

PAGES

MISSING

THE CIVILIAN

VOL. X.

OCTOBER 26, 1917.

No. 14

Merit System for Outside Service

Government Declares for Administration by Commission and Abolition of Patronage.

Prediction that the re-organization of the Civil Service Commission would prove to be of great importance to the Civil Service is already coming true,—but it is the Outside rather than the Inside Service that seems likely to be immediately and materially benefitted.

The Commission (of which Hon. W. J. Roche has been made chairman) has been asked by the Premier to make a report upon means and methods of extending the application of the Civil Service Act to the Outside Service and the three Commissioners are hard at work upon the details of the recommendation which they will make.

The Government Announcement.

In the manifesto given out by Sir Robert Borden on October 18th, Civil Service reform is the second in order of the declared purposes of the new Government—giving precedence only to that regarding the prosecution of the war. The section reads as follows:

“Civil Service reform, with a view to extending the principle of the present Civil Service Act to the Outside Service, and thus to abolish patronage and to make appointments to the Public Service upon the sole standard of merit. The Civil Service Commission has already been directed to make a report to the Prime Minister as to the necessary steps for that purpose. Such arrangements will be subject to the existing regulations which give preference in appointments to returned soldiers who are duly qualiefid.”

The phraseology of this declaration leads to the hope that it is the intention of the Government to take action at an early date, without reference to Parliament, and, perhaps, before the elections.

What the Act Says.

Power to take such action is given by the Civil Service Amendment Act of 1908, Section 4, Sub-section 3, which says:

“The Governor in Council may, by order in council to be published in the *Canada Gazette*, bring the whole or any part of the Outside Service under the same provisions of the law as the Inside Service.”

Experienced Commissioners.

The Civil Service Commission, as now constituted, is peculiarly qualified to handle such a tremendous problem as that of bringing the Outside Service under the Act. Chairman Roche has, until lately, been the administrator of one of the largest Departments of the Government, and the one having the

greatest variety of branches in the Outside Service. Dr. LaRochelle has had nine years' experience in the administration of the Inside Service and is an adept in the problems and technicalities presented. Mr. Jamieson's political and parliamentary experience will make a valuable man in the triumvirate. Their labors should have prompt and far-reaching effects.

Transfer Easily Arranged.

The inclusion of the Outside Service under the Act does not imply that its affairs will be turned topsy-turvy. Doubtless provision will have to be made for the making permanent of all persons of the Outside Service who have been continuously employed, irrespective of examinations. This was done in 1908 in the Inside Service, when hundreds of so-called "temporary" employees were placed on the permanent list and continuous employment on the temporary list was abolished. As is the case with the Inside Service, regulations as to future appointments would probably be entirely in the hands of the Commission (subject, of course, to approval by order in council), but reorganization, classification and promotion would be problems for later solution.

The Hope We Hold.

The Government has power to bring *the whole or any part* of the Outside Service under the Act. It is the earnest wish of every civil servant, of every friend of the Service and of every supporter of reform, merit and efficiency in public affairs, that the Commission's report will recommend the inclusion of nothing less than *the whole* of the Outside Service under the Act, and that the Government will promptly carry that recommendation into full effect.

DECORATIONS WON.

The distinguished honor of the Military Cross has been conferred upon Lieutenants F. L. Lloyd, of the Canadian Engineers, and J. E. Tait, of the 100th Battalion, Winnipeg Grenadiers. Lieut. Tait won his decoration at the taking of Vimy Ridge. Both officers belong to the staff of the Hudson Bay Railway.

WAR PERSONALS.

Lieut. Melville G. Anderson, M.C., has returned home on furlough.

The London *Gazette* official announcement of the transfer of Lieut.-Col. H. J. Lamb, D.S.O., from the Canadian to the British army says he is "seconded for duty at the War Office."

Pte. C. B. Kramer, wounded, is a son of the postmaster at Mildmay,

Ont. He is now only eighteen years old and was rejected three times because of his youth before he secured acceptance in a Toronto unit.

Capt. H. T. C. Whitley, promoted major, was on the staff of the Department of Labour when the war broke out. He is only twenty-two years old.

F. P. Bent, superintendent of the Railway Mail Service at Halifax, has received news of the death of his son, Lieut.-Col. Phil. E. Bent, who was killed in action on October 1st. The dead officer was in the British army and had won rapid promotion from the time he took his commission early in the war. When he received his majority he was said to be the youngest major in the army.

