

CIVIL SERVICE IS RECLASSIFIED

Final Report of Commissioner McCutcheon Presented to Legislature.

Civil Service Commissioner McCutcheon has been engaged on a classification of the Ontario civil service. His final report was presented to the legislature yesterday. The classification presented is in groups with educational and other qualifications, minimum and maximum salaries and so on. The existing salary scale is discarded and in the main salary increases are provided, a new minimum and maximum scale being drawn.

Hitherto the departments have been conducted as independent units and the survey made by the commissioner discloses many instances in which the salary bears little relation to the duties and responsibilities involved. Entire groups appear as underpaid. The salaries of highly qualified officials are in many cases too low. Employees engaged on practically similar work are receiving quite different remuneration.

The tendency is to attach undue weight to length of service. Salaries of many employees have been increased year by year regardless of any substantial change in duty with the result that some of the older civil servants are now receiving larger salaries than the value of their positions warrants. Several employees in advanced age are drawing substantial salaries, although performing only nominal duties, and a few are on the payroll at full salary while giving practically no service. This is largely due to lack of a retirement system.

Pay for Special Service.

The practice of allowing additional pay for special service has been a source of much dissatisfaction and has given rise to further inequalities with regard to the service generally. This can be avoided by standardization of salaries on a proper basis and application of the merit system.

Minimum compensation should be a living wage sufficient to a proper standard of living.

"There is nothing ideal about the minimum wage," it is an elementary principle of social justice, which should be insisted upon by the state. Equal pay for equal work and responsibility is proposed. In the interest both of the service and of the employees it would be best to adopt a level that does not involve a downward revision upon return to normal conditions. It is recommended that the graded bonus system approved last December be applied with such revision as may appear warranted from time to time until normal conditions return. Appointments to existing vacancies in any class should receive the minimum for that particular class with increases on the following basis:

Salaries under \$1,000, to get \$75 a year up to the maximum. From \$1,000 to \$2,400, \$100 a year. From \$2,400 to \$3,600, \$150 a year. From \$3,600 to \$4,800, \$200 a year. Over \$4,800, \$300 a year.

It is recommended, however, that merit should be recognized and an intermediate scale provided instead of the minimum. The merit recommendation should come from the deputy heads of departments.

EARLY CLOSING CONVICTED

A fine of \$7, with the option of seven days, was imposed by Magistrate Cohen yesterday on Cestas Apostolakis, who conducts the combined business of restaurant, cigar and fruit store, on Front street. He was charged with selling oranges to be carried out after 7 p.m., contrary to the early closing bylaw.

An appeal has been entered, the defence claiming that the bylaw is ambiguous.

DOCTOR LEFT \$5,125.

By the will of the late Dr. Patrick F. Coleman, his brother, Michael Coleman, inherits his whole estate, which is valued at \$5,125.

COOKERY COLUMN

COCOA FRUIT BREAD

- 1 cup sugar
- 2 cups graham flour
- 1 cup cooking oil
- 3 tablespoons shortening
- 1/2 cup walnuts
- 1 teaspoon cinnamon
- 1 teaspoon salt
- 5 teaspoons baking powder
- 1 cup milk
- 1/2 cup raisins
- 1 teaspoon vanilla

- 1. Mix and sift dry ingredients.
- 2. Add milk.
- 3. Add shortening, melted.
- 4. Add fruit and nuts, flour.
- 5. Turn into greased and floured pan.
- 6. Bake in a moderate oven twenty minutes.

COCOA BROWNIES

- 1/2 cup butter
- 6 tablespoons Cowan Cocoa
- 2 eggs
- 1 cup powdered sugar
- 1 cup flour
- 1/2 cup chopped nuts

Mix as for cake; spread batter on buttered tin as thinly as possible; sprinkle very finely chopped nuts on top. Bake in a very moderate oven till lightly browned. Cut in fancy shapes before removing from pan.



