

THE CIVILIAN

VOL. II.

AUGUST 27th, 1909

No. 9

"O Canada."

Last winter, *Collier's* announced a prize for the best setting of English words to the music of "O Canada." That beautiful and moving tune was composed by Calixa Lavallée over a quarter of a century ago. Judge Routhier's words to it are sung by every fireside in Quebec, and at every gathering in French Canada. Uplift and power are in every phrase of the melody. It remained, therefore, to make it national by giving English words to the French Canadian music. To write a national anthem that shall be simple, dignified, inspiring, and singable is no slight task.

Four hundred recently essayed it. The winner is now announced as Mrs. Emma Powell McCulloch, of Toronto, with the lines which are given here-

But has Mrs. McCulloch written Canada's national anthem? That, we would think, no newspaper board of three can answer. The heart of the

people alone can answer that. We shall only know when we hear it, resonant and universal, in some hour when the race is moved by joy or sorrow, or is touched by the sterner sense of crisis. National anthems are as a rule begotten, not made. They have a way of "happening." Nevertheless, Mrs. McCulloch's verses, though given to us by the majority vote of a board of three, (for even the three were of two minds about them), must be allowed in all

kindness their chance. Perhaps *Collier's* has discovered the modern way of "happening" for national anthems. The whole incident is interesting, both for its result and for itself.

THE HOMELAND.

I

O CANADA! *in praise of thee we sing,
From echoing hills our anthems proudly ring.
With fertile plains and mountains grand,
With lakes and rivers clear,
Eternal beauty thou dost stand
Throughout the changing year.
Lord God of Hosts! we now implore,
Bless our dear land this day and evermore,
Bless our dear land this day and evermore.*

II

DEAR CANADA! *for thee our fathers wrought,
Thy good and ours unselfishly they sought.
With steadfast hands and fear'ss mind
They felled the forest domes,
Content at last to leave behind
A heritage of homes.
Lord God of Hosts! we now implore,
Bless our dear land this day and evermore,
Bless our dear land this day and evermore.*

III

BLEST CANADA *the homeland that we love.
Thy freedom came a gift from God above
Thy righteous laws, thy justice fair,
Give matchless liberty;
We thank our God that we may share
Thy glorious destiny.
Lord God of Hosts! we now implore,
Bless our dear land this day and evermore,
Bless our dear land this day and evermore.*

Civilian Portraits.

Mr. Alphonse Desjardins.

When THE CIVILIAN, a little over a year ago, brought forward the idea of a co-operative loan association as the only means of eradicating usury from the civil service, it was fortunate that the service had at its command



Cut supplied by courtesy of the Bankers' Magazine, N. Y.

MR. ALPHONSE DESJARDINS.

one having a complete and expert knowledge of this complex and technical subject. It is now almost exactly a twelvemonth since Mr. Alphonse Desjardins addressed a meeting of the service called by THE CIVILIAN, the result of which was the formation of the Civil Service Loan and Savings Association. That asso-

ciation to-day bids fair within a very short time of filling a most important place in the life of the service.

Mr. Desjardins is an example of the civil servant who having exhausted the possibilities of his immediate employment seeks further fields. Mr. Desjardins is a member of the Hansard staff, and between the sessions of Parliament has some time at his disposal. This for many years past he has devoted to the study of Co-operation, and he is at present recognized as the leading expert on this subject, especially as applied to banking, on this continent.

Born at Levis, in November, 1854, Mr. Desjardins graduated at the Levis College in 1870, and entered early into journalism, where he worked for several years. He first became interested in the problem of usury by the recurrent references thereto in the press and on the floor of Parliament. He soon perceived that the Canadian law, however stringent it might be, was next to useless in crushing out this evil, and that, as there was in most cases a real want to be provided for, it was necessary to find an easy and practical way, based on sound economic principles, whereby such wants might be met in an adequate manner. To this the

answer was found in the co-operative banking systems of Italy and Germany, whereby the people themselves united to supply their own needs, under conditions of absolute safety and at the same time encouraging to thrift.

The situation in Canada, however, was in many respects different from

that prevailing in the countries of Europe, and it was in the adapting of the old-world principle to these new-world conditions that Mr. Desjardins' greatest services were rendered. It is unnecessary to advert to details of this adaptation here. A few issues ago THE CIVILIAN published a lengthy article by Mr. Desjardins himself, explanatory of the inception and methods of the co-operative bank.

An ounce of practice is worth almost any quantity of theory, and Mr. Desjardins has not been content with preaching alone. Nine years ago he founded the People's Bank of Levis in order to demonstrate by the logic of facts the feasibility of his plan. The population of Levis is 7,000; it is almost entirely a workman's town, and average earnings fall within a very few hundreds in the year. Nevertheless, Mr. Desjardins has built up a business which is nearing \$100,000 a year, every dollar of which represents a specific good conferred upon the community. On aggregate loans amounting to nearly \$400,000 the system has lost not one cent. At the same time habits of saving have been inculcated in the most practical way

in hundreds of families, who have been rescued from slipshod and ruinous methods of financing their domestic affairs, and have been placed upon the way to competence. To show their sympathy with the system of people's banks, His Excellency the Governor General, His Honor the Lieutenant Governor of Quebec, and His Grace the Archbishop of Quebec, are all members of the Caisse Populaire of Levis.

Mr. Desjardins has not stopped at his native city. Thanks to his efforts banks similar to the one at Levis have been established in 22 other municipalities of Quebec. He has even crossed into the United States, and New Hampshire has at least one flourishing co-operative loan association. Some time ago we published an account of Mr. Desjardins' success in Massachusetts where a law has been passed at his instigation to facilitate the founding of undertakings of this nature. He will cross into Ontario just as soon as common-sense and a modicum of enlightenment penetrate into the dark recesses of officialdom at Toronto. Up to the present they have not learned of the co-operative bank at Toronto.

How Competitive Examinations were introduced into the Civil Service of Great Britain.

What was accomplished in the course of a few months last year in Canada, in the way of abolishing political appointments to the civil service, was a considerably longer process in Great Britain of forty and sixty years ago. The experience on which the Canadian procedure was based was then in the making. Some of the various stages by which the reform progressed, and also some of the poten-

tial difficulties in the way of so entire a change as that involved in our own legislation, may be read in the following further extract from Lowell's "Government of England."*

Patronage in the Early British Service.