Lieut. R. J. Edmunds (Royal Mint), who has been adjutant of the Eastern Ontario Regiment depot at Seaforth, Eng., expects to return to France soon.

Civil Service Casualties.

LIEUT. ROGER FYFE CLARKE, M.C., severely wounded in the chest, is a Topographical Surveys man who went overseas with the first Canadian Engineer unit and won his stripes, a commission and the Military Cross in the field. He was attached to a tunnelling company before he received the wound that put him in hospital on September 27th. Six months ago he was married, in England, to Muriel, daughter of Dr. Adam Shortt and Mrs. Shortt.

SERGT. WALTER DAVIDSON, a Trade and Commerce man of Fort William, missing since June 7th, 1916, is now listed as dead. He was a 96th Regiment recruit to the 52nd Battalion.

HENRY A. RICKARDS, of the Public Works staff at Strathcona, Alta., who enlisted only last April, has been wounded.

P. G. LEMAN, of the Forestry staff, Calgary, who went over with the 20th Battery, C.F.A., is wounded.

SERGT. J. W. SMITH, of the Forestry staff at Kamloops, who was a private in the 172nd Battalion and won his stripes in the field, has been killed in action.

W. WADDELL, a Forestry man of Vernon, B.C., who was in the 172nd-54th Battalions, has fallen in action.

LANCE CORP. J. J. BRIDEN, killed in action, was a Trade and Commerce man of Port Arthur, and went over with the 94th Battalion. He was twenty-six years old.

EARL W. CLIFF, of Fort William, another Trade and Commerce man, who was in the 94th, has been wounded.

CHAS. CLINTON HEWSON, of the Trade and Commerce staff in Winnipeg, was killed in action on January 5th, 1917. He went overseas with the 78th Battalion.

LIEUT. W. J. BOYD, wounded,

belongs to the Forestry Branch. He enlisted in the infantry, but later secured a commission in the old 53rd Battery, C.F.A.

REGINALD D. ROLFE, of the staff of the Strathcona post office, who enlisted with the Princess Patricia's Canadian Light Infantry, has been killed in action.

The roll of honor of the Hudson Bay Railway staff contains several more casualties, including: LIEUT. R. G. H. BRYDON, 102nd Battalion, killed in action in April, 1917; J. C. DOWD, 27th Battalion, died of wounds; H. E. FRASER, Artillery, wounded May 7th, 1917; LIEUT. R. J. STEEL, formerly C.S.M. in the 179th Battalion, later with the 65th, wounded at Vimy; LIEUT. J. E. TAIT, M.C., 100th Battalion, wounded at Vimy, and J. W. McLEOD, 107th Battalion, wounded.

W. LAW, 16th Battalion, of the Hudson Bay Railway staff, who has been missing since October 8th, 1917, is now listed as dead.

Brandon postal clerk, was wounded

WM. J. MUNN, 107th Battalion, a and gassed recently.

FRANK BARTELLO, of Toronto post office staff, is wounded.

Several more casualties appear on the war record of the men of the Department of Agriculture, including six men killed in action. These are S. H. VALIANT, of Brandon, a British reservist; VICTOR ARMSTRONG, of Nappan, N.S., who went to the front early in the war; CAPT. R. B. DONALDSON, of Nappan, who went over with the 185th Battalion; J. A. P. ARDEN, of Sidney, B.C., who was with the 103rd; J. S. McLEOD, of Indian Head, and F. A. WELDON, of Ottawa, who enlisted with the 80th. R. H. NEELEY, of Agassiz, 47th Battalion, wounded last December, is also listed as missing.

COL. CAMPBELL DEAD.

The cable announces the death in France on October 21st of Lieut.-Col. Glen Campbell, after a short illness.

Lieut.-Col. Campbell was Chief Inspector of Agencies under the Department of Indian Affairs, with headquarters at Winnipeg. He raised a fine body of volunteers known as "Glen Campbell's Scouts," in which many other civil servants enlisted. Later, he was given command of the 107th Battalion and the "Scouts" were absorbed into that unit. Lieut.-Col. Campbell was fifty-four years of age and a former member of the House of Commons.

A. V. WADE DEAD.

Allan Veits Wade, of the Statistical Branch, Department of Customs, died on October 20th, aged 59 years. He was a son of the late Hon. J. C. Wade, was born in Digby, N.S., and came to Ottawa to enter the Service in 1901. He leaves a widow and four children—the eldest son having just returned from the front.

