

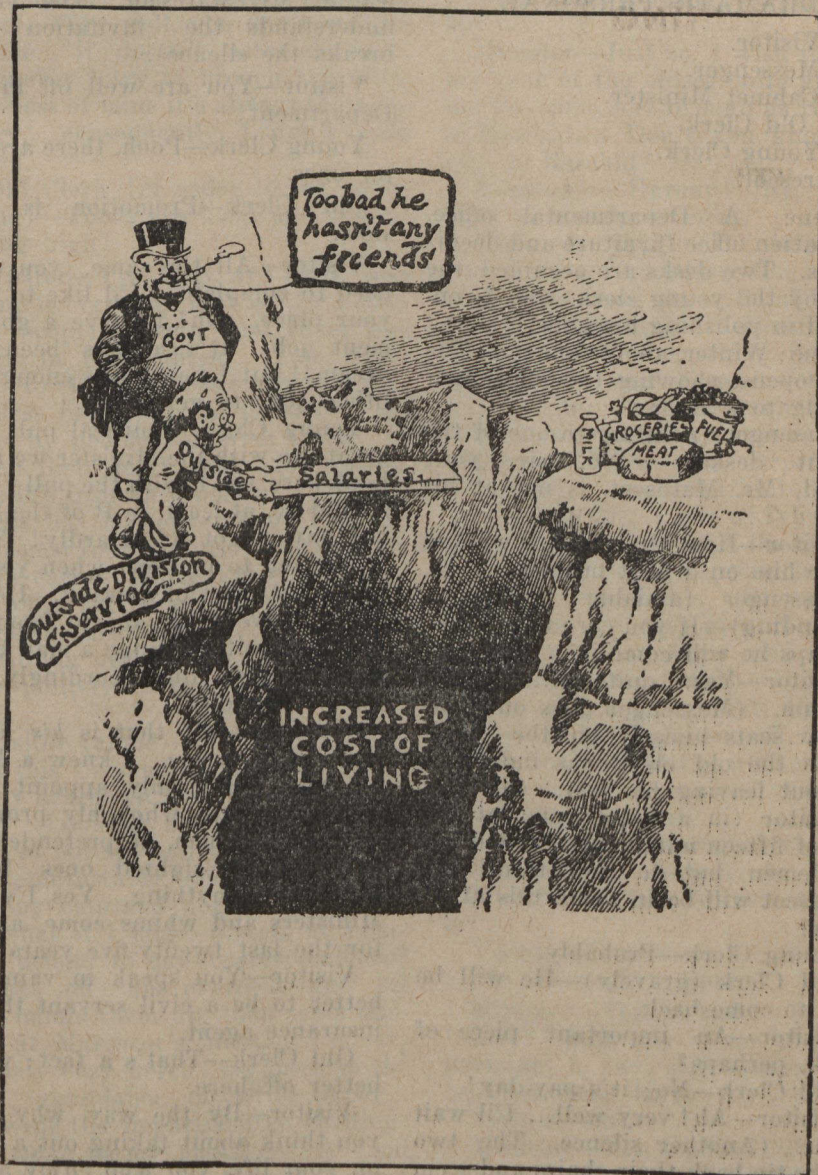
THE CIVILIAN

VOL. II.

MARCH 11th, 1910

No. 23

Too Short !



With acknowledgement to the Los Angeles Herald.

The plank should be cut longer at once. Canada has plenty of saw-logs

The Propitious Moment — (Le Bon Moment).

(Translated from the French of Jules Chancel.)

By B. W. T.

DRAMATIS PERSONAE.

A Visitor.
A Messenger.
A Cabinet Minister.
An Old Clerk.
A Young Clerk.
Marescot.

Scene: A Departmental office, regulation office furniture and decorations. Two desks are occupied, the first by the young clerk, who is engaged in polishing his nails.

Time: Winter, about four p.m. The door opens, showing the messenger talking to a visitor.

Messenger (pointing to one of the vacant desks) — No, sir, your friend, Mr. Marescot, is not at his desk.

Visitor—How tiresome; I wanted to see him on urgent business.

Messenger (amiable and condescending)—If you care to wait, — perhaps he will come in...

Visitor—Yes... quite so... I'll wait for him. (Messenger goes out, the visitor seats himself on the chair which the old clerk has indicated, without leaving his seat. Silence).

Visitor (in a timid voice at the end of fifteen minutes)—Pardon me, gentlemen, but do you think M. Marescot will be in again this afternoon?

Young Clerk—Probably.

Old Clerk (gravely)—He will be sure to come back.

Visitor—An important piece of work, perhaps?

Old Clerk—No; it's pay-day!

Visitor—Ah! very well... I'll wait then... (Another silence. The two clerks tip back their chairs and seem to show by their attitudes that they are disposed to enter into conversation with the friend of their col-

league, Mr. Marescot. The visitor understands the invitation and breaks the silence).

Visitor—You are well off in this Department!

Young Clerk—Pooh, there are better ones.

Old Clerk—Promotion is very slow.

Visitor—All the same, you don't need to complain... I'd like to be in your place. Oh! to have a government job! It's always been my dream!! but I never had enough political pull to get one.

Young Clerk—Political pull is of great use with the Minister we have! Look here, sir, I, with the pull I have, should be, at least, in B of the First, but have I got it? Hardly! There is nothing to be done when you are under that sort of a crank. He pretends to weed the sheep from the goats himself, to judge a man by his work, reward him accordingly, etc., etc. What folly!

Old Clerk—If that is *his* hobby, they all have one. I knew a Minister who would only appoint blond clerks, another who only promoted near-sighted men, he pretended that only the near-sighted ones looked closely into anything... Yes, I've seen Ministers and whims come and go for the last twenty-five years!

Visitor—You speak in vain; it's better to be a civil servant than an insurance agent.

Old Clerk—That's a fact; we are better off here.

Visitor—By the way, why don't you think about taking out a policy on your life, you who enjoy a fixed income? (Starts off his patter). The life of all salaried men is a capital, and all capital should be secur-

ed... I can make you several propositions, each one more advantageous than the other. For an annual premium of 100 dollars, at the end of thirty years, you are guaranteed... (The young clerk and the old clerk show plainly by their inattention and sudden scowls that they haven't the slightest intention of insuring their lives. The visitor perceives this.) Very well, you don't wish to insure... it doesn't astonish me... whenever I try to broach this little business of mine it's always the same story... consequently I don't earn much.

Old Clerk (in order to say something)—Times are hard and cost of living high!