"While the discharge of public ser-

* The present article is the third of a series now appearing in the CIVILIAN relating to the civil service based on extracts from this work.

vants on political grounds never became a settled custom in England, such vacancies as occurred in the natural course of events were freely used in former times to confer favours on political and personal friends, or to reward party services. Such a practice was regarded as obvious, and it continued unchecked until after the first Reform Act. It was particularly bad in Ireland, where Peel, who was Chief Secretary from 1812 to 1818, took great credit to himself for breaking up the habit of treating the Irish patronage as the perquisite of the leading families, and for dispensing it on public grounds, that is, using it to secure political support for the party in power. That the patronage was used for the same purpose in England at that period may be seen in the reports and evidence laid before Parliament in 1855, 1860 and 1873 after a different system had begun to take its place. It was no doubt an effective means of procuring political service, and Lord John Russell speaks of the Tories in 1819 as apparently invincible from long possession of government patronage, spreading over the Church, the Law, the Army, the Navy, and the colonies. The support most needed by the ministry was that of members of the House of Commons, and they received in return places for constituents who had been, or might become, influential at elections. Thus it came about that the greater part of the appointments, especially to local offices, were made through the members of Parliament.

Effects of Patronage in England — Opinion of the Duke of Wellington.

“The system hampered the efficiency of administration, and harassed the ministers. Writing in 1829, the Duke of Wellington used words that might have been applied to other countries

at a later time,—‘The whole system of the patronage of the government,’ he wrote, ‘is in my opinion erroneous. Certain members claim a right to dispose of everything that falls vacant within the town or county which they represent; and this is so much a matter of right that they now claim the patronage whether they support upon every occasion, or now and then, or when not required, or entirely oppose; and in fact the only question about local patronage is whether it shall be given to the disposal of one gentleman or another.’

Examination System Introduced Into the Indian Service.

“At last a revulsion of feeling took place. Between 1834 and 1841, pass examinations, which discarded utterly incompetent candidates, were established in some of the departments, and in several cases even competitive examinations were introduced. But the great impulse toward a new method of appointment dates from 1853, and it came from two different quarters. In that year the charter of the East India Company was renewed, and Parliament was not disposed to continue the privilege hitherto enjoyed by the directors of making appointments to Haileybury—the preparatory school for the civil service in India. A commission, with Macaulay at its head, reported in the following year that appointments to the Indian service ought to be made on the basis of an open competitive examination of a scholastic character. The plan was at once adopted, Haileybury was abandoned, and with some changes in detail, the system of examination recommended by the commission has been in operation ever since.

Introduction of Examination System into the English Service.

“In 1853, also, Sir Stafford Northcote and Sir Charles Trevelyan, who

were selected by Mr. Gladstone to inquire into the condition of the civil service in England, reported in favour of a system of appointment by open competitive examination. The new method met with far more opposition at home than in India, and made its way much more slowly. Foreseeing obstacles in the House of Commons, Lord Palmerston's government determined to proceed, not by legislation but by executive order, resorting to Parliament only for the necessary appropriation. An Order in Council was accordingly made on May 21, 1855, creating a body of three Civil Service Commissioners, who were to examine all candidates for the junior positions in the various departments of the civil service. The reform was not at the outset very radical, for political nomination was not abolished, and the examinations—not necessarily competitive—were to be arranged in accordance with the desires of the heads of the different departments. The change could progress, therefore, only so fast as the ministers in charge of the various state offices might be convinced of its value; but from this time the new method gained favour steadily with high administrative officials, with Parliament and with the public. In 1859 it was enacted that (except for appointments made directly to the Crown, and posts where professional or other peculiar qualifications were required) no person thereafter appointed should, for the purpose of superannuation pensions, be deemed to have served in the permanent civil service of the state unless admitted with a certificate from the Civil Service Commissioners. In 1860 a parliamentary committee reported that limited competition ought to supersede mere pass examinations, and that open competition, which does away entirely with the privilege of nomination, was better than either.

The committee, however, did not think the time ripe for taking this last step, and the general principle of open competition was not established until June 4, 1870. An Order in Council of that date, which is still the basis of the system of examinations, provides that (except for offices to which the holder is appointed directly by the Crown, situations filled by promotion, and positions requiring professional or other peculiar qualifications, where the examinations may be wholly or partly dispensed with) no person shall be employed in any department of the civil service until he has been tested by the Civil Service Commissioners, and reported by them qualified to be admitted on probation. It provides further that the appointments named in Schedule A, annexed to the Order, must be made by open competitive examination; and this list has been extended from time to time until it covers the greater part of the positions where the work does not require peculiar qualifications, or is not of a confidential nature, or of a distinctly inferior or manual character like that of attendants, messengers, workmen, etc."

Will the government introduce next session a bill dealing with the outside service in terms of the measure passed last session regarding the inside service? The question is one which is being canvassed with increasing interest as the session approaches. It is felt by those concerned that the government cannot well postpone such action in view of the promises made last session when the Civil Service Bill was under consideration. There are those also who look for an early restoration of the superannuation system which was abolished by the present government soon after it came into power. It is now admitted in responsible quarters that this was a mistaken policy, as all the large corporations of the country, including railways, banks, as well as many industrial concerns, have established a system of retiring allowances for their employes.

The Citizen.

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Ottawa, Aug. 27th, 1909

CIVIL SERVICE INTERESTS.

Broadly speaking, there are two sets of interests which civil servants should acknowledge in their calling.

In the first place there is the actual work they are doing. This in nearly every branch is of a highly specialized, if not technical, character. It follows that in most cases it offers opportunities of a unique kind to the man who appreciates the joy that is in work. The Indian Department clerk, for example, has the Indian Act of Canada for his immediate text-book; but his subject proper is the entire field of the treatment of aboriginal and inferior races. The Post Office clerk has the administration of a single act as his primary duty; but his work is part of an organization that reaches into every home in the land and that offers end-

less variety of detail and method. Similarly with the other departments. Drudgery there is in abundance in them all, as where is there not? The task is to make drudgery spell apprenticeship. This is merely the interest which every worker of whatever calling devotes to the matter to which he has dedicated the best that is in him.

But there is another interest distinct from this which every civil servant should recognize. It is the interest which attaches to his status as civil servant. Civil servants are no more and no less alert as individuals than are other members of the community; yet it is the truth that they have been among the last to realize the need of a comprehensive understanding of their position as a class. Their position, of course, is complex. Because it is a matter of law it is supposed to be simple. But it is the law that makes the problem. To a degree, the doctor and the lawyer, the storekeeper and the bricklayer, have their place fixed more automatically. Yet how much has been done by each and every one of these to develop not only class consciousness, but the knowledge of their place and opportunities as a class, and the class protection which follows. With the new era that has now at long last dawned for the civil service, the invitation is extended, as it never was before, to every civil servant to become in the same way an expert on the questions that pertain to his class. That there is an awakened appreciation of this fact the various civil service organizations, and especially the Federation, attest.

THE CIVILIAN'S aim in life is to minister to both these interests—to print such matter as it can secure that will be useful or interesting in connection with the work itself; while seeking at the same time to serve that other and in some respects wider interest

from which in our own belief the ultimate results will be as fruitful. If the latter object has heretofore been given greater prominence than the former, a condition which may continue for a while yet, the reason will be apparent. The whole is greater than its part; the transition of the entire service into its new atmosphere has seemed more interesting as a spectacle than its familiar departmental aspects. While the driving belt has been undergoing repairs it has seemed pardonable to neglect the machine.