PREMIER'S SECRETARY.

George Yates has been appointed secretary to Sir Robert Borden. From 1911 until recently he was secretary to Hon. Frank Cochrane, having previously held a like position under the Ontario Government. He is a former journalist.

CARRIERS MAY STRIKE.

A Toronto despatch says: Three hundred letter carriers in mass meeting passed a resolution giving their executive power to call a strike if the Postmaster-General refuses to grant their request in the matter of salary. The men have for more than a year been appealing for more pay. The estimates in the Commons last session had a sum included sufficient to give

\$100 increase to each, but even this has not been forthcoming. A letter was sent to the Postmaster-General asking for a board of conciliation to take up their grievances, and on the answer received depends what action the men may take to force recognition of their claims.

A PROUD RECORD.

Eighty-five men from the Hudson Bay Railway staff have enlisted for overseas, nine have been killed or died of wounds, seven others have been wounded, two have won the Military Cross and one the *Croix de Guerre*. These railway builders are in all branches of the army service and in the Canadian, British and French forces. They hold all ranks from private to commanding officer,—the latter being that of Lieut.-Col. A. Earchman, of the 228th Battalion, formerly major in the 21st Battalion.

A GOOD MAN GONE.

The death occurred on October 11, 1917, of Mr. William L. C. Allwell, of the Toronto Post Office staff.

Mr. Allwell was Secretary to the Postmaster and Deputy Postmaster, and his duties brought him in contact with a large number of people. He was Secretary of the Postal Rifle Association, Postal Benefit Association, and was very much interested in the work of *The Civilian*.

During the summer seasons of 1915 and 1916 Mr. Allwell was in charge of the mails on the Muskoka Lakes steamers.

His bright face will be very much missed wherever he was known.

Mr. Allwell was 28 years of age, and is survived by his father (who is also in the Toronto postal service), mother, and wife, who was formerly Miss Ila Whiteside, of Huntsville, Ont. His death occurred on the first anniversary of his marriage.

The Roll of Honour.

Volunteers from the Public Service of Canada for active military service.
Number of names previously published—3,902.

EIGHTY-FOURTH LIST.

- Fred. G. Ashton, Public Works, Ottawa, C.A.V.S.
Major A. R. Sprenger, Public Works, St. John, N.B., 62nd Regiment.
Pierre de Doneeel, Public Works, Ottawa, Belgian Army.
Sub-Lieut. Albert DeNiverville, Printing Bureau, Ottawa, Royal Flying Corps.
Sub-Lieut. Romald Leduc, Printing Bureau, Ottawa, Royal Flying Corps.
S. McCartney, Printing Bureau, Ottawa, 238th Battalion.
P. J. O'Connor, Printing Bureau, Ottawa, 5th Ammunition Column.
T. G. Twyman, Printing Bureau, Ottawa, C.F.A.
Auguste de Ernested, Printing Bureau, Ottawa, R.N.C.V.R.
G. J. Boucher, Printing Bureau, Ottawa, 5th Ammunition Column.
Roland McK. Graham, Printing Bureau, Ottawa, 5th Ammunition Column.
Gaston Proulx, Printing Bureau, Ottawa, 5th Ammunition Column.
Louis L. Depocas, Printing Bureau, Ottawa, Signallers.
R. Harvey, Railway Commission, Ottawa, 207th Battalion.
Joseph Howe, Trade and Commerce, Fort William, Signallers.
C. Rowe, Trade and Commerce, Fort William, Royal Flying Corps.
Clyde Montgomery, Customs, Winnipeg, 76th Battery, C.F.A.
C. G. Moore, Customs, Toronto, Forestry Draft.
S. H. Raymond, Customs, Bridgeburg, P.P.C.L.I.
Mate S. C. Greenwood, Customs, Ottawa, R.N.C.V.R.
Lieut J. J. McDonald, Customs, Calgary, Skilled Railway Draft.
W. J. Pascoe, Customs, Vancouver, Royal Flying Corps.
S. M. Smith, Customs, Ottawa, Queen's Ambulance.
A. W. Mable, Customs, Victoria, B.C.
Wm. J. Spence, Customs, Emerson, Man.
A. H. H. Mattice, Topographical Surveys, Ottawa, Cyclists.
E. W. Berry, Topographical Surveys, Calgary, Civil Service Siege Battery.
Corp. H. R. J. Watts, Interior, Ottawa, Civil Service Siege Battery.
Sergt. J. M. Perrier, Geodetic Survey, Ottawa, 235th Battalion.
J. E. Ratz, Geodetic Survey, Ottawa, Signallers.
F. G. Johnson, Observatory, Ottawa, 72nd Battery, C.F.A.
A. H. Swinburn, Observatory, Ottawa.
Alex. Anderson, Immigration, Interior, Ottawa, 72nd Battery, C.F.A.
E. Usher, Immigration, Interior, Ottawa, C.A.S.C.
Corp. Arthur Wm. Sidney O'Hagan, Post Office Dept., Ottawa, Signallers.
Sergt. Philip W. Gee, Letter Carrier, Brantford, 164th Battalion.
Hugh McDonald, Post Office, Sydney, N.S., 17th Battery, C.F.A.
S. C. Blls, Dept. of Mines, Ottawa, Canadian Engineers.
J. J. McGee, Dept. of Mines, Ottawa, Civil Service Siege Battery.
T. H. Ogilvie, Indian Affairs, Ottawa, C.A.S.C.
H. F. Wotley, Royal Mint, Ottawa, 256th Battalion.
H. Earnshaw, Royal Mint, Ottawa, Signallers.
D. Kelly, Royal Mint, Ottawa, 74th Battery, C.F.A.
J. E. Lowe, Royal Mint, Ottawa, 256th Battalion.
Edward Shea, Dominion Police, Ottawa, P.P.C.L.I. Draft.
(Additional list from Central Registry, Militia and Defence, Ottawa):
Lawrence Rainboth, Royal Flying Corps.
Donald Rogers, Divisional Ammunition Column.
Cecil Coombes, Divisional Ammunition Column.
Garnet Faith, Divisional Ammunition Column.
Archibald Forrest, Divisional Ammunition Column.