Visitor—Yes, they are hard, and living is high, and that is why I envy you people so snug and smug and warm in your offices. You don't have to climb endless stairs and ring endless bells, only to be shown the door by people you wish to talk to about their death, under the pretext of a life insurance policy! (The two clerks let the conversation die out. Half-past four has just struck, which is the earliest moment they can leave the office. After careful preparation and some discussion as to whether it is raining or is going to rain, they bow politely to the visitor and go out).

Visitor (alone)—I'm beginning to find this tiresome, Marescot; it's already nearly an hour I've been waiting. (Looking about him.) After all I'm not too badly off here, warm and comfortable, and outside it's raining cats and dogs... I'm alone! ... what if I make myself at home and attend to my correspondence? (Takes off his overcoat and his hat, hangs them up, then seats himself at Marescot's desk.) I'm extremely cozy here... my back to the fire... abundance of letter paper... all with the departmental heading! I'll write to my manager. A good idea for him to see that if I don't bring in any business, at least I have a political connection. (He writes

with great application, when suddenly the door opens wide, and the messenger appears bowing very low before a stout, bald man, who comes in with an air of authority. Let us say at once that it is the Minister himself!)

Minister (to messenger)—You can go; I don't need you.

Messenger (bowing)—Very well, sir.

Minister—Just so, I wish to make my tour of the offices quite alone. I am the same sort of man as Haroun-al-Raschid... Don't you know Haroun-al-Raschid?

Messenger—Haroun! No, sir, he isn't in our department.

Minister—Well, never mind; he was a sultan something like me. A chap who used to walk about the streets of his capital in disguise, and wanted to see everything for himself; I, too, want to see everything for myself. I go through all the offices, but I find no one in them. (Sees the visitor, who, surprised by the Minister's arrival, tries to become invisible behind a pile of files.) At last! Here is a clerk,—the first one I've seen. (He approaches the desk.) And he is still working! That's fine! Simply great!! (To the visitor, who has risen and is endeavouring to get out.) Don't be afraid, my man, I repeat, I am like Haroun-al-Raschid, severe for the idlers, but just for the workers. You are a worker, I can see that at once. What is your name?

Visitor (in a strangled voice) — Gobergeois, sir; Gobergeois.

Minister—What branch are you in?

Visitor—I represent, sir, the Moon, a life insurance company.

Minister—That's bad, very bad; I don't want any clerk in my department to have any occupation except his work here.

Visitor—But...

Minister—Yes, I know beforehand what you are going to say; your salary is so small you are obliged to solicit life insurance on the side.

Visitor—It's not altogether that, sir...

Minister—Well, well, then be quite frank... To begin with, your face pleases me.

Visitor—Oh, sir!

Minister—And, besides, in the three offices that I have been in, you are the only clerk I have found at his desk; that alone merits a reward (solemnly): M. Gobergeois, I am going to do something for you. Come to my office to-morrow morning at ten o'clock.

Visitor—I ask nothing better... but why?

Minister (delighted to produce his effect)—I appoint you my private secretary!

Visitor (dumbfounded)—Me!!!

Minister—Yes, you, Gobergeois. You are astonished, aren't you?

Visitor—Well, rather!

Minister—I'm like that. All for merit, no favouritism; I don't know you, and you haven't been recommended by any one.

Visitor—I certainly haven't!

Minister—But I find you at work while the others have skipped out, so as I need someone, I take you! There, it's understood, is it?

Visitor—Certainly, sir; I'm delighted, but I'm not...

Minister—Not another word. But you would probably like to know the conditions. To begin with, 100 dollars a month, that's more than you are getting now?

Visitor—Oh, yes!

Minister—And then there is 'the cheese.'

Visitor (not understanding)—'The cheese'?

Minister—Yes, 'the cheese,' the what do you call 'em, your prospects. When I give up my portfolio in a few years I'll find you a collectorship or make you a deputy minister!

Visitor—But you are too good, sir; it is too much, a great deal too much...

Minister—Not at all, not at all; I've already told you that I am the

same sort of chap Haroun-al-Raschid was. I surprise the lazy, the guilty, those that pilfer and steal, and I reward those that work! I delight in making people happy. So much the better for the lucky ones. I shall sleep well to-night, thinking how unexpectedly I have brought happiness to a humble home. Good-day, Mr. Gobergeois, (gives him his hand) To-morrow at ten!

Visitor—At ten to-morrow, sir. (The Minister goes out on the run. To messenger): Well, what do you say to that?

Messenger—I'm still dizzy from it. Ah! at last here comes Mr. Marescot.

Marescot (rushing in)—Good-day, Augustus, sorry to have kept you waiting, old man.

Gobergeois—You don't need to apologize. I haven't lost my time.

Marescot (looking at his desk)—Ah! I see! you've been doing up your correspondence; it is comfortable here.

Gobergeois—My friend, it is so very comfortable that I have decided to remain.

Marescot—How is that? You have decided to remain?

Gobergeois—Yes, the Minister has just appointed me his private secretary.

Marescot—You?

Gobergeois—Yes, me! 100 dollars a month and 'the cheese.'

Marescot—When does this wonderful appointment date from?

Gobergeois—About five minutes ago. The Minister came in, found me at your desk occupied in writing my letters, whereupon he complimented me, asked me my name, told me he was the same sort of chap as Haroun-al-Raschid, and gave me an appointment at his office to-morrow morning at ten o'clock.

Marescot—What does this fool yarn mean?

Messenger—It's the solemn truth, Mr. Marescot.

Marescot—Get along with you, the Minister found you at my desk and

took you for me; I am the one he wants to appoint.

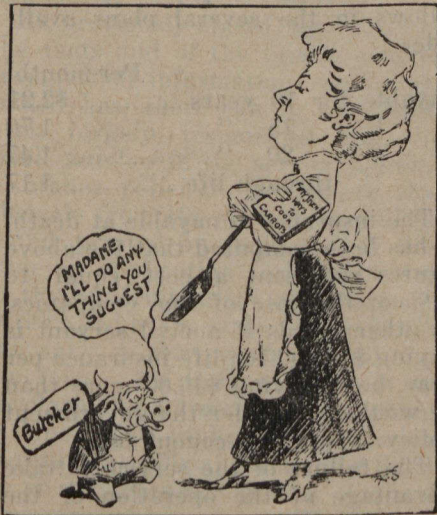
Messenger—No, not at all; he wrote Mr. Gobergeois' name in his note book.

Marescot—But it is impossible! It's idiotic! You have no claim to the position!

Messenger—Excuse me, Mr. Marescot, but your friend has the best of claims to the position. He was on hand at the propitious moment. Twenty years in a Minister's waiting-room have taught me that in life the principal thing is to be on hand at the propitious moment. M. Gobergeois was on hand. So much the better for him. (Nods slightly). Good-day, Mr. Marescot (bowing very low to G.) I have the honour to wish you a very good afternoon, M. Private-Secretary Gobergeois. (Goes out.)