THE CIVIL SERVICE JOKE.

We have always been intensely interested in the civil service joke. By the civil service joke we mean that good old rule among the newspapers—harmless as it is venerable—that whenever they mention the service they simply *must* be playful. If it takes a leg, the average editor *must* get funny when he writes about the civil service. Sometimes it is an awful strain: you can almost see his eyes bulging and the veins swelling in his neck; but he usually gets it off all right. And why shouldn't he? We remember the last time we took our little boy to see the circus they had an elephant and a giraffe dancing an Irish jig together. Now the civil service joke is a far more conventional and hard-and-fast affair than any jig. It can be learned in half the time, whether by elephant or editor. The civil service joke, technically speaking, falls rigidly under one or other of two headings: (a) either it is a pun or a quip upon the word "civil," especially as attaching to a "servant," or (b) it leaves words and comes down to facts with a picture of the sleek overpaid rascal munching at the public crib and making a few slow mo-

tions in imitation of work while he winks the other eye or puts on airs. It will be observed that class (a) approximates to wit; whereas class (b) is more in the way of humour. Of course there are a few variations under class (b). To be exact there are precisely three. We have caught and classified every specimen of the civil service joke escaping from the Canadian press during the past two years, so we know what we are talking about. We would publish our sub-classification right here and now, were it not that we are preparing a little treatise on the whole subject, strictly scientific, which we do not wish to forestall: "Civilian Civilities—a monotonous monograph."

From the standpoint of the historian and the student of such phenomena as the dancing mania of the middle ages, the passing of the high-heeled shoe during the French Revolution, etc., the present is a most important phase in the evolution of the civil service joke. As a matter of fact, the civil service joke stands a mighty fair chance of petering out. It will have a run for its money at any rate. Anyone can see with half an eye that the new act reforming the civil service knocks the pins almost completely from under it. How can you crack a joke about a reformed civil service? Impossible, plainly,—at least in so far as the old-time joke is concerned. Why, it is as bad as if the lawyers were all turned honest—by act of Parliament. The civil service joke like everything else must keep up with the times. If it can't adapt itself, then it has to go—that's all.

Of course that ultimate pass hasn't arrived quite yet, and in the meantime all kinds of amusement are left for those who cherish this good old friend in its primeval form. Just at the moment, the depression (to use

the weather-man's language as appropriate when speaking of change) seems to have moved over Western Canada. The effete East may have a crack or two left in her yet, but in spots at least she is trying to "get a new line" on the service. But the West is laughing as heartily as ever. It is what you would expect in that youthful, breezy land. If you would like one of the latest, it comes on a nice mild Chinook direct from Victoria, B.C., where the roses bloom at Christmas. We reprinted it from the Victoria Times a fortnight ago. Don't bother turning it up; we've got it on our list: Class 6, sub-division 2, number 109: about the luncheon hour being shortened from two to one-and-a-half, and oh, the howls at Ottawa, etc. Hardened as we are, we confess we almost fell off our chair with laughing at the Times's little contribution. For this somewhat unusual lack of self-control we feel no shame; for if, as Homer tells us, "inextinguishable laughter" arose among the immortal gods to see Hephaestus limping as he passed around the ambrosia, surely we, "the august nobles of Parliament Hill," as the Times calls us, may enjoy our innocent, even our immoderate, laugh at the Western editor and his hand-out.

Yet,—shall we be perfectly frank? We expected more of Victoria. We have looked up Victoria in our geography book, which describes it as "a small town in British Columbia, where the shops open at ten." Surely we should get even richer than the above from Victoria. Is it the recent great heat? The roses bloom at Christmas in Victoria, and that sounds as if it must be pretty hot and dry there in August. Or is it the sea air, so heavy and enervating in summer? The sea is somewhere around Victoria, isn't it? It must be the sea.

AN OBSERVER OF PRESENT CONDITIONS.

An "Observer," who writes so strongly on certain aspects of the civil service problem in the letter which we reprint from the Free Press to-day, invites in other portions a word by way of counterpoise and supplement. The Civil Service Association may safely challenge anyone to show wherein it has ever put forward a claim that was not based on considerations of efficiency and therefore of Canadianism. "Observer" does not say that it has, but he points to the need for breadth of outlook, which is precisely what the association has always done and will continue to do. Again it is scarcely logical to assume that because for forty years, "pull" has been the accredited key to which most locks in the service responded, there is to be no word of sympathy for dissatisfaction within the service with the results. On the contrary, the presumption is that where things go by favour to some, they go to the prejudice of others. The legacy of the old regime is, speaking broadly, as hard on civil servants as it is on the country. Coming to particulars and the third division, what is the situation latently assumed by "Observer" as existing at present? It is that every clerk within the confines of that class is engaged in merely routine duties, is of the type described by the new act as pertaining to that class, is, in short, a hewer of wood and a drawer of water. But, in a large number of cases, they are nothing of the kind. Many a clerk in the third division is doing work that is specifically defined by the act as belonging to a higher grade. Why is this so? Simply because the transfer from the old to the new regime was

almost absolutely automatic. In other words, the dregs of forty years of bad methods remain in the cup. Are these clerks "kickers" therefore because they believe that the labourer is worthy of his hire? The tone of "Observer's" concluding remarks will be justified only when a thorough and comprehensive overhauling of the service has been carried out in the spirit which is clearly intended by the act of 1908, which the government has more than once approved, and which is so patently necessary that observers like "Observer" think it has been done. Till then a generalization like "Observer's" on this point is as unjust and misleading as it is glibly and harshly expressed.

PROFESSOR SHORTT'S WESTERN VISIT.

During his recent visit to the Western Provinces, Professor Shortt completed arrangements for the co-operation of the educational institutions of the West in the conducting of civil service examinations. He also obtained at first hand a view of Western educational standards for use in the getting out of the curriculum which will govern the examinations in question, and which will apply, of course, to all school systems throughout the Dominion. Any action that promises to hasten the appearance of this curriculum will be welcomed by that portion of the service which has a promotion test ahead of it, and which would like to get down to business in this connection at the earliest possible moment.

BLEST is the man who in this time
Peace and contentment sees
When the thermometer can climb
To ninety-five degrees.

THE SEA QUEEN.

By Wilfred Campbell in The Canadian Magazine.

Shall her great power go under,
Her ancient might decline?
This centuried Queen of the thunder
And surge of the billowy brine!
No! Back from the storms that rocked
her,
From the line to the frozen floe,
Out of his great gray vastness,
Old Ocean thunders, No!
No! No! No! No!
Old Ocean thunders, No!
By her keels that lift
On his far-flung drift
Old Ocean thunders, No!

