and by the courtesy of this gentleman in allowing himself to be catechised, some leading questions have elicited encouraging replies.

1. How was the Canadian Federation brought into being?

The Civil Service Association of Ottawa, representing the employees of the government at headquarters, submitted a provisional constitution to the various organizations. This was approved, and by request the Association was authorized to call the first annual convention, to be held on 29th and 30th April, 1909. A circular to this effect was thereupon issued to the organizations.

2. Is it a Federation of delegates from various Associations, or a Union of individual members classified in towns or districts?

It is a Federation of delegates from more than 10 Associations.

3. What official recognition has it?

The Executive has been cordially received in interviews with the Minister of Public Works on the subject of Income Tax, with the Minister of Finance on Superannuation, and with the Prime Minister himself with regard to the general policy of Federation.

4. Has the Federation justified its existence?

This is generally conceded.

5. Is it unanimously supported?

Already it embraces all organizations worthy the name except those connected with the labour movement, and it speaks for some 5,000 civil servants out of a possible 10,000.

6. Finally, what are its aims?

(a) The promotion of organization in the civil service: (b) The collection and consolidation of opinion on civil service problems; (c) The presentation of the same to the government; (d) Miscellaneous.

The official report of the Second Annual Convention of the Civil Ser-