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Does it Pay to Work for the Government?

Many Say "No," but the Number who are Optimists is not Small. —
The Following is a Presentment of the Brighter Side of the
Case by a Civil Servant of Thirty Years'
Experience.

"Does it pay to become an employee of the Government? Two or three months ago a contributor to the *Atlantic Monthly* asked this question and undertook to answer it in the negative. The writer was anonymous, but he was described as a government officer who had had a bitter experience. A good deal of interest seems to have been aroused by the article both in civil service circles and among "outsiders" engaged in the study of the various problems of government. It is cheering to note that in the opinion of the latter a satisfied body of employees is generally regarded as a *sine qua non* of efficient administration.

The New York *Outlook* was prominent among those who sprang to the defense of the service as a good place to earn one's living in. The following is a condensation of an article written by Mr. Francis E. Leupp, formerly Deputy head of the Indian Department at Washington, D.C., which was published by the *Outlook* in this connection in an issue recently to hand. Though intended in the first instance to apply to conditions in the U. S. service, it is easy to adapt it to the situation in Canada.

What do You Mean by "Pay"?

Clearly, a definition of terms is necessary on the threshold of a discussion of this kind, and Mr. Leupp accordingly begins as follows:

"Whether it pays to serve the

Government depends on the aims and attitude of the servant. From the point of view of the bank account it does not "pay" to marry for love, or rear a large family, or take care of one's parents in their old age; it does not "pay" for an employer to show his friendly interest in the comfort of his help outside of business hours, or for his help to seek means of making themselves profitable to him beyond the scope of their contracts. Yet some of us behave as if we did not realize the seriousness of these economic follies.

"The fact is, in order to judge whether any course of conduct pays, we usually balance its good against its bad effects and see which group outweighs the other; and in this process we are continually reminded that there are some values which cannot be expressed in dollars and cents. Satisfaction is one of them."

A Lucid Classification of Public Servants.

In the way still further of preliminary and clarifying analysis, the following classification of civil servants is laid down:

"For present purposes we may divide the civil service into five classes: (1) the political, embracing Cabinet members and a few others who are called into it because they are party leaders deserving of extraordinary distinction; (2) the professional, consisting of the judiciary, the scientific and technical experts,