Marescot (falling stranded on his chair)—He was on hand at the propitious moment!

(Without having the courage to give vent to his indignation, Marescot, as the curtain falls, thinks over the messenger's words of wisdom, which will serve as a moral to this play, if a play happens to need a moral.)



THE ONTARIO GOVERNMENT LISTENS TO THE APPEAL FOR JUSTICE.

If there were any civil servants within the precincts of the chambers of the Ontario Legislature on the afternoon of the 19th ult., they heard what must have made their hearts glad. The House was in committee of supply and the subject under discussion was the increasing of civil service salaries.

"In view of the increased cost of living," declared Sir James Whitney, "I am sure we would have been justified in granting a much larger increase than is being given. I can hardly understand how the average employe of this Government can raise and educate a family in this city of Toronto on the salaries that have been given. It used to be that the Government official was looked upon as receiving more than the average man in other occupations. To-day the reverse is the case."

Hon. A. G. MacKay, the leader of the Opposition, concurred in the remarks of the Premier. He would like to know, however, what system had been adopted in striking the schedule of increases.

Hon. Frank Cochrane explained that they were awarded largely according to merit.

Mr. Studholme said he understood the Premier to begin at the top. If he couldn't understand how the \$1,500 man could live, what about the \$500 man. The latter should get the first consideration.

Hon. Col. Matheson explained that it was mainly the lower ones that were getting the increases. "We found," he said, "that they were leaving the service, getting into debt, etc."

Surely the conscience of the Dominion Government must be beginning to prickle hard in the face of this when it thinks of its outside employes.

THE CIVILIAN

Devoted to the interests of the Civil Service
of Canada.

Subscription \$1.00 a year ;
Single copies 5 cents.

Advertising rates are graded according to position and space, and will be furnished upon application.

Subscriptions, MSS intended for publication, and all other communications should be addressed to

THE EDITORS,
THE CIVILIAN,
P. O. Box 484, Ottawa

Communications on any subject of interest to the Civil Service are invited and will receive careful consideration.

Ottawa, March 11th, 1910

CIVIL SERVANTS PLEASE READ
THIS ARTICLE.

The Civilian is to-day undertaking a propaganda of a purely financial character, the second work of this kind it has taken up. The first, the founding of the Civil Service Savings and Loan Society, has thus far benefitted chiefly civil servants resident in Ottawa. The effect of the present movement may be, and it is to be hoped will be, much more far-reaching.

The service should take advantage of its opportunities. A great deal is heard of things that are lacking in the service, of disabilities, and so forth. It is not unlikely that some day a reply may be received by the service to the effect that "it would be well for you to make good use of the privileges you enjoy before asking for more."

The opportunity referred to above is the unparalleled offer the Govern-

ment makes in the Civil Service Insurance Fund. It amounts almost to a scandal that of some 8,000 civil servants eligible to participate in this fund only 400, or 5 per cent., have taken advantage of it. Of course the cause of this situation lies in the fact that no publicity has been given to this subject. Life insurance is a business that depends traditionally upon a canvass. There has been no canvass in the past. This deficiency *The Civilian* hopes, so far as it is able, to overcome.

It seems hardly necessary to preach either to the provident or the improvident of the advantages of an investment in life insurance. To the man of family or one who has dependents of any kind it is a prime necessity of life, and like everything else one that has increased in cost in recent years. Even for the good name of the man who determines to keep aloof from family entanglements, it may be found well that an insurance policy for a couple of thousand dollars drops into his estate to keep his honour blameless from debt.

The benefits offered to the service by the Insurance Fund are best shown by an illustration of a civil servant aged 30 years taking out a policy for \$1,000.00. The monthly deduction from the pay-cheque is as follows in the several plans available:

	Per month.
Payable for 10 years	\$2.21
" 15 "	1.70
" 20 "	1.47
" through life	1.17

The insurance is payable at death. It has been computed that the above figures represent a cost equal to 60% of the rate of line companies. In other words if a civil servant is paying \$100.00 for life insurance per year, he is paying \$40.00 more than he would pay under the government policy. This is a cogent fact.

The failure of the service to take advantage of the operation of the Insurance Act is a severe personal

and individual loss in the cases of those eligible to take out a policy. It is more. It militates against those who are at present under the Act, and those who are at present ineligible, as will now be pointed out. It is desirable to extend the operation of the Act in three respects:

(1) To those already under the Act who appreciate its advantages and desire to have the maximum amount of the policy increased from \$2,000 to \$5,000.

(2) To those contributing to the first Superannuation fund and paying only 2% thereon who at present must pay an additional 1% on taking out a policy.

(3) To women employees.

The three foregoing classes of civil servants will no doubt experience delay in getting their desires fulfilled owing to the little attention paid to this beneficent act by the service itself. The object of the present writing is to advertise throughout the service the benefits of the C. S. Insurance Act, and to rouse the members of the service to a sense of their duty in the matter by presenting the facts. In this respect *The Civilian* is acting on behalf of the service in the capacity of an insurance agent without commission.

As previously stated, ignorance of the facts and of the proper sources from which information can be obtained has, there can be no doubt, been largely responsible for the small number in the service holding insurance policies. To remove this obstacle from the way there will be found printed on page 661 of this issue an application form addressed to the Superintendent of Insurance, Ottawa, which may be conveniently cut out. A few words will fill up the form. All then required is an envelope and a stamp, and the thing is done. The applicant will receive in return an official form to be filled up in the presence of the medical examiner whose name will be supplied by the department.

All that remains to be said at this time is a final word of appeal to the service to take up actively this matter so important to one and all. The number of policy-holders should be immediately increased to 1,000. This will be at once a great individual gain, as the acceptance of every exceptional bargain certainly is. It will also signify to the government that the members of the civil service are alive to their best interests. See page 661.

SUPERANNUATION.

Any news as to the subject of Superannuation receiving the attention of Parliament will, be received with joy by the service all over Canada. For this reason the item which appeared in the local papers last week to the effect that the Senate was considering the subject, is interesting. As is well known the Senate cannot initiate a money bill. It is understood, however, that the committee appointed to report on Superannuation, of which Senator Power is chairman, will recommend to the government the taking up of this important question at the earliest possible opportunity. The committee will also submit a draft bill in connection with their report. This action on the part of the Senate at least keeps the subject alive, and everything in connection with the movement will be reported promptly in *The Civilian*.