THE CIVILIAN

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Ottawa, October 26, 1917



THE NATIONAL DUTY.

The great fact that stands out above all the rest is that this is a Peoples' War, a war for freedom and justice and self-government amongst all the nations of the world, a war to make the world safe for the peoples who live upon it and have made it their own, the German people themselves included; and that with us rests the choice to break through all these hypocrisies and patent cheats and masks of brute force and help set the world free, or else stand aside and let it be dominated a long age through by sheer weight of arms and the arbitrary choices of self-constituted masters, by the nation which can maintain the biggest armies and the most irresistible armaments—a power to which the world has afforded no parallel and in the face of which political freedom must wither and perish.

* * * * *

Through all sorts of channels it (peace talk) has come to me, and in all sorts of guises, but never with the terms disclosed which the German Government would be willing to accept.

—Woodrow Wilson.

Our existence as a state is challenged. This is the supreme moment of our lives. We must face grimly what war always means,—life or death, success or defeat.

—R. B. Bennett.

NOW IS THE TIME.

A convention of the Civil Service Federation of Canada should be called at once and held at the earliest possible date.

In its last issue *The Civilian* stated the pros and cons of this proposition and asked for expressions of opinion thereon. Sufficient time has not elapsed for many opinions to be heard, but circumstances have changed materially in the last two weeks, and, in the judgment of *The Civilian*, the altered position of affairs demands the immediate attention of a full convention of the Federation. In this opinion the members of the Federation executive whom it has been possible to consult fully concur.

The proposal of the Government to at once bring the Outside Service under the jurisdiction of the Civil Service Commission is the most important event in Canadian public service history since the creation of the Commission in 1908, and is of hardly less revolutionary character. There was always the pretence of a merit system in the Inside Service, but, in the Outside, patronage has always been supreme. The permanent benefits which this action of the Government will confer, not only upon the Service but upon the whole country, will be so varied and far-reaching that their full extent can hardly be estimated at this time.

The inclusion of the Outside Service under the jurisdiction of the Commission will naturally be followed by many, if gradual, changes in administration. The Commission and the Government will give these changes careful study before putting them into effect. Decision must be based on the fullest and most reliable information that can possibly be secured, and who can give that information so well as the men whose lives are spent in the Service and who, by daily experience in their details as well as by careful study of their broader aspects, are the most inti-

OUR BOYS

Previously reported:

Dead.....	262
Wounded.....	374
Prisoners.....	19

DEAD

SERGT. WALTER DAVIDSON.
 F. A. WELDON.
 SERGT. W. J. SMITH.
 W. WADDELL.
 LC. CRP. J. J. BRIDEN.
 C. C. HEWSON.
 J. A. P. ARDEN.
 J. S. McLEOD.