Shall she who bred great Alfred,
Whose navies smote the Dane,
Whose valiant, bold sea-captains
Made mock of haughty Spain:—
Shall she of Nelson, Rodney,
Strike sail to any foe?
And out of its hero-splendours,
Her great past answers, No!
No! No! No! No!
Her great past answers, No!
By her valiant dead,
Her sons who bled,
Her great past answers, No!

Shall she whose might is world-wide;
Whose children dwell afar,
One with the wise old mother,
By western, Orient star;
Whose fleets are freedom's bulwarks;
To sloth and cowardice grow?
And out from its utmost confines,
The Empire answers, No!
No! No! No! No!
The Empire answers, No!
O'er ocean's sweep,
Her vast and deep
World-fealty thunders, No!

SEEN BY A ROCKLIFFE PINE.

By I. Y. B.

"About people? Well, it's hard to say," murmured the tallest of the pines at Rockcliffe to the reporter who had sought and secured an interview with this stately pioneer.

"You see, we were here a good while before they began to come. We were the first on the ground, so to speak, and had attained, through diligence and close attention to business, an exalted position in the community. When they started to crowd in, with their impertinence and lunch baskets, it seemed due to our high standing simply to overlook them, and this, I for one, very easily did."

The Pine rustled its branches and sighed for the good old times, sending forth such an aromatic breath that the reporter, lying prone beneath, was fain to recall what he had read of Araby the Blest.

"At first, the intruders seemed all the same and alike to be ignored, but, as time passed, and their presence became familiar, I began to perceive differences. It is pretty lonely up here in the daytime. At night I whisper to the stars and they wink back at me, but the days are long, and I beguiled the tedium by observing the crowd at my feet.

"The Sunday crowd is the best, and of the Sunday crowd I find most interesting the ones that bring the whole family,—as many friends as they can gather up, and most of the household furniture. One such group, last Sunday, was composed of Grandma, her white hair crowned with a brilliant red skull-cap, serenely smoking a long clay pipe; Mama, who had bidden her married chums to a Baby-show; Dad, with half a dozen of his boon com-

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panions, their children and all the children that the three generations had ever heard of. They brought the kettle and the cruet-bottles, the clothes-line and a cradle (only one!), the table-cloth, which, I am bound to say, worked overtime, and other articles too numerous to mention. A good phrase that last," added the Pine, complacently, "I got it out of a lunch paper caught in a wind-storm.

"Everyone wore the costume that suited him or her best. Plain, loose wrappers were fashionable among the proprietors of the baby-show, but many of the younger ladies, feeling that a sash or a ribbon would brighten them up and be in harmony with the green and gold surroundings, had gone in for adornments, thereby disturbing the peace of the younger among Dad's cronies, who began to look around for daisies to put in their button-holes.

"I had the time of my life with those people," continued the Pine, laughing breezily. "They were the right sort, happy and natural. Say! Do you think they'll be here again next Sunday?"

The reporter felt sure that they would, or some more like them, and the old Pine went on.

"The women handed around the babies and laid out the eatables in the jolliest sociability, and if a toddlekins fell down and got a bump, there were ten mothers to kiss the place and make it well. The men that hadn't gone daisy-hunting swapped yarns and tobacco while the children swarmed around indiscriminately. Grandma and I foregathered in a harmonious manner. If any one felt like going to sleep they did so, without reproach, and if one were moved to sing, those not musical went for a walk to give him time to recover. A policeman came up looking for business, and was

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so fascinated he could hardly tear himself away. The sight of those men, with their work-worn faces and kind eyes, and those women, so simply rearing the young of the human race and bearing their burdens, all a-pleasuring and *happy* every one—it was great!

“Their good nature was unbounded. Along the road came an automobile, poisoning the air with its smell and torturing the ear with its sound. It came in a cloud of dust and paused, for an instant, alongside, I and my brothers pouring out our most precious essences to drown the indecency of its proximity. Its proprietor was pointing out to a friend the beauty and grandeur of the scene, while two ladies in the tonneau, with noses in the air, were patronizing everything in sight. By-and-by their glances fell upon the group under my shadow. ‘Isn’t it a shame,’ blustered the man, ‘to permit that sort of thing to go on in our parks?’ ‘It is an outrage,’ chorused the tonneau, and the monstrosity snorted away.

“I have been trying to understand that ever since,” went on the Pine, after a pause for reflection. “It would seem that next to my family claim, the right of my happy friends should rank. What did he mean by *our* parks? Did he imagine that he and his party in their noisy, dusty, smelly vehicle, enhanced the charms of this sylvan surrounding?

“Yes, on the whole, the people of to-day are more interesting than the timber-wolves of yesterday, and certainly they are far harder to understand

“For instance, there are two earnest men who follow the crowd out sometimes on bicycles, in order to convey to them the glad tidings of

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great joy that they are all miserable sinners and utterly lost. Their onslaught is accepted philosophically, much as a shower of rain would be — 'Too bad, but it can't be helped. We're having a good time all the same.'

"I saw two girls last Sunday, pretty as pink posies and beautifully dressed. They chose a cool, shady spot under a tree and engaged in a decorous conversation. I saw a careless, gay, young boy, coatless and just-awakened, eyeing them yearningly and casting desperately about for a device. It came in the shape of the peanut man and five cents well invested. Then he approached the ladies, his fist full. I trembled at his audacity, but when I recovered myself and found courage for another peep, behold the peanuts being poured into two pink palms, while four brown eyes were riveted trustingly upon the moist face of the ardent stranger. Soon the whole group was giggling amiably.

"I saw a group of foreigners one day, who had brought the customs of their country with them. Singly, and in couples, they played at a game of rolling on the green grass, the women quite serious in business-like, checked aprons.

"Once, under the stars, when the folk had all gone, I saw the white, desperate face of a young man turned upward to the sky accusingly. All night the wind sang through my branches, and I waited for the eyes to close in slumber, but they never closed, though the face became sharp and peaked and the form rigid. In the early dawn, two men came and removed the poor, limp body quietly.

"Yes," sighed the Pine, "they come and go, Indians, elk, wolf, bear, and now these. I have lived a long time,

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but of all the animals I have known the people of to-day are the most interesting, and the hardest for a Pine to understand."

Printer's Ink.

What the Newspapers are saying about Civil Service affairs.

Signed "Observer" in the Free Press.

Permit me to make a few observations regarding the Civil Service Commission's new regulations.

To secure the proper perspective of this question we must ascend to the pedestal of Canadian citizenship, far above all immediate local considerations, and infinitely distant from the polluting current of self-interest. The commission and the service whose administration is in its hands are alike servants of Canada. Hence it is that the matter must be looked upon from the standpoint of Canadianism,—the standpoint which commands a view not of this year or next year merely, but of many years and decades to come, the standpoint which looks not out upon picayune personal considerations, but upon the welfare of the Dominion at large.