Apropos of the re-introduction of Superannuation in the service it is interesting to note that the government gives parental but explicit advice to the chartered banks of Canada to establish pension funds. Section 18, sub-section 2, of the Bank Act reads as follows:

"The shareholders may authorize the directors to establish guarantee and pension funds for the officers and employees of the bank and their families, and to contribute thereto out of the funds of the bank."

Considering the moral support thus given by the government to the principle of Superannuation, it is not easy to understand that it has allowed twelve years to pass without seriously considering the question from within. And the harsh thing about the situation is that there are now nearly 6,000 officials on the permanent list who do not participate in any Superannuation scheme.

PUBLIC OPINION TO THE RESCUE.

The Railway Mail Clerks, who have been making such a strenuous fight of late for the recognition of their claim to better treatment, seem to have won already, so far as the public is concerned. The Government is accredited with being amenable to public opinion. If so, such remarks in the press as we quoted a fortnight since, with others like the following in the Montreal Star, should put an end to further delay in the performance of an act of simple justice:

"The railway mail clerks," says the Star, "are again endeavoring to place their grievances before the Government in such a light that they may hope for a definite readjustment within a specified time. Few of us realize how much of our personal convenience as well as our business necessities depend upon the faithful, intelligent work of this branch of the Post Office Department. The work itself is hard, perilous and exacting. Whatever suggestions the clerks have to make are entitled to serious consideration."

The Montreal Herald is quite as unequivocal:

There seems to be a good deal of justice and common sense in the claims of the Railway Mail Clerks for an increase in the scale of remuneration. The argument that the quality of the service is deteriorating through inability to get men with the necessary qualification at the present rates is one that we should hardly care to endorse, for the repu-

tation of this branch of the service is still excellent, and if anything probably better than that of the stationary branches. But it is hardly possible that the standard can be maintained much longer, in view of the general rise in all other departments of public and private service, unless there is some recognition of the present claims.

As for the argument of justice, it seems to be sufficient to establish a prima facie case, to say that the rates of pay for corresponding services in the stationary branches are now higher than those in the Railway Mail service. The serious risk involved in travel in the car nearest to the engine during every working day and night, the less healthy conditions on the cars as compared with at any rate the more modern business of the service, the exposure to severity of weather, and the discomfort attendant on constant moving about the country, with train delays, irregular meals, broken rest and so forth; all these are surely grounds for consideration at least as favorable as that accorded to the clerks on terra firma. There may be compensation considerations, but if so they have not yet been made apparent.

BETTER LATE THAN NEVER.

Fourteen employees of the Department of the Interior were given a pleasant surprise on Saturday, Feb. 26th, when they received cheques for sums varying from \$190 to \$212 on account of "back increase."

The civil servants in question were transferred from the temporary to the permanent staff of the Interior Department in August, 1908, but did not report for duty until after September 1st, from which date the flat increase went into effect.

The contention was raised by the Auditor-General that they were not entitled to the increase, and the question was referred to the Department of Justice, which has finally decided that the claims of the employees to the increase was justified. As a consequence, the back pay has now been handed over.

A woman in Baltimore got three thousand dollars for three kisses. Another proof of how high prices are attacking the necessities of life.

—The Dipper.

At the Sign of the Wooden Leg.

My first duty this week is to say a few words to Peter Pan, who came so graciously forward in your last number and introduced me formally to your Good Friend, now I hope Our Mutual Friend. Mr. Pan is somewhat weak on quotations, — no doubt he is a better Peter than repeater,—for not only did he refer to *The Civilian's* "Good Friend" as its "Kind Friend," but he made Mr. Boffin speak of me as "a genius with a wooden leg." What Mr. Boffin did call me was "a literary man with a wooden leg," which is quite another thing.

But it is not so bad to misquote a person's words as to misapprehend his meaning, and, in justice to Mr. Double P, I have no doubt that on that momentous morning when Mr. Boffin heard me read the poet's lines to my customer I appeared as great a genius as could well be, for it is out of our ignorance that we often worship our gods. Emerson says that men cease to interest us when we find their limitations.

(To get ahead of the higher critics who will protest that Wegg should not quote Emerson, let me say once for all that to fill up my page I must quote somebody, since original things, like Joe Gargery's tombstone verses, "cost money," and I claim the right as Mr. Boffin's literary man to ransack all books for this department as I took the right when his housekeeper to overhaul his golden dust-heaps.)

After all, it is well to have the reputation of being somebody worth something, for our very vanity, of which we all have a little, demands that we keep up the fiction about ourselves, and thus we may become in some measure what we appear to be. This fact affords an apology for the use of soft soap; it at least offers a justification for kind words and charitable criticisms. When a

chief tells his subordinate that his books are well kept, even if there be a blot here and there, and says it in such a way that the subordinate is convinced of his chief's sincerity, it is a hundred to one that the clerk will not consider this as a license to go on making blots but rather as an earnest of the praise he will receive if he keeps doing his best day by day.

In this peculiar life of ours there is little direct criticism of one's work. There may be some back-biting and hole-and-corner conferences on the shortcomings of some of the clerks, but very few are called on the carpet and told about their mistakes. On the other hand, there are not many medals struck to recognize clerical work. This does not mean that no one cares about the civil servant's record, only that no one seems to care. Here is found a partial explanation of the apathy and discontent which even bonuses and double statutory increases cannot overcome. Well did old Luther say, "The human heart is like a millstone in a mill,—when you put wheat under it, it turns and grinds the wheat to flour. If you put no wheat, it still grinds on; but then 'tis itself it grinds and wears away." This little parable needs no amplification.

Well, I started out to show that I am not a genius, and must consider the point established; also that I am a literary man, and I hope my quotations from such various sources as Luther, Joe Gargery and Emerson will bear me out in my claim. I have a few more quotations copied out for use, but I am like the stutterer who took lessons to remove his defect. The system of teaching was to exercise the student on the old tongue-twisters so well known to us all. This stutterer learned to tell about Peter Piper and his pipers, but when friends congratulated him on his success with this difficult combination he complained that it was "h-hard to g-g-get a ch-chance

to work it into or-or-ordinary e-e-con-versation."

Yet an ingenious man can always make a good show of a limited stock of learning; so I hope to find a use for all my commonplaces before the Sign of the Wooden Leg is taken down. "A little knowledge is a dangerous thing," but not so terribly dangerous to the owner if he keep the butt end in his hand and the muzzle toward his neighbor.