REG. D. ROLFE.
 LIEUT. R. G. H. BRYDON.
 J. C. DOWD.
 W. LAW.
 S. H. VALIANT.
 V. ARMSTRONG.
 CAPT. R. B. DONALDSON.

WOUNDED

LIEUT. R. F. CLARKE, M.C.
 HENRY A. RICKARDS.
 EARL W. CLIFFE.
 H. E. FRASER.
 J. W. McLEOD.
 W. J. MUNN.

P. G. LEMAN.
 LIEUT. W. J. BOYD.
 LIEUT. R. J. STEEL.
 LIEUT. J. E. TAIT, M.C.
 F. BARTELLO.

mately acquainted with all its problems?

The Civilian believes that if the Federation meets very soon and prepares sane and sound memoranda upon various problems involved in the transfer of the Outside Service to the merit system, its findings will be received with respect and consideration by both the Commission and the Government and that great profit will accrue to all parties concerned.

This purpose alone would justify a call for an emergency convention, but the annual convention is a year overdue and there is other business of great importance awaiting consideration.

The Civilian calls for a convention of the Civil Service Federation of Canada at the earliest possible date.

YOUR SERVICE.

*"That independence Britons prize too high
 Keeps man from man, and breaks
 the social tie."*

When Goldsmith put these words into the mouth of his "Traveller," as depicting a social relation in America differing from that in Europe, his words were no more applicable to the then existing international problems than they may be now to our essentially domestic affairs.

The intricate windings of red tape that have come to be recognized as indispensable parts of all that goes to make up the various functions of Government Service in Canada tend to kill individuality. Yet, in spite of this handicap, men rise above the slough into which ordinary conditions would throw them and tower above

their fellows. Then is evidenced the true inner man. Does he let ambition reign and, forgetting his responsibility to confreres, use them only as stepping stones to higher things? He has lost the true perspective. Does he remain true to the manhood that is his? He will find in his new and higher sphere of activity new opportunities to benefit his fellows. Surely to him that hath power of place will be given opportunity of doing. The position proves the man. Stripped of the robes of office, the Deputy Head is no more in life than the clerk or messenger. Why, when elevated to the higher place, should he forget his duty to his fellows?

Keep up the social tie. Keep up membership in the Association; attend its meetings. No man lives to himself alone. The energy and ability that pushes a man onward and upward in the Civil Service, if applied to the wheel properly, will send the chariot of progress far along towards the goal of efficiency so long sought.

PROPERLY DONE.

Ignoring the insistent proffered advice of an Ottawa newspaper, the Government has adopted the advice of the joint committee of both Houses and appointed an editorial board of three civil servants to supervise its publications. For once the outside "expert," such as the newspaper referred to tried to "wish" upon this board, is left out. The Government runs the biggest printing plant in Canada and must, surely, have some competent technical men on its staff; while the conditions governing official publication are so varied and complex that one who has had no experience therewith would be not at all likely to handle the problem as well as a civil servant. The insinuation that the Ministers might unduly interfere with a board composed of civil servants is a reflection upon the Ministers rather than upon the civil ser-

vants; and, besides, how long would it take the Government to "fire" an outside expert whose work didn't suit?

SEMI-STAFF.

The editors are gratified to have the expressed approval of clerks in semi-staff post offices upon *The Civilian's* utterances in connection with this freak of the Canadian post office system. Since the editors of the "Postal Journal" assumed the responsibility of speaking for the postal clerks of Canada, *The Civilian* has refrained from trespassing upon their preserves, but this semi-staff abuse is so glaring that it sometimes proves an irresistible provocation to comment.

FOR THE ROLL.