To Prof. Shortt and Mr. LaRochelle was assigned the task of reforming the civil service. And the gods of high Olympus know that the civil service sorely needed reforming! We hear a great deal about the "able and conscientious officials in the public service." And such there are, to be sure, —hundreds of them. But why overlook the nonentities, the blockheads, the chronic kickers and the slothful increase mongers in which the civil ser-

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vice abounds? Truly the service needed reform, and needed it badly.

Very well. The commissioners came to Ottawa and set about this stupendous task of reform. What was to be done with this conglomerate and shapeless mass known as the civil service? Obviously the only solution was the competitive examination. The current of competition had to be set in motion in this sluggish pool if Canada was to have a thoroughly efficient service. What then, was to be the character of this competitive examination?

The writer recently in a periodical essayed to answer this question, but his article is scarcely worthy of comment inasmuch as his entire argument is based upon a careless misinterpretation of the commission's regulations. He assumes that third-class clerks must compete with outside candidates for admission to the second division, while as a matter of fact section 20 expressly states, in plain English, that the examination which qualifies third-class clerks for admission to the second division shall be non-competitive.

The argument that the length of time spent in the service should in itself qualify a civil servant for promotion is too absurd for comment. The contention that efficiency in the performance of his duties should be the sole qualification for a third-class clerk's promotion to the second division is like a house built upon the sands, if I rightly comprehend the routine nature of a third-class clerk's duties.

It has been objected that many of the subjects of the prescribed examination are of no practical value to the candidate after he has entered the service. But enquiry from several of the higher officials goes to show that

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a knowledge of many of these subjects is not only convenient but absolutely essential in many of the branches. For instance, German is very convenient in the Trade and Commerce Department, mathematics is necessary in the insurance branch, while French is indispensable in the majority of the departments.

But even if the subjects prescribed for examination were not of direct benefit in the efficient performance of departmental duties, I should still maintain that the requirement of a reasonably high scholastic standard would be the only course, compatible with Canada's demand for a thoroughly efficient service, open to the commissioners. The whole question of education is involved here. The university student does not grapple with Kant and Hegel or follow the reasonings of differential calculus for the immediately practical or directly applicable value he is going to get out of it. He regards it as a course of mental training and discipline, an intellectual exercise which will enable his mind to grasp more completely and cope more effectively with practical problems when he encounters them after his

undergraduate days are over. Surely this is indisputable. In his theory of education old Aristotle gave expression to this view, and its truth has been recognized by prominent educators right down to the present day.

But let us not rely upon the views of those whom some may regard as mere pedagogic theorists. Let us accept the verdict of the hard-headed business man. He will invariably tell you that the young man who lacks a liberal education enters the world of commerce under a handicap. Why are our great Canadian universities, Toronto, Queen's and McGill, increasing their registration by hundreds year by year? Simply because the great world of affairs demands men of keen intellect, men who will in a very short time adapt themselves to any phase of practical activity and who, when they have so adapted themselves will very soon outrun such as he whose only boast is that he has breathed the torpid atmosphere of a departmental office for 10 or 20 years.

Now, how has this system of competitive examination requiring a reasonably high academic standard worked out in other countries? It is uni-

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versally conceded that India has by far the finest and most efficient civil service in the world, and the academic standard required for admission to it is the highest in the world,—a very strange coincidence. Practically all the young men who enter the Indian service are Oxford or Cambridge graduates; indeed, many of them are post-graduates. The entrance examination includes Latin, Greek, the modern languages, mathematics, philosophy, the sciences,—all the subjects of a complete university arts course, and the standard required is a very high one. If the chronic kickers in Ottawa were confronted with an examination like this they would have something to kick about. France, Germany, the United States, Japan, all have the competitive examination system, all require a standard much higher than that required by the Canadian commission, and in every case the system has proved an unqualified success. Is Canada to remain far behind the foremost nations of the world in this respect? This argument—that of the remarkable success of the competitive examination system in other countries — is one that cannot be overthrown by the anti-examination complainants, dearly as they would like to demolish it.

Does some one rise to remark that the number of vacancies in the second division is considerably in excess of the number of applicants as the result of the new regulations? Quite so, But I venture the assertion that the number of candidates who presented themselves for examination far exceeded the expectations of the commissioners themselves. A civil service life is scarcely pregnant with attractions for a young man of ambition, energy and ability. It can be made



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much more so in time, but only through the methods now being adopted by the commissioners. The surest way to keep good men out of the service would be for the commissioners to listen to the plaints of those who are making abortive efforts to argue that priority of years spent in the service should continue, as in the past, to supplant priority of brains.

From the disgruntled kickers' standpoint the civil service commissioners are bright and shining lights in a fools' paradise. But from Canada's standpoint and from the standpoint of a thoroughly efficient service the commissioners are acting wisely. May the commissioners continue to display the sound judgment which they have shown up to the present time. And as for the kickers,—they would do well to cease their whinings

and remain in the third-class, because, as a rule, the loudest civil service kicker is the man who couldn't earn more than half his departmental salary if he were "outside."

OBSERVER.

PRESENTATION.

On Friday, the 13th August, an interesting presentation was made to Mr. H. G. Barber on the occasion of his approaching marriage, by fellow-members of the Topographical Surveys branch. Mr. T. Shanks presented the gift, which consisted of a handsome silver tea service suitably inscribed, in a suitable speech wishing the recipient all success and happiness.

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A Book to Read

Mrs. Paget's "People of the Plains."

Among autumn books, one of the most decidedly Canadian in its subject is Mrs. Paget's "People of the Plains." The book will be of special interest to civil servants in that its authoress is the wife of Mr. Fred H. Paget, of the Indian Department, and in that it is edited and prefaced with an introduction by Mr. Duncan Campbell Scott.

Mrs. Paget, who is the daughter of a chief factor of the Hudson's Bay Company, has had, from her childhood up, unrivalled opportunities for studying Indian character. In the immediate preparation of the work, she undertook last year a journey throughout Western Canada, and it is understood that the original suggestion of the book came from His Excellency the Governor-General, in order that a true record might be preserved of customs and traits of character among the Indians that are inevitably and, according to Mrs. Paget, unfortunately, doomed to disappear. As Mr. Scott

points out, the picture is drawn by one in thorough sympathy with her subject: "It is the easiest of easy tasks, at this day, to compile a volume about anything; stated facts are common property, and with a little industry and a certain amount of literary craftsmanship, any person may patch up a book about Indians, a subject that does not lose its interest. But the present work is no compilation; it is a statement of personal experience, and has all the merit of original observation."