I rather admire the brave unctuousness of Bunyan's Talkative, who, when Faithful asked him what "we shall at this time found our discourse upon," replied: "What you will. I will talk of things heavenly, or things earthly; things

moral, or things evangelical; things sacred, or things profane; things past, or things to come; things foreign, or things at home; things more essential, or things circumstantial; provided all be done to our profit." Such a man could fill up a whole issue of *The Civilian* while I am working at a single page, and would have enough by-products of his labor to stock a Saturday extra. I can only follow afar after such a harvester, gleaning like Ruth (if you can picture Ruth with a wooden leg) a few ears of corn for my fortnightly feast, yet ready to acknowledge the corn when found poaching on my neighbor's preserve.

SILAS WEGG.

What the Civil Service of Canada offers to the Engineering Profession.

A Study in Contrasts.

One of the most interesting conventions recently held in Canada, in a month peculiarly dedicated to such gatherings, was that of the Canadian Society of Civil Engineers, held at Ottawa in the opening days of February. The meeting was of interest from a variety of standpoints; but the incident to which attention is directed here was the discussion which took place with reference to the treatment of the engineering profession under the civil service law of Canada.

The discussion was introduced by Mr. C. E. W. Dodwell, of Halifax, N.S., whose chief point was the insufficiency of the classification of the engineering corps from certain privileges now enjoyed by other branches of the service. "Insurance, annuities and grants," were somewhat vaguely named as constituting these privileges.

Commenting on the discussion, the Canadian Engineer said:

The engineers of the Departments of Public Works and Railways and Canals carry on some of the most important work in Canada, yet the remuneration they receive is not

in any way commensurate with their responsibility or their tasks.

In the outcome a committee of the Canadian Society of Civil Engineers was appointed to take up the matter of improving the condition of the engineers in the Government service, and every Canadian engineer having specific information bearing on this matter was asked to get in touch with the committee through the secretary of the Society.

As a criterion of the standard to be aimed at it may be of interest to note what the engineering profession receives at the hands of other governments, — for example, in India and Australia.

Engineers in the Civil Service of India.

In India the candidate for appointment must be at least an Associate Member of the Institute of Civil Engineers or hold a degree in science or engineering.

The salaries of the various ranks of the Department are as follows:—

Class.	Salary per annum.
Chief engineer, first-class	\$13,200
“ “ second-class	12,000

Superintending engineer, first-class....	9,600
“ “ second-class	8,400
“ “ third-class..	7,200
Executive engineer, 20th year of service and following years	6,000
Executive engineer—	
19th year of service	5,760
18th “ “	5,520
17th “ “	5,280
16th “ “	5,040
15th “ “	4,800
14th “ “	4,560
13th “ “	4,320
12th “ “	4,080
11th “ “	3,840
10th “ “	3,600
9th “ “	3,360
Assistant engineer—	
8th year of service	3,168
7th “ “	2,976
6th “ “	2,784
5th “ “	2,592
4th “ “	2,400
3rd “ “	2,208
2nd “ “	2,016
1st “ “	1,824

As to pensions, an engineer is eligible for a pension on voluntary retirement, after completing twenty years' service, or reaching the age of fifty-five years. If, at an earlier date, he is compelled to retire from the service through ill-health, he becomes eligible for an invalid pension or gratuity, according to the length of his service, as follows:—

After ten years of service an invalid gratuity of one month's pay for each year in the service.

After ten years or more of service, an invalid pension of the following amounts:—

Years of completed service.	Sixtieths of average emoluments.	Limit of pension.
10	20	\$ 400
11	21	560
12	22	720
13	23	880
14	24	1,040
15	25
16	26
17	27
18	28	1,200
19	29

After a service of not less than 20 years, a retiring pension not exceeding the following amounts:—

Years of completed service.	Sixtieths of average emoluments.	Limit of pension.
20 to 24	30	\$1,600
25 and above	2,000

Engineers who have shown special efficiency during three years' service in certain appointments may be allowed an additional pension of \$400 a year.

Engineers in the Australian Service.

In Australia, where the conditions are more like our own, the candidates for appointments in the professional division (the engineering service of the Public Works Department) must be British subjects, between the ages of eighteen and twenty-two.

After passing a competitive examination, a successful candidate is appointed a "cadet draughtsman." The first appointment of a successful candidate is probationary and the initial salary is \$375 per annum, advancing by annual increments of \$75 up to \$750 a year.

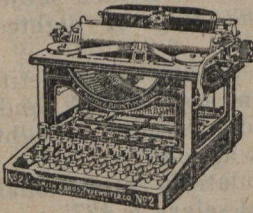
Candidates (other than cadet draughtsmen, or engineer cadets), for the position of junior assistant engineer, must have the degree of B.E. or M.E. of the University of Sydney, or a diploma in engineering from some recognized university or school of engineering, and must also produce a certificate from some recognized professional man of practical work in field and office for a period of not less than nine months, and such candidates are also required to submit to a competitive examination in field instrument work, drawing and design, and the writing of reports or theses.

From junior assistant engineer, promotion is by examination and vacancy, successively to third class, second class and first class assistant engineer, thence to district engineer and "principal assistant" engineer, in the railway, roads and bridges, water supply and drainage departments, respectively; and finally to chief engineer of railway and tramway construction, and chief engineer of rivers, water supply and drainage.

The following table shows the maximum and minimum salaries of the above grades:—

	From	To
Cadet draughtsman	\$ 375	\$ 750
Junior assistant engineer.....	875	1,150
Third class assistant engineer	1,150	1,500
Second class assist. engineer	1,500	2,050
First class assistant engineer	2,000	2,500
District engineer	2,550	3,000
Principal assistant engineer...	3,150	4,250
Chief engineer	4,125	5,000

The Canadian Engineer lays down the following as a guiding principle for the government:



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WEAR



Masson's Shoes

The first requisite for the Government service should be high professional standing, but the laborer is worthy of his hire, and increased pay and further considerations as to pensions, vacations and promotions will not lower the standard. The Government should have no fear on that score.

The question of the status of technical officers is one which has been dealt with, rightly or wrongly, by the government, thus far, on negative principles only, i.e., by giving no special status whatever. The movement on the part of the engineers, therefore, is of more than immediate importance. It is of importance also as showing the growing interest of the Canadian public at large in the conditions prevailing in the public service of the country.

From a Woman's Standpoint

If one is at all addicted to the habit of reading the heart-to-heart talks which take up so much space in our women's magazines, she must indeed be familiar with the thought that the possession of beauty, if not the summum bonum of life, approaches it very nearly. It is not then at all startling to hear of the formation of a woman's club with the avowed object of promoting physical beauty, and of changing the public attitude towards the woman who tries to be beautiful; its advocates maintain farther that the attainment of this beauty should form a serious part in our educational and religious training. The writer of this particular twilight chat becomes very enthusiastic over the idea — a beautiful woman, she says, adds much more to the sum of happiness of the community than the most perfect picture or most magnificent sculpture hidden away in the recesses of the art museum; and the promotion of physical beauty is more worthy of a club's effort than civic betterment or the study of Browning.