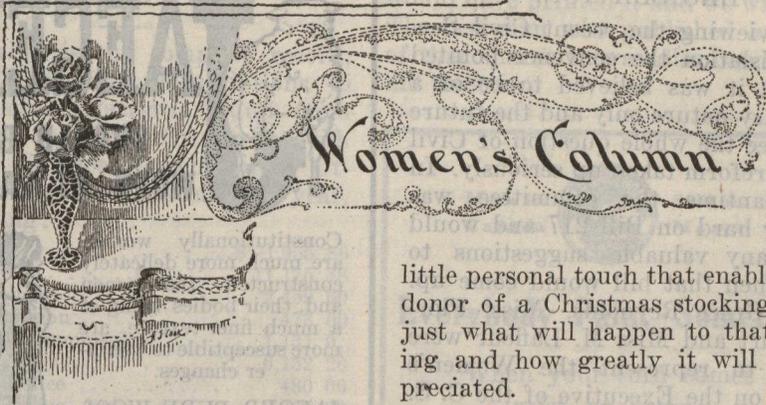
Thanks, once more, to the scores of correspondents who have sent in lists of names for the Roll of Honor. All these new lists are carefully checked by former lists and all new names will be published in due time. The Roll closed on October 13th. Men of the class now called up under the Military Service Act are not eligible to have their names entered if they enlist after that date. Volunteers under 20 or over 34 years, married men and widowers with children are still eligible.

Win the war.

Whatever your part is, "carry on."

Merit in the Civil Service means national efficiency and economy.

Get ready for the Federation convention. Study up the "White bills." They are sure to furnish the text for many a debate.



Enthusiastic Meeting.

The first Red Cross Social of the Women's Branch was held on the evening of Oct. 16th in the Y.W.C.A.

While nearly two hundred women knitted or sewed away on articles for the men overseas, reports of the work accomplished during the last six months were read. Interest centred around the Red Cross report, which indicated how well the women of the Service had stuck to the work all summer.

OUTPUT, MAY 15-OCT. 15.

243 suits pyjamas, 52 pyjama cords, 52 ties, 396 prs. socks, 12 prs. socks donated, 154 pillow slips, 33 hospital shirts, 65 prs. ward shoes, 1 service shirt, 1 stretcher cap, 155 Christmas stockings.

A strong appeal for more workers at the Red Cross rooms was made by the convener. In part she said: "Our last Red Cross report asks for all kinds of supplies. We can knit and make pyjamas, so do let us double our efforts. We know how we all personally dislike cold and discomfort, so, as far as is possible, let us lessen the discomforts of the men."

AN INTERESTING ADDRESS.

Miss Rayside, matron-in-chief of the Canadian Medical Nursing Service, charmed an attentive audience with her stories of hospital work in France. The speaker added just the

little personal touch that enabled each donor of a Christmas stocking to see just what will happen to that stocking and how greatly it will be appreciated.

EMERGENCY FUND DROPPING.

The treasurer's report showed a goodly number of paid-up members, and it is hoped that many more will pay their fees before another month is out.

The contributions to the Emergency Fund haven't kept up as they should. Only \$480.88 has been collected in the last six months and out of that amount the following have been voted:

Assistant Ottawa Welfare Bureau	\$ 90.00
Maintenance Red Cross rooms	20.00
Donation to Nursing Sister Campbell, France	25.32
Box to Pte. Wittenberg.....	1.80
Donation, Clarence House...	100.00

It is your business to see that the box circulates in your department.

EDUCATION NEEDED.

The representative to the Welfare Bureau touched on some interesting features of the work in hand. Miss Wilson maintained that the work and exhibits of the Charities and Correction Conference, and also the Anti-Tuberculosis Association, should be more widely disseminated, and that most of us should be personally acquainted with the aims and carrying out of the projects of such conferences. As citizens we are vitally concerned,—as street car frequenters we are individually concerned.

LEGISLATION.

In reviewing the recent Civil Service legislation the convener pointed out that it was believed to be of a temporary nature only and the future would see the whole question of Civil Service reform taken up seriously. In the meantime the committee was working hard on Bill 217 and would have many valuable suggestions to make when that bill would come up.

Miss Grace Reynolds, Miss Florence Burt and Miss M. Lafleur were elected to represent the Women's Branch on the Executive of the C. S. Association of Ottawa.

15,000 LETTERS.

Miss Jessie Parmelee reported that 15,000 letters have been addressed and mailed since May. Over thirty girls are engaged in doing this work from five to six o'clock every day.

That the first meeting of the season was such a success was due to the efforts of the women of the Militia and Defence Department who looked after all the arrangements. Miss May Thompson's solos were greatly enjoyed, and Miss Usher, who represents the department on the Advisory Board, is to be congratulated on the programme.