Send for recipe booklet to THE COWAN COMPANY LIMITED, TORONTO.



THE CHEMISE ENVELOPE

BY LILLIAN M. SCOTT.

THE fate of the light frock is often decided by the raiment worn beneath it, and, as the new printed chiffon frocks are of a sheerness, the effect depends, in great part, not upon the color of the fabric, but upon the lingerie.

A satin chemise, with a vest of lace and net, which fastens onto the shoulder straps, is a decided asset to the frock that requires the addition of a vest.

As the theatres and shop windows have recently displayed amazingly large quantities of beautiful underthings, the lovers of lingerie have become accustomed to the atmosphere of dainty silks and laces and are rather blasé upon the subject, therefore, to live up to modern expectations, silks and ribbons must be skillfully combined—must be dashing in cut and gay in hue to win even a mild feminine applause.

On the nineteenth-century undergarment we see apples, pears, grapes; in fact, all sorts of fruit embroidered artistically. On the bottom of one of the new under-skirts is an effective design. It was fashioned of soft silk. Around the bottom were scattered embroidered squares in blue and purple. The note was a new and charming one.

FIREMEN EFFECT DARING RESCUE

Chief Corbett and His Men Rescue 120 Horses Thru Dense Smoke.

Fighting their way foot by foot thru dense smoke along the corridors of the first and second storeys of the three-storey building occupied at 10 Windsor street by the Henry Carriage Company, fire fighters last night under District Chief Corbett rescued 120 horses from the scene of a fire which was noteworthy for its density rather than for any other spectacular effects. The cause was unknown. Ten reels responded and some remarkable scenes featured the fight, many of the horses frightened, straining their ropes so taut that in some cases they were rescued only after the hardest struggle.

The damage occasioned was small, smoke being responsible for most of the loss. The fire caused the extent of \$400 and contents to the extent of \$1,000. Several tons of hay were badly damaged by smoke and water.

REAL ESTATE NEWS

A committee of the Building Owners' and Managers' Association is at work on the task of compiling a table of Toronto office and warehouse rentals to facilitate the leasing of space at a flat rate per month or year, instead of at a rate per foot per annum as the practice has been in the past. It is felt by the committee that this method will be more satisfactory both to tenant and owner.

The aggregate rental from each building should, it is contended, provide a fair net return on the investment after taking care of depreciation and management. All the buildings in the association will be measured up and the proper portion of rent set against each office or warehouse floor and the renting agent will then be able to quote the monthly or yearly rental for any particular office, instead of a figure per square foot a year.

The owners of about 25 office buildings in the city are already represented in the association. A depreciation rate of three per cent. of the building cost will be fixed. This three per cent. sinking fund, put out at six per cent., will wipe out the cost of the building in about 30 years.

The building at the southwest corner of Yonge and Elm streets has been leased to Andrews & Morrison, Limited, for ten years at a rental of \$400 a month. The premises front 22 feet on Yonge and are three storeys high.

Mrs. Llewellyn Robertson has sold the residence at 82 Admiral road, to M. C. McLean, barrister. The site is 60 by 165 feet deep. About \$35,000 was paid for the property.

A small factory building at 74 Logan avenue has been sold to the Cameron Co. for \$11,500.

G. J. REILLEY'S ESTATE.

The estate of the deceased George J. Reilley, druggist, has been valued for probate at \$11,000 and under his will, his widow, Mrs. Nellie F. Reilley, is named executrix and sole beneficiary.

JAIL FARM FOR THIEF.

Sentence of nine months at the jail farm was imposed by Judge Coatsworth yesterday on Arthur J. Dainty for the theft of verandah furnishings.

"What's in a Name?"

Facts about your name; its history; its meaning; whence it was derived; its significance; your lucky day and lucky jewel.

By MILDRED MARSHALL

HETTY

The simplest little name of Hetty, suggestive of pleasant, homely domesticity, has a lofty significance. It is translated to mean "to star." Perhaps, after all, the steady, bright insistence of the stars may have some psychic reference to the generally accepted conception of the Hetty of the world.