When one meets such a plausible opinion as this, it seems to be a good

plan to go to one of the great thinkers of the world to find out what he has thought about it. Browning, in his interpretation of the life of Andrea del Sarto, the faultless painter, has given us an opportunity of learning his opinion. This artist was unsurpassed as far as design and coloring went. His figures were well drawn, were free from errors, and his coloring was exquisite. With one stroke of his pencil, he could correct Raphael's outline, but he lacked the soul which made Raphael and Michaelangelo great.

Give the chalk here—quick, thus the line should go!

Ay, but the soul! he's Rafael's! rub it out.

So he says, as with a resigned melancholy, he tries to tell his wife what he might have been had he not lacked the essential thing.

Now Andrea's wife was a woman of great beauty. That can be learned from the artist's frequent reference to her beauty — her face was framed in her hair's gold, every feature was perfect. But she had absolutely no sympathy for her husband's work, and could not appreciate it. He had forfeited the patronage of the French king, and had violated the latter's trust, to gratify a petulant request of his wife. And yet he knew just what heights he might have attained, but felt himself powerless, on account of her companionship,—

All the play, the insight and the stretch,—
out of me, out of me!—

and then comes the question why,
with its disturbing answer,—

And wherefore out?

Had you enjoined them on me, given me
soul,

We might have risen to Rafael, I and you!
But had you—oh, with the same perfect
brow,

And perfect eyes, and more than perfect
mouth,

Had you, with these the same, but brought
a mind.

Some women do so. Had the mouth there
urged,

God and the glory! never care for gain,...
I might have done it for you.

“Had you but brought a mind”—
He feels he never can use higher,
because “there's still Luciezia” —
the beautiful, soulless woman, whose
degrading influence stifled the truer
light within him.

Their personal beauty, then, without the higher beauty of a cultured mind can avail little, and is very unlikely to affect the happiness of the community to any appreciable degree. The highest type of beauty is never a mere external attribute, but always something which comes from within. The value of a work of art lies in the great truth which an artist strives to express, and no artist can reveal to others what he has not felt. So unless one wishes to build her house on sand, the cultivation of personal beauty reduces itself to soul culture, which is by no means a new idea, but has rather been the aim of education in its highest sense, or as understood by the best thinkers of all times. And however greatly a beautiful mind is enhanced by a beautiful person, the latter avails little without the former.

This slow old world has not been so slow after all. Sometimes in our haste to improve, we imagine we have come across something new under the sun, and fail to recognize it as a superficial gloss cast over something which is of infinitely more value; in a word, “the seeming truth which cunning times put on, to entrap the wisest.”

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A Reply.

To the Editors of *The Civilian*:

In your issue of the 25th instant, just to hand, I note that both Silas Wegg and Peter Pan are after me. In my brief note I admitted that I had only skimmed over the issue then in my hands, and "Good Friend" confesses that he did not associate "Our Mutual Friend," which he had read 25 years previous, with the title of Silas Wegg's articles. However, I was repaid for my criticism when I read (which I assure Silas I have done) the philosophic treatment he has given us on the question, taking the lot of a civil servant as a living example of hope deferred.

Before saying adieu, I should like to add for the encouragement of Silas Wegg that I have read his effusions from the beginning with much interest and have been impressed at times with the tone of my friend's utterances, but like many parsons his preaching has savored often of a knowledge gained outside the school of trial and experience.

As for "Peter Pan" I shall not offer further comment. Your space is too precious for anything but what

will edify or mayhap amuse. But perhaps I am too serious. Oh, shades of departed Mercutio, why did you leave us! We can ill spare you; come back!

Yours always,

GOOD FRIEND.

Ottawa, 26th February, 1910.

Interesting and Valuable.

To the Editors of *The Civilian*:

Enclosed please find \$1.00, same being my annual subscription to *The Civilian* for 1910.

Permit me at the same time to express my appreciation of your interesting and valuable little publication.

Yours very truly,

E. W. HUBBELL.

Ottawa, Feb. 28.

To the Editors of *The Civilian*:

Enclosed please find \$1.00. I think this is the proper amount, but don't remember the exact figures of your prospectus. A paper in the interests of the service ought to do pretty well. The want of salary increases is our chief trouble in the outside service, but it always keeps our hopes active, and that's some gain. You are better off inside.

M. McNAMARA.

.. alkerton, Ont.

To the Editors of *The Civilian*:

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pleased to subscribe to your paper, as I appreciate it very much and consider that it fulfills a long-felt requirement of the civil service of Canada. I hope that members of the outside service generally will recognize this, and freely subscribe.

With best wishes.

Yours sincerely,

W. P. ECCLESTONE.

Hamilton.

THE CIVIL SERVICE FEDERATION OF FRANCE.

The National Federation of Associations of French State Employees, which was founded early in December under the provisions of the law of 1901, held its first general meeting a short time ago, and definitely elaborated its statutes. Later, a declaration intended to dispel the apprehensions aroused in certain quarters by the Federation was drawn up. Clause 1 of the statutes

defines the aim of the Federation to be "the grouping of all State employees, as well as those of the departments, and communes, for the study and defence of their common interests." In the declaration addressed to the public the delegates explain in greater detail the nature of their "common interests." They say:—

"Subject to the same disciplinary regulations and the same risks of arbitrary action or favouritism, placed under the same system of retiring pensions, exposed as they are to having their individual rights and duties defined in the near future by an identical statute, and to having their collective liberty infringed by the same set of restrictions, the functionaries and public servants of every class dependent on the State possess common interests which determine the nature of their common aspirations."

This document proceeds to reassure public opinion by the declaration that the Federation will employ those legal methods of propaganda which are at the disposal of all

French citizens; that its members are loyal servants of the Republican régime who are determined not to disturb the public peace; and that they are unanimous in not regarding a strike as a means of defending their professional interests. They furthermore declare that the Federation will not "join any outside organization" (an allusion to the General Confederation of Labour), and they justify their organization as being a normal manifestation of "that widespread movement towards concentration which is becoming more and more marked among all corporate bodies and in all branches of the national activity." They admit that they will probably meet with the opposition of Conservative Republicans, but they claim to be an element d'ordre nouveau, and announce their intention of seeking to abolish in the French administration all unnecessary expenditure "without encroaching on any existing rights"—an obvious effort to ingratiate themselves with the public, which is weary of administrative red tape, while taking the precaution not to alienate the Government and the Chamber by encroaching upon the functions of the executive and legislative authorities. They conclude as follows:—"With the co-operation of the public, the Federation will prosecute the necessary adaptation of our monarchical administrations to the conditions of a modern Republican society."