Memo.

Red Cross Rooms in the Hope Bldg. are open from 4 to 6 o'clock *only*.

Buy your ticket for the Masquerade next Tuesday night. Don't miss a fine frolic!

Don't delay! Turn in your stamps, stickers and cards and 1 lb. candy boxes for the men's Christmas boxes. Every little bit helps.

OBITUARY.

James A. Morin, for thirty-five years an employee of the Department of Public Works, died on October 17th, aged sixty-six years.



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PATRIOTIC FUND.

Following is the complete record, by Departments, of subscriptions to the Canadian Patriotic Fund from the Public Service in Ottawa through the Civil Service Association of Ottawa, during the Association year, now closing:

Archives	\$ 1,955 86
Agriculture	11,175 38
Auditor General	2,459 60
C. S. Commission	473 00
Conservation Commission	1,131 9
Customs	6,152 20
R.N.W.M. Police	480 00
Dominion Police (est.)	2,000 00
Supreme and Exc. Courts	760 00
Finance	2,258 96
Mines and Geol. Survey	7,071 44
G. G. Sec'y. Office	151 92
House of Commons	4,009 33
Interior	23,621 98
Indian Affairs	2,054 16
Inland Revenue	2,151 17
Insurance	2,093 00
Justice	2,250 70
Labour	597 00
Library of Parliament	457 20
Marine	3,807 42
Naval Service	4,073 85
Militia and Defence	21,108 00
Post Office Dept.	11,027 28
Post Office Dept. (inspector) ..	476 00
Post Office, City (est.)	1,500 00
Privy Council	907 00
Pub. Printing and Stationery ..	8,431 96
Public Works Dept.	11,831 72
Public Works Dept. (Pub. Bldgs)	3,393 80
Railways and Canals	4,509 38
Secretary of State	1,728 92
Senate	1,444 75
Trade and Commerce	2,866 16
Hospital Comm.	521 50
National Service Comm. (est.) ..	350 00
Railway Commission	1,313 20
Customs (local)	744 20
War Purchasing	291 00
Anonymous received since list made	280 00
	<hr/>
	\$165,425 88

CORRESPONDENCE.

A.L.C., Brantford.—All published but one. Thanks.

S.M.L.—Your letter is probably quite true, but it's lucky that you sent it to *The Civilian* instead of to a newspaper, because the newspaper

would have printed it and we will not. The last man who published a letter of that character was dismissed from his position.

Made in
Canada



Sold on
Merit

Everybody Paint Sometime

When your turn comes
insist on having

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wear & weather

We make a special product for every painting need. Each one guaranteed to best serve the purpose for which it is intended.

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DEPARTMENT OF THE NAVAL SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.

ANNUAL examinations for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,
Deputy Minister of the Naval Service.

Department of the Naval Service,
Ottawa, March 12, 1917.

Unauthorized publication of this advertisement will not be paid for.

Government Printing Reform.

On September 12th there was laid before Parliament a report "from the Joint Committee of both Houses on the Printing of Parliament," the substance of which is of great interest to the Civil Service.

Following a report submitted in May, 1916, in which certain economies were recommended, the Committee asked for reports from the different departments as to what steps had been taken to curtail expenses in printing, and a summary of these is prominent in the latest report.

"Generally, it may be said," reads the report, "that some Deputy Ministers have shown an earnest desire to meet the wishes of Parliament, while others have failed to grasp the significance of the Committee's recommendations of last year. It is quite evidence that some members of the Public Service entirely forget that printing costs money. . . ."

The gross printing bill of the Government is stated to have been \$1,274,870 in 1913 and \$2,401,913 in 1917.

Several departments are commended for economical management of their printing; others are recommended to do likewise, and one is rebuked for neglecting to report its reforms and told that its reports should be reduced to a minimum.

The report of the Auditor-General is called "the greatest guarantee that the country possesses against improper expenditure," and though it is large and expensive the Committee will not recommend any reduction.

Combined English-French reports are commended.

The over-lapping in trade statistics is deplored, and this remark is added, "It seems to the Committee that the sooner all statistics of the Government are centralized under one authority the better it will be in the public interest and great saving would be effected."

A consolidation of the map-publishing branches is strongly recommended. At present several departments are issuing maps for various purposes, with no inter-departmental co-ordination. "The Committee believe that it

would be in the interests of the country to have the Canadian Topