

is a difference of \$1,200 between the minimum and maximum. This works out unfavourably in two respects—men, as a rule, are only placed in this Division towards the end of their career and their official life is not long enough to enable them to reach the maximum; the other point is that many men would be able to get into a class the maximum of which is \$3,400, who would not be able to get into a class where the maximum is \$4,000. A new grade is also added in what was the old Second Division. The difference between the minimums and maximums of the various grades are not at all equal, but this is the result of the old grades, which could not be changed materially without involving a great deal of extra cost, but it was considered that it would be more advantageous to the Service and for the public business, that men's salaries should depend upon their work rather than on their seniority. The annual increases are in future to be made with the approval of the Commission, and the Commission is hardly likely to give this approval automatically. The sooner the Service as a whole realizes that a man is to be paid according to the work he does, and not according to the number of years he has been in the Service, the better it will be for everybody, and the extended powers of the Commission are based upon the principle that the Commission is to see, as far as possible, that men are paid according to the value of their work. The old Third Division now becomes the Second Division, and a new grade has been added at the top, namely, \$1,350 to \$1,500. It will be noticed that the maximums and minimums of grades are all fixed, so that a person will get an increase upon promotion and not have to wait for a year, as he had to do under the old system. The Third Division, which includes the messengers, sorters and packers, has had its maximum increased from \$1,000 to \$1,200. Another most important change is with respect to private secretaries. In the past Ministers brought in outside men as private secretaries who, after a period of service, automatically became members of the Inside Service without examination or test of any kind. They are usually brought in at high salaries, and if a Department had a succession of Ministers who each brought in a fresh secretary

the Department would be choked with high-salaried ex-secretaries, to the serious injury of all those in the lower ranks. Sec. 52 deals with this feature.

For the Outside Service, the Commission is to prepare the organization and new schedules of salaries for the various departments and branches, and, meanwhile, the old salaries are to remain in force. The Outside Service are, therefore, put in a peculiarly advantageous position. They will come under the general Civil Service law and appointments, promotions and increases will be under the Commission; the Commission will report annually upon their condition, and they may fairly expect that the Commission will in each case prepare such an organization and schedules of salaries as will be reasonable and proper.

WAR PERSONALS.

Pte. Wilfrid Laschinger, son of the late postmaster of New Hamburg, and brother of E. H. Laschinger, died recently of wounds received at Vimy Ridge.

Capt. J. F. C. Maunder, M.C., is in Canada on furlough.

Lieut.-Col. J. L. Regan, created a C.M.G., was formerly a civilian clerk in the Department of Militia and Defence.

On leaving to join the army, C. W. Hatt, of the Niagara Falls postal staff, was presented with a wrist watch by the post office employees of that city.

Sergt. Charlie Olmsted, M.M., is home on furlough.

OUR DECORATIONS WON.

Only when his name appeared in the casualty list as "killed in action" did *The Civilian* learn that Sergt. Anthony McLellan Blaikie had won the Distinguished Conduct Medal. Details concerning the action by which he won the decoration are not received. Sergt. Blaikie belonged to the staff of the Interior Department in Dawson, Y.T. He enlisted with the 2nd Mounted Rifles at Vancouver on November 13th, 1915, but was transferred to the Eaton Battery of the Motor Machine Gun Brigade. At a later date he was with the Yukon Battery of the same brigade. This brigade was thrown into