Commenting on the above, the London Times says:

"It is unnecessary to point out the gravity of the pretensions formulated so frankly in this charter, which has been signed by 20 legally organised associations of Civil servants, including Post Office *employés*, tax collectors, *employés* at the State Mint, Custom House officials, functionaries in the war and naval departments, primary school teachers, and *lycée* professors, clerks in the State railway administrations, and so forth. Instead of waiting for the legal charter defining their rights and their duties with which the Go-

vernment and the Chamber had promised to provide the French Civil servants after the crisis which grew out of the Post Office strike early in the year, the State *employés* now take the law into their own hands, and, while protesting their respect for the public authorities, arrogate to themselves such an extension of their present right of combination as may without exaggeration be described as a tentative effort to found a State within a State. What the *Temps* calls "the flaccidity" of the authorities has engendered this daring initiative of the servants of the State, and in an article entitled "the administrative C.G.T." (the revolutionary General Confederation of Labour), that journal expresses the view that this movement, in spite of the prudent terms of the declaration, is essentially revolutionary, an act of rebellion against the law. The *Temps* adds that this attitude of the functionaries is a direct challenge to the Chamber, and that public opinion is becoming weary of this kind of game. French public opinion will be all the more ready to back a Government which will take a firm stand in favour of the restoration of administrative discipline for having learned this morning that nearly 1000 Paris policemen met yesterday afternoon while off duty and decided to appoint delegates in order to draw up a list of claims and *desiderata* which are to be presented to the Prefect of Police."

The situation in France, it is perhaps unnecessary to point out, is in all essential particulars different from that existing in any other state. The civil service disturbances of the past year were a direct outcome of the close association of the civil service organizations with the general labour movement, which in turn is distinctly political and socialistic in its propaganda. The strikes of March and April last were a part of the war now raging in France between capital and *syndicalism*, which is no longer an economic or even a social problem. The labour problem in France has taken on the shape of an assault on the present parliamentary system of government. Hence the danger of an alliance between the civil service and the proletariat.

Civil Service Pot-Pourri.

"Our Canadian contemporary and namesake, *The Civilian*, prints, in the last issue received here, examination papers set at a recent test for the civil service of Canada. The situation competed for was in the Accountants' branch of the Interior, and its value 900 dols. to 1,200 dols. yearly. *The Civilian* itself remarks that the subjects were those of which a knowledge is considered necessary for anyone entering upon the work of accounting. These consist of (1) Penmanship, a short passage (about 200 words) being given to be copied, no tabular statement; (2) Dictation, a simple piece; (3) Letter-writing (the actual questions being: a. Write a letter of about 100 words to any branch of the Department of the Interior, asking for information relating to matters dealt with by that branch. b. Write a letter of about 150 or 200 words in reply to the above, giving, with necessary details, the information asked for); (4) Spelling, a short paragraph with frequent misspelled words; (5) Bookkeeping, seven simple questions on terms used in accountancy and business; (6) Arithmetic, nine problems; time, two hours. The last named paper appears to have been absurdly simple, and alongside of the tests set at the British civil service examinations it certainly is ridiculous, being far more elementary than the simplest competitive test this side of the water."

—*The British Civilian.*

* * *

The Balance Sheet of the British Civil Service Co-operative Supply Association for the year ended 31st December, 1909, is just to hand. We learn that the number of shareholder members is 6,624, and the number of ticket holders 70,898, of whom 22,486 are members of the civil service. Sales amounted to the huge sum of £1,670,821 15s. 8½d. for the year. An interim dividend of 12s. per 10 £1 shares is recommended, and the financial outlook generally is extremely healthy. A reference to the death of Mr. R. Bannister, for so many years Chairman of the Association, is made, and the names of the retiring directors quoted.

* * *

The gallant conduct of the French Post Office employees of all ranks in the trying circumstances recently when the central Telegraph Office in the Rue de Grenelle, Paris, was flooded, and many local bureaux were completely isolated by the waters, has inspired the government to reinstate all the postmen who were dismissed in connection with the strike of May of last year.

ON THE SIDE.

By *Democritus.*

In Eden, just before the Fall,
The serpent gave the apple
To mother Eve, and since then we
Have had an endless grapple
With the old serpent and his brood,
Who won't allow us to be good.

But now the fruit is handed back,
We're even with the demon,
We handed him a lovely peach,
A lovely, juicy lemon,
For in his teeth we at him flung
"The woman with the serpent's tongue."

* * *

Man was created, but it was not good for man to be alone, so woman was made; and now man is no longer a loan,—he is given away every time by woman.

* * *

There's one thing the House of Commons in England could not do to the House of Lords—budge it.

* * *

A propos of the advice in verse to correspondents by the Editors in a recent issue,—Why is a contribution to "*The Civilian*" like a lobster?

Answer:—It must be boiled (down) before it is red.

* * *

The most uplifting job in the Service is that of the elevator man.

* * *

A certain well-known Civil Servant has a kitten which he has named "Bill". It seems a strange name for a kitten, until one recalls the C. S. bill which has some very long claws.

* * *

(Paragraph from a letter by a clerk in an Accountants' Branch.)

—I'm in a roder mood 2day,
And feel poetic, 2;
So thought I'd take my pen in hand
And send a line 2 you.
I'm sorry you've been 6 so long—
Don't feel disconsol8,
But bear your ills with 42de,
And they won't seem so gr8.

Personals.

Appointments.

Agriculture Dept.—Messrs J. E. Wilson of Calgary and A. E. Rice of Montreal have been appointed inspectors to carry out the act respecting infectious or contagious diseases affecting animals.

Inland Revenue Dept.—E. Nithenshaw to be Deputy Collector at Edmonton, vice G. T. Jackson, resigned.

P. T. Griffin, to be 3rd class Excise Officer at Hamilton, on probation.

Jas. Clarkson, to be Inspector of Weights and Measures at Hamilton.

Amos Bristol, to be 3rd class Excise Officer at Toronto.

J. A. Cochran, to be Inspector Weights and Measures at Halifax, vice A. Frame, deceased.

C. A. Hodgins has been permanently appointed Inspector of Weights and Measures at Ottawa.

Valmore Groudin and Edouard L. Bergeron to be 3rd class Excise Officers at Quebec.

Justice Dept.—Harry Warner, to be messenger at Ottawa.

Major W. H. Russell, to be Deputy Warden of St Vincent de Paul Penitentiary, vice G. A. Pratt, resigned.

Marine Dept.—J. Patterson, M.A., Toronto University, to be physicist of Meteorological Service.