Hetty is in reality the endearing diminutive given to the more dignified Hester, but so coldly austere is the latter name that Hetty has come to be bestowed in baptism with complete disregard for its proper predecessor.

Hetty came into existence by a rather complicated evolution through several languages. The fair daughter of the tribe of Benjamin, whose royalty insured her people's safety, was called Atossa. Her name in the Persian language—quite unpronounceable—was combined with the Latin word for star "stella," and from "stella" came the modern estrella. In the Septuagint, the Romans make this word Hester, or Esther.

In England, the "a" was dropped, and Hester and Esther were bestowed as feminine names. The latter became Essie when the inevitable diminutive was forthcoming, and Hester soon gave place to Hetty, the original form was usually preserved on the church registers. It was for America to gaily discard the proper appellation and substitute Hetty for all occasions.

Hetty's talismanic stone is the turquoise, which promises her steadfast friends, true love, and freedom from danger. If she sees the new moon reflected in the lake, she will have rare good luck. Saturday is her lucky day and five her lucky number. (Copyright, 1920, by The Wheeler Syndicate, Inc.)

MISSIONS IN INDIA.

Returned Chaplain Gives Interesting Lecture Before Zenana Bible and Medical Society.

A drawing room meeting was held yesterday afternoon at the home of Mrs. H. D. Warren, the guests being members of the Zenana Bible and Medical Mission, Rev. Dr. John Nell presiding. The speaker was Dr. Carter, an overseas chaplain, now in Canada in the interests of the mission in India. Dr. Carter pointed out the burden which the depreciation of the rupee had occasioned the work in India. There are 315,000,000 people in the eastern empire, of whom 150,000,000 are women and of these more than 40,000,000 are secluded. Education is very limited. There are some 400 workers in the Zenana Mission, all women, the medical department being carried on in a number of well equipped hospitals. The principal matter of business was the discussion of properties and sites, for a new headquarters and the opening of a boarding house. It was also decided to continue the project of a refreshment tent at the Exhibition, although owing to the high cost of food and labor it was felt to be an undertaking even more difficult than usual.

WANT A NEW HOME.

A large and enthusiastic meeting of members of Rosary Hall Association was held yesterday afternoon, the president, Miss Marie Macdonell, in the chair. The principal matter of business was the discussion of properties and sites, for a new headquarters and the opening of a boarding house. It was also decided to continue the project of a refreshment tent at the Exhibition, although owing to the high cost of food and labor it was felt to be an undertaking even more difficult than usual.

MICHAEL CLARK, M.P., AT EMPIRE CLUB

Gives Interesting Address on Conditions Existing in Britain.

Dr. Michael Clark, M.P., is at his best in a fighting speech. Yesterday at the Empire Club he gave an allocation upon the British Empire which greatly pleased the crowded audience and won much praise from Sir Wm. Hearst, who expressed its gratitude. Here are some of his points:

In the 1850's the United Kingdom at thirty million people and now nearly fifty million. Pauperism declined from 100 per 1000 in 1840 to 40 per 1000 in 1870, and 25 per 1000 in 1907. This is the record of an improving people, the secret of whose success was that they always had a purpose, believed in their own destiny and were sincerely religious.

The people in the old country are all politicians and politicians all the time, and do not make free election cries every four years. They have a passion for law and good government and justice. The common law of England and the broad common sense of all history, and in the United States courts it was impossible to avoid quoting it as it is to ignore the Sermon on the Mount.

The British became the greatest colonizers of all time, because they extended their rule without domination. Britain has not appeared to rule other peoples because she ruled by practicing the law of liberty.

Empire Will Endure.

The empire will endure just as long as the principles and institutions which have distinguished its growth are held sacred by all the people in the scattered nations which have grown from Britain's mighty brood.