The book treats of the four tribes inhabiting the Provinces of Saskatchewan and Manitoba, namely, the Crees, Saulteaux or Ojibways, Assiniboines and Sioux—the Crees and Assiniboines being the first to inhabit these provinces. It gives an account of their religious ceremonies, chief among which is the Sun-dance, which generally took place in the month of June, "the moon of Young Birds," and was a thank-offering to the Great Spirit for the re-awakening of nature. It was then that the "braves" were made, by having their courage tried in ways that certainly could leave no doubt as to their powers of endurance.

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medicine and many of their methods will ever remain unknown to us. But bleeding and the vapour bath (the latter obtained by pouring water on large stones thoroughly heated) were employed, and the use of many herbs. For the Indians believed that Kichie Manitou, the Great Spirit, had planted a remedy for every ill, and the best among their medicine men devoted their lives to the search of those healing plants. There was but little sickness in the old times, and no epidemics, as Indians kept themselves clean and never stayed for any length of time in the same camping-place. Their food was nourishing, consisting mainly of buffalo meat, dried and pounded, or powdered and made into pemmican, as well as of a quantity of dried fruits and, occasionally, of wild rice. Any one who became delirious or demented had, however, but little chance of recovering, as the Indians imagined him possessed of the spirit of a cannibal (Ween-de-go) and he was usually killed by being burned.

The buffalo provided the Indian with all the necessaries of life, every

part of its flesh being converted into food, the hides when dressed and smoked being worn instead of the blankets which, later, the white man brought into the country. The tanned skins made the wigwams or tepees and bedding, and the untanned skins or parchments the saddles, bridles, lassoes and thongs. No part was left unused.

The women, according to Mrs. Paget, were not the beasts of burden we are accustomed to think them, their occupations being, in time of peace, the usual household duties, and the wonderful bead and quill work of which the designs were perfect in detail.

The Indian was superstitious — not daring to mention his own name, for fear of showing disrespect to the Pow-wah-kun, or dream or guardian after which he was named, this being either some animal or bird or one of the elements.

Some very interesting legends are related, such as the one of Qu'Appelle, and a wonderful myth concerning the first man, Wee-sack-ka-chack,

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which has many points of resemblance with the history of Noah and the flood and many quaint touches with reference to the traits of animals.

Polygamy was in fashion among Indians, some of the chiefs having as many as six or seven wives, who generally agreed very well—even to the extent of calling each other "sister."

The grave Indians did not take ridicule well, though they seem to have been fond of playing practical jokes and of making satirical speeches. Their hospitality has always been praised, as well as their courtesy, and there were no beggars among them.

The Indians, although naturally using poetic language, have no poetry. As for their music, being sung in the minor key, all Indian songs sound very much alike to an unaccustomed ear.

Such, in very brief outline, is the race which we have dispossessed on this continent, and for whose future we are responsible. The impression one gets from the book is that the Red Man was a splendid type until the Pale Face came and taught him many things he was better ignorant of, and failed to make him learn the things that made the White Man great. The Indian's life was a happy one, since he had everything he needed. But he wanted nothing else, and was therefore without the stimulus to effort.

The book is published by the William Briggs Company of Toronto, and contains several illustrations, among which are some excellent drawings of Indian chiefs and other types.

M. C.

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APPOINTMENTS.

By special competitive examination:—

E. Vincellette, Montreal, translator, Dept. of Labour.

J. B. Racette, St. David de Lévis, Me., translator, Dept. of Trade and Commerce.



Mr. A. S. Williams.

James Audley, Toronto, clerk, Second Div., sub-div. B, Live Stock Br., Dept. of Agriculture.

A recent appointment under clause 21

is that of Mr. A. S. Williams as Law Clerk of the Indian Department. Mr. Williams was born in York County, Ont., was called to the bar in 1902, and has since practiced at Newmarket, Ont. Before leaving for Ottawa, Mr. Williams was made the recipient of a presentation from his fellow townsmen.

Mr. Geo. W. Taylor has been transferred from the outside service at Quebec to fill the position of assistant secretary in place of W. Carter, superannuated.

COAL ANNOUNCEMENT.

Civil servants desirous of purchasing coal on the co-operative plan may obtain the necessary forms at the headquarters of the Ice Association, 30 Wellington street. The price will be \$7.00 per ton for a superior grade of anthracite delivered within the area served by local dealers. The conditions as to payment are substantially the same as last year. Full information may be obtained on application to the above address. It is especially desirable that all intending to take advantage of this arrangement send in their application not later than Sept. 1 and earlier if possible.

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OLE MAN GOV.

—
by Von Ludwig.

Ole man Gov.
Didn't have no love
Fer any of his help ;
How they lived and died,
When they luffed or cried,
Was naught to the ole whelp.

He sez, sez he,
"It's nuthin to me,
"What gait the critters ride ;
"If they make ther day,
"They gits ther pay,
"That's me, an durn ther hide."

An ye kin bet
The hands didn't fret
About ole man or hissen ;—
They did ther day
And pouched ther pay
An let all else go fizzin'.

So when he,—
The ole screw-gee,—
Raises pay up ten per cent,
They doan't believe
But up his sleeve,
There's a rod to some extent.

And, tan my skin,
If it waren't within
A few weeks less or more,
When that ole Sardine,
Lets it be seen,
Wots wot and we *wuz* sore.

Wot does he do,—
This Reuben Glue ?
He stretches the day out some,—
By an hour an a half,—
An gives us the laugh :
We're so mad, that we sets dumb !

"It's a dash long worm
Thet doesn't squirm,"
The ole man sometimes sez.
So maybe soon,
The ole baboon,
Sees the error of his ways.

C. S. ORGANIZATION AT HAMILTON, ONT.

—
The City of Hamilton, Ont., affords an example of efficient methods of organization among civil servants. The Post Office clerks have a well-established association, as have the Customs clerks, the latter being affiliated with the Dominion Customs Association. The Inland Revenue officers have also a working arrangement for united action, and within the past few days have extended their organization so as to include the Niagara district. The Letter Carriers have a union which is affiliated with the local labour movement. Some time ago there was a central C. S. organization in Hamilton, which included the Post Office clerks, the Inland Revenue clerks and the Customs clerks. This has more recently gone out of existence in favour of the strictly class organizations. All three of the class associations are now directly or indirectly affiliated with the Federation, which is thus enabled to handle questions of common interest with the maximum amount of weight, while at the same time ensuring that class interests are in no danger of being overlooked.

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Athletics.

The Dominion Lawn Bowling Tournament.—Brilliant Victory of Service Bowlers.

The Dominion Lawn Bowling Tournament for 1909 was held at the Woodbine green, Toronto, on Monday, August 16, and continued until Friday evening, August 20. For the rink matches 102 rinks were entered, and there were no defaults. Ottawa was represented by three rinks from the Civil Service Bowling Club, although it was expected that three rinks from the Ottawa City Club would also compete.

The tournament opened at 2.15 p. m., on Aug. 16 with a 5-end game of singles between two of the oldest bowlers on the grounds, many excellent bowls being greened by each competitor.