Albert Cleatiguy, to be Inspector of Lights and Engineer Buoy Service, Montreal district.

Eighteen temporary clerks in the Regina Post Office have been made permanent.

Thirteen temporary clerks in the Brandon Post Office have been made permanent.

The following clerks have been made permanent in the Railway Mail Service; J. N. McLaren, London; J. H. McCreedy, London; E. McLaughlin, London; J. E. Philibert; Quebec; J. B. Marchand, Quebec; W. H. McKimmon, Winnipeg; J. G. Roberts; Winnipeg; E. F. MacPherson, Moosejaw; M. J. Doyle, Ottawa.

To be 4th class clerks in the Money Order Exchange, Ottawa; M. D. Dumoulin, B.

Layeux, G. E. McAllister, E. R. Nagle, S. A. Jamieson.

Ernest L. Desaulniers has been appointed translator of the Debates Branch, House of Commons, in place of the late Rodolphe Laferrière.

Promotions.

N. Clermont, to senior 2nd class on probation at Post Office Inspector's office, Montreal.

H. A. Steel, to senior 3rd class, Railway Mail Service, St. John, N. B.

Transfers.

Dawson McKendrick, Railway Mail clerk, New Brunswick division, to Superintendent's office, St. John.

Resignations.

The following have resigned from the service; Neil McDougall, Indian Agent at Port Arthur.

Gordon G. Jackson, Deputy Collector Inland Revenue, Edmonton.

John C. Thompson, Assistant Inspector Weights and Measures at Winnipeg, H. J. Corballis, Excise officer at Windsor.

R. A. J. McIsaac, of the Immigration Branch, Interior Department, has resigned from the service from February 28th.

J. A. McTavish of Victoria, B.C., H. D. Bannatyne of Winnipeg, and P. G. Dawson, of Sarnia, all of the Customs service have resigned.

Wm. McClure Dobbie, Excise officer of Calgary, has resigned from Feb. 28th.

Deaths.

Gerald O'Gorman, of the Department of Agriculture died on February 2nd.

General.

Mr. Martin Benson, of the Indian Department, is at Caughnawaga and Pierreville on business connected with Indian school work.

Miss E. Braden, Dept. of Agriculture, has been on sick leave for the last few days.

Mr. E. L. Brittain, of the Finance Dept., although improving will not be able to resume his duties for some little time yet.

Parole officer W. P. Archibald, of the Justice Department, is improving rapidly from his recent severe illness.

Miss Elsie Dent, Secretary of State Dept., has been appointed secretary to the Deputy Minister. Miss Dent was formerly in the Ontario Government.

Messrs. McLeish, Lindermann, Wilson and Hudson, of the Mines Branch, were in Toronto to read papers at the convention of Canadian Mining Institute.

Mr. R. V. Veits, private secretary of the Minister of Finance, has been attending the funeral of his father at Digby, N.S. The late Mr. Veits had been Collector of Customs for some years past at Digby.

Joseph Bruchesis, of the Accounts branch, P.W.D., who had been ill for some time, has returned to work.

E. J. Levesque, assistant Postmaster in P.W.D., has been granted leave of absence on account of illness.

A change in the method of keeping the records of the Public Works Department will be inaugurated early in April. The present system has been in vogue since 1879, the time when the Railways & Canals and the Public Works Departments were divided

Mr. James Houden, superintendant of dredging, has returned from Quebec, where he was on official business connected with the Department.

Mr. A. R. DeCarry, resident engineer from Quebec, was in Ottawa recently on Departmental business.

Mr. J. T. Bertrand, resident engineer of Public Works Dept. at Isle Verte, Quebec, was in Ottawa on business for the Department.

Mr. S. L. T. Frost, accountant of the Customs Dept., has returned to work after a severe illness.

J. E. Derry and P. A. Wood have been appointed as stenographers in the Customs Dept.

Mr. P. J. Lynch, of the Statistical branch of the Customs Dept., died on Saturday, Feb. 26th. Mr. Lynch's remains were accompanied to Prince Edward Island by Mr. D. McNeil.

Mr. Robert Laing of the Supply branch of the Customs is back to work again after being laid up with a severe cold.

Mrs. Willoughby Cummings, for many years secretary of the National Council of Women, has recently been appointed lecturer in the Annuities branch, with the title of Field Secretary, duties to commence first of April next.

Miss Ilva Merkly has been appointed to a clerkship in the Annuities branch, third Division, subDivision B.

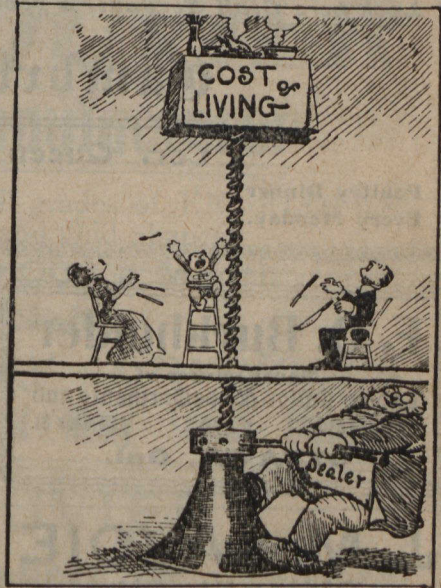
Mr. Achile Frechette, translator of the House of Commons, is in Europe on official business.

Miss Z. J. Flannigan of the Railways & Canals branch has been granted a further leave of absence.

Mr. E. L. Desaulauriers has resigned his office in the Inland Revenue Dept. and has been appointed a translator of Hansard.

Mr. Edmond Boyer of the Grain Inspectors staff, Montreal, was recently transferred to Fort William,

Mr. P. J. Connolly, Trade & Commerce Dept, has been granted a further leave of absence on account of illness.





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Is the Indian Civil Service attracting men of ability to the same extent as formerly? An analysis of this year's competitive examination gives a discouraging answer to that question. Says a contemporary:—"Of the first 11 successful candidates only two chose the Indian to the Home Civil Service. Still more striking proof of the declining attraction India offers to young men of ability is found in the fact that only a little lower down the list two successful candidates preferred no appointment to an appointment in India. So much for those who do not chose to come to India. Turning to those who do, we find that out of the 51 recruits the Indian Civil Service has received nearly half are men who failed to take a first class in their degree examination."—*Rangoon Times*.

(Application Form.)

..... 19

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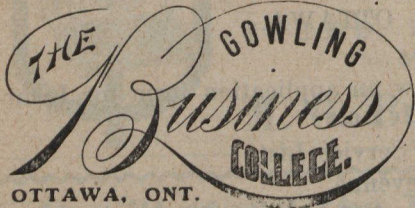
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