Dr. Clark found three great distinctions in what has happened in the old land since the war. The first was the speed with which she put her industries on their former standing, particularly shipping. The second, that she has relieved the distresses of the women and children of her old foe, Austria—a point which Dr. Clark expected to be applauded more loudly than it was. The third that people in Britain, particularly the women, have espoused the cause of the league of nations, which shows that they are for keeping the peace in the future.

BOARD OF HEALTH'S QUICK SESSION

Board of health convene at 8 p.m., adjourn at 9:15 p.m.; reconvene at 9:15 p.m., read journal at 9:25 p.m. Finish following a congratulatory address from Ald. Ryding of Ward Seven, recently a guest of the board of health. This was the history of the quickest session of the board of health yet held at the city hall. Ald. Ryding's address of felicitation was practically the only feature of the session. While the alderman congratulated the B.O.H. upon the splendid work accomplished both by him and the board of health in Toronto, and praised the self-sacrificing services of the Toronto nurses, he paid his meed of tribute to Dr. McCullough and the provincial board of health in the form of severe criticism of its personnel. "If Dr. McCullough had on his board of health men with real practical experience, men with knowledge of the rudiments of sanitation, of drainage and of rivers, the province would be better able to cope with emergencies when they arise, instead of referring the cases to Toronto."

"I favor the proposal to build or acquire a new isolation hospital," continued Ald. Ryding, who advocated an iron man movement to deal with the street car system in Toronto to prevent overcrowding. He also strongly adhered to his opposition against vaccination, compulsory or otherwise.

DRUNK AUTOIST JAILED.

Sentence of one week in jail was imposed yesterday on Carl Cowlin, who pleaded guilty to being in charge of a motor car while drunk.

BENCH WARRANTS ISSUED.

Judge Coatsworth yesterday issued bench warrants for Percy Fink and Anna Brinkman, who were to appear on a charge of arson.

ONE EVERY MINUTE By Billy Scott



CONSIDER THE LILIES.

HIGHWAY robbery is shore old stuff, alright. Why, there's a bunch of lifters loose just now that's got the old system backed right out of existence, and all you need is a few ideas and a lotta nerve. Do you get me? Then get this:

Lily, every other dame, I guess I gotta lotta frens I ain't real crazy about, and when I turned my lamps on Lily White gettin' on the trailer this mornin' sportin' one of them new leather hats. I was so at with jealousy I felt like grabbin' her round the tonsils and makin' her spill me the dope as to where she had the change for such a fine chapeau, but bein' a lady, of course, I had to purr, "Hello, dearie" and a lotta bunk like that, and all the time I felt cheap like a bit o' mud (which I hadn't ought to, knowin' as I did that even the her hat was made of leather, her boots was not, and mine was, for which reason I kept them in a jewel case, night).

But, anyway, when I got back to our diggin' tonight I had put Lily White's hat out of my mind and would shore never have given it another thought if Hil hadn't been all for throwin' a fit.

"What's the chatter?" says, sportin' an extra World she was rolled in.

"Lily White's a fren' of yours ain't she?" she asked.

"Shore!" I says, "I ain't got nothin' against Lil' cep't the pound of sugar she borrowed. Why?"

"Well, Lil's been pinched, took right off the trailer and hauled to the lock-up for stealin' the hat off of the back of one of the seats at a movin' picture theatre. She must be barmy, I guess."

"Not on your life, she ain't barmy. I'm gonna tell you that that leather made some classy lid. They'd better watch that dame or she'll be pinchin' a cop's tunic for a spring suit. The kid's clever. It's a gift!"



Penniless Old Men

YOU know many of them—men who in their prime made plenty of money, but who spent as freely as they earned. Old age finds them in a sorry plight.

You don't expect to be without means of support when you grow old, do you? Neither did they. But you can escape their bitter experience if you will and that quite easily.

A few dollars saved each year—now, when you can spare the money—and invested in an Imperial Endowment Policy will provide the means to keep you in comfort and independence in your old age. Or it will take care of your family should death call you early.