At the conclusion of this interesting short game, the play for the "Walker" trophy commenced, in which competition all of the rinks, 102, were entered. The civil service bowlers had rather hard luck in this contest, all 3 rinks being defeated. Morley's rink put up a strong game against the high-class rink skipped by Leonard of the Toronto "Victorias," and were only defeated by 2 points, the score being 11 to 13. In justice to Morley's rink it should be stated that his vice-skip, that excellent bowler, Walter Greene, was seriously ill and bowled against the positive instructions of his

physician. In the remaining games of the series, Mr. Morley had the assistance of our old friend, Mr. Frank Sutherland, who was vice-skip on Farrow's rink in Toronto last year. Frank is as good a fellow as he is a bowler, which is saying much, and he gave Morley excellent assistance, but the rabbit's foot was missing, skiddoo rink No. 23 being a hoodoo. Thomas's rink was defeated by Hunter of Kew Beach by only 4 points, score 14 to 18, and Farrow's rink were beaten by McIlroy of Peterboro by 19 to 7. This latter game was played on end rink 32 and the rink had much to do with the defeat of our bowlers. The Ottawa bowlers used the "end" side as it was the better drawing one and lost many bowls by their going over the line.

On Tuesday, the 17th August, play commenced for the "Ontario" trophy. Thomas's rink got off to a bad start, and was rather badly beaten by the Yacht Club rink. Morley's rink also suffered defeat at the hands of Morrison of the Queen City Club of Toronto. Farrow's rink was unfortunate as they had much the better of the play, and were defeated in a very hard luck game by 1 point in the east end. Had the civil servants been more conversant with a playing rule applicable only to this tournament whereby a toucher which jumps the bank is counted as a dead bowl, they would have been returned the winners in this contest. However, ignorance of the law is no excuse.

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On the afternoon of Tuesday, 17th August, play commenced for the "Toronto" trophy, and in this event one of the service rinks found their feet. It is a better test of the bowling strength of a rink to win this trophy than to win either of the other two, as more games must be played and the bowling is keener as the games continue. In the preliminary round victories were scored by the rinks of Thomas and Farrow, but Morley's rink was defeated by a rink from the Caer Howell club. Farrow's rink in the first round easily defeated Rice's, Queen City rink, by a score of 16 to 9, but Thomas lost to Readman of Balmy Beach by a close score. In the 2nd round Farrow's rink defeated Small's rink of Arthur, Ont., by a score of 16 to 11, and immediately

afterwards revenged Morley's defeat by putting out Code of East Howell by a score of 16 to 12. This was an excellent game, the play on both sides being fine and the game close all the way, an expectant 6 in the final end being frustrated by a careful draw to shot by the last civil service bowl.

The game in the 4th round against McKittrick of Orangeville followed. It was the most nerve-racking contest of the lot, the score changing from side to side each end, but the civil service bowlers made a grand stand finish and captured a most exciting game by a score of 12 to 8. McKittrick was the hardest skip the service boys were pitted against, and it was only by gilt-edged work that they emerged victorious from this conflict. End after end it was absolutely neces-

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sary to draw to the jack, and the work of every man on the service team was of the highest order. McKittrick was much superior to his team mates, although they bowled very well.

The service bowlers drew their only bye in the 5th round on Thursday, the 19th inst., and in the 6th round put the St. Simcoe's team out of business in very easy fashion, the game being very one-sided.

In the 7th round the service bowlers were drawn against Kerr of Peterboro. With their defeat by McIlroy rankling in their hearts, they gave this rink a swift journey out of the contest by a score of 19 to 9.

At the conclusion of the play on Thursday night, the contests had narrowed down to 5 rinks, three from Toronto, one from Brantford, and Farrow's civil service rink. On the morning of the 20th the service bowlers found that the Toronto rinks had drawn byes and that Farrow's rink was pitted against Turnbull of Brantford to see which would attain the semi-finals. It was hard luck. All rinks, however, were beginning to look alike to the victorious service

rink, and Turnbull's players were soon numbered among the slain.

The service boys were now in the semi-finals in which they were drawn against Ritchie's Queen City rink. The latter, too, went the way of the now long list of defeated, and after a short breathing space and the preparation necessary for the final contest, the service bowlers faced the Kew Beach rink, skipped by Eddie Forbes, the winners of the "Walker" trophy in 1908.

The result of this game was never in doubt and after a brilliant match, judged by experts to be the best game played in the tournament by at least 20%, the civil service bowlers won out by the comfortable margin of 8 points, score 18 to 10. Some of the draws made by the civil service bowlers in this game were phenomenal, and the boys had complete control of their nerves, although the game was played before a very large gallery of fashionably dressed ladies and skilled bowlers. The service bowlers were very popular and it is safe to say that 95% of the gallery were on the side of the victors.

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Comments from the Toronto Press.

The Star:

"The most popular win of the tournament," remarked a well-known bowler, when R. R. Farrow's Ottawa civil service rink carried off the consolation prize—the Toronto Shield—at the Dominion Tournament yesterday.

This is no reflection upon the popularity of Eddie Forbes' Kew Beach rink, which was walloped by the trundlers from close to the Chaudiere Falls, nor yet an indication that J. S. Willison's victorious Canadas or Geo. R. Hargraft and his conquering Granites do not stand high in the estimation of devotees of the "wood" and jack. Merely that bowlers were pleased to see Farrow get it. The

winning of a trophy outside of Toronto is good for the welfare of the game, but when it is won by a rink of such good fellows as those who compose the Ottawa civil service team, then bowlers are enthusiastically content.

The Kew Beachers were trimmed to a standstill, and many bowlers who were in the gallery expressed the opinion that Farrow and Co. playing as they did against Forbes, would have taken J. S. Willison into camp. Farrow's drawing was superb. Forbes is a good man and laid down many bowls that drew cheers, but the Ottawa skip nearly always went him a trifle better. Farrow has superb nerve and his judgment of weight and borrow made the spectators sit up and take notice. He was well supported, too; his vice-skip, Urquhart, had it

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on W. N. McEachern easily in the earlier portions of the match, but McEachern was doing grand work on end.

The struggle between J. Lambert Payne, the Ottawa second, and John Hayes on the Beach side was a good one. Payne had the early advantage but on ends Hayes was out-bowling him. Shannon of Ottawa had a little on Goforth of Kew Beach in leading. The Ottawa skip clung to short ends all the way, while Forbes wanted them longer.

The News:

The most interesting match of the day was the final for the Toronto Trophy, played between the Ottawa Civil Service four, skipped by R. R. Farrow, Jr., and the E. L. Forbes' Kew Beach rink. The Ottawa people played a little better than Kew Beach and earned their victory, which was the most popular one of the tournament. Both rinks played an excellent game, good enough to win most matches, but it would have been an exceptionally good game that could have beaten Ottawa, or come as close as Forbes did.