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BONE DRY STATE FOR THE TEMPLARS

At its biennial session held on Tuesday and Wednesday this week the Royal Templars of Temperance passed a resolution asking the provincial legislature to enact legislation providing safeguards against any revival of the drink evil in Ontario, using all their powers to enforce legislation already in existence, and also asking the Dominion government to deal effectively with this question. This resolution looks to the entire suppression of manufacture, importation and interprovincial trade in liquors throughout Canada. In other words, bone-dry legislation is advocated by this association.

The movers of the resolution, in a long preamble, have pointed out that the past decade has witnessed a succession of victories for the cause "in every province, unparalleled in the history of the Dominion."

WANTS TORONTO TO PAY PIPER

Toronto-Hamilton Highway Commission wants Toronto to pay a larger share of the costs of widening the highway west of the city. Irving S. Fairly, assistant city solicitor, yesterday represented the city before the highway board when the commission brought this matter up for adjustment. It was pointed out that Toronto's original share of cost in the entire undertaking was assessed at \$150,000, later increased to \$250,000, and that if Toronto bore her fair share she would now have to bear costs totalling about \$321,350. The highway was widened from 18 to 24 feet from the city limits to the O'Connor road.

Mr. Fairly for the city pointed out that the commission had promised an 18 foot concrete highway right up to Hamilton. He further stated that the statements of the commission relative to the matter had not been received early enough to give sufficient time to consider them at the present date. D. M. McIntyre, chairman of the board, suggested an adjournment to permit the various municipalities to clear the statements submitted. Adjournment was finally granted to April 12.

SPECIAL MATINEES OF CLASSICAL NATIONAL DANCES AT MASSEY HALL

Owing to the large demand for seats to see the recital of classical and national dances which Miss Sternberg's pupils are giving at Massey Hall on Friday evening, March 19th, a special matinee has been announced for Saturday, March 20, to accommodate those who are unable to attend the evening performance.

Come and bring the children to see the Lamphades dance in the Hall of the Lamphades, the Hunting Dance, the Wee Rose on a Lattice, the Baby Cupids, the Pastoral Symphony and the pretty and artistic costumes of the performers.

WILL NOT RUN.

Despite the urging of friends that she should stand as candidate for the regency of the Municipal Chapter, I. O. D. E., and for which she was nominated at the last meeting, Mrs. Ambrose Small has declined to run for the office.

RICH LUMBERMAN'S WILL.

Probate has been granted to Mrs. Catherine Alvina Hetherington, sole beneficiary and executrix named in the will of her deceased husband, William John Hetherington, a lumber dealer. The estate is valued at \$41,158.

STATED CASE SIGNED

Yesterday Justice Latchford signed a stated case for George James Copen, at present under sentence of death for the murder of his wife, who was burned to death in their home. The hearing on the stated case will be heard probably next week.

ACTION BY T.E.I.

Action has been entered at Osgoode Hall by the Toronto Electric Light Company against the Canadian Stewards' Company for \$4,540.20, claimed to be due for electric energy and the rent of three transformers.

FINED FOR ASSAULT.

Convicted of assault yesterday, Duile Erwin was fined \$10, or one month, by Judge Coatsworth.

SALE OF HOME COOKING.

Members of St. Andrew's Chapter, I.O.D.E., made nearly \$100 thru their St. Patrick's Day sale of home cooking, made by themselves, although the members are all working girls with little time to spare for outside interests. Proceeds will go towards their memorial fund.

MINING BROKER CHARGED.

Judge Coatsworth reserved judgment till Monday when Stanley Vickery, a mining stock broker, pleaded guilty yesterday, in the county criminal court, to five charges of theft and receiving from various customers an aggregate of \$168. Crown Attorney Greer informed the court that there were several thousand involved besides the present charges.



Pantry Shelves and Bake Boards Kept clean and hygienic with Old Dutch

Economical and Thorough