In the majority of the ends in this final the bowls were so close up that when the skips' turn came they had to draw within less than six inches of the jack to get shot, or even second. The drawing of both skips was the feature of the game; some of the visitor's work was particularly fine—this rink right down the line was generally a shade better than their opponents.

The C. S. Field Day.

The 26th of Sept. last year proved so favourable for the athletic sports' day, that it has been arranged to hold

the event about that time this year, viz., on Saturday afternoon, the 25th of Sept. Many of the out-of-town-for-summer imigrants will have returned by that date, and although the evenings are drawing in a little early, yet this period of the year is generally warm and fair, and the cricket grounds at Rideau Hall, on which it has been decided to hold the meet, through the kindness of His Excellency, the Earl Grey, and the Ottawa Cricket Club, certainly look their best with their background of multi-colored foliage.

The Executive committee having the sports in hand are Messrs. F. Grierson, W. W. Moore, G. H. Wattsford, J. A. Belleau and F. H. H. Williamson. A representative from each department or building will assist this executive in making the sports this year as successful as they proved last year.

There will probably be added to the programme several new features which will add to the interest from a spectacular standpoint. Among these is an unique obstacle race, the nature of which will not be announced until the day, but which it will require men of Spartan qualifications to overcome. Another event which will undoubtedly prove highly interesting to the on-lookers will be a mixed race of ladies and gentlemen, the details of which will be made public a little later. This event will take the place of the ladies' race, which proved so popular last year that the eliminating heats occupied rather too much time for one afternoon's sport.

The full program of events follows:

Mile race; 880 yards; 440 yards; 100 yards dash; putting 16-lb. shot; running broad jump; running high jump; 120 yards hurdles; throwing cricket ball; veterans' 100 yards dash, open to members of the civil service,

40 years of age and over, 1 yard allowed for each 2 years above 40; Departmental relay of 4-men-teams, each man to run $\frac{1}{4}$ of a mile, any number of teams allowed to be entered from each department possessing a deputy-head; tug-of-war between departments, 7 in a team; novices' 220 yards, open to anybody who has never won a prize at any athletic meeting, anybody coming under this category and winning a prize earlier in the day at the C. S. meet will be barred from competing in this race; obstacle race; and combination race.

Further details will be published later. It might be added now that one undesirable feature of the sports of last year will be removed, viz., the necessity of standing. Suitable sitting accommodation will be provided for all.

* * *

How to Bowl.



The following hints on "how to bowl" may seem superfluous after the above to offer to civil servants. They are from a recent issue of the "Curler and Bowler":

Some bowlers cause great amusement to both the onlookers and members of their own team by the various ways in which they deliver the "wood."

From the corkscrew method to creeping halfway up the green like a Red Indian, they are certainly not elegant, and their movements are better described as antics.

Even the costume of bowlers often

leaves something to be desired; a wide-brimmed hat and the oddest of clothes seems to be the most usual costume.

A bowling club can easily send out match teams dressed in blue coats and white trousers, but they cannot alter a member's way of bowling; so what I want is to describe my method to those who have recently commenced playing the game, in hopes they will be able to play a good game sooner, and more certainly, if only by learning one system in place of the six their half-dozen friends will try to teach them.

Firstly, then, stand upright, with both feet together on the mat, having the bowl in the palm of the right hand in front of you, supported with the left. Judge the length from the jack and the width of the green to be taken, and then deliver the bowl; (2) by drawing back the right arm (extending it to its full length) to just behind the body; (3) swing the hand and body forward, placing the left leg two feet to the front, all together in the same motion, stooping till the wood is delivered just in front of the body and, say, three inches from the ground; (4) recover the upright position by pressing the left hand on the left knee and rising.

A little practice will enable anyone to do this easily in two or three minutes.

The objects of the different positions are as follows:—

1. A better sight can be taken and the width of green judged in this position.

2. The full length of the arm gives a better and much more powerful swing.

3. The left leg is placed in front about two feet, but either to the right or left because it is this movement that gives the width of green the "wood" is to take.

For finger bias the foot must be placed to the right and for thumb bias to the left, and on the distance you place it either one side or the other depends the width of green the wood will take.

4. From the easy upright position you can see how the wood travels and what it does. You are allowed to say strong things from this position, but you should not twist your body or move your legs.

As the "wood" is not thrown by the arm (which is of uncertain strength and may become easily tired) but by the swing of the whole body, allowing the "wood" to roll out of the hand when the hand gets to the position three inches from the green, it will be found that, the united action of the body, arm and leg remaining more constant, there will be much greater control right on to the end of the game.

Remember your usual swing in trying another green ; put a wood up on both hands and from each end and you will not only get the pace but the width and a few tricks from the start.

The above positions are all graceful, and as you will never use the full amount of power at your command the arms and body will not be in the least tired at the end of an exiting match.

There is no danger of slipping or of getting the right foot off the mat.

To this point the novice should follow the above hints exactly, but from here he must strike out for himself. He must remember that a wood can be made to draw wider or narrower by the aid of the fingers, and also by the position in which the wood is first placed on the green ; for instance, if placed with the bias nearer the bottom it will travel narrower or straighter than if held level. If a long jack has to be played to, let the wood roll out of the hand with a spin, i. e., let the fingers give the bowl a spin just as it leaves the hand. The effect of this is that upon the bowl touching the ground it is already rolling and so gets no check.

Many bowlers throw the wood dead from the hand, and when it touches the green the green acts like a brake put on.

Always know what bias your woods have, and in buying new ones, order "three full" as the most useful.

The Skip.

Of the importance of the skip, the Dundee Advertiser has this to say :

"He should first of all be one of the best players in his club, and must know the game as well as be able to play it. This should be a sine qua non of his appointment. He must be optimistic, always optimistic, believing that a game is never lost till it is won, and that, so long as he is not 8 down with an end to go, he may win. He must inspire his players with confidence in themselves and in him. He must be watchful of the position of his own and his opponents' bowls and but seldom need to be told to whom a certain 'wood' belongs. He must calculate from the position of bowls and jack where the jack if struck is likely to come, and build his game accordingly. He must notice how his players play the different hands, and always when possible give them the hand he sees they are playing best. If, however, any player suggests a shot which is different from the one the skip sees, a wise skip will, if there is no danger, let the player have his way. Should the shot be successful it gives the player greater confidence and keeps him in good humour with himself.

"He must also watch the play of his opponents, especially his opposing third and skip, so that he may be able to prevent them getting facilities for the game they are playing best. As, for instance, having back bowls, if his opponents are 'running' successfully, or guarding if they are drawing with precision. No president, no active member, however helpful to the club otherwise, no popular favorite or funny man should be appointed to the post unless he possesses at least the first qualification of being one of the best players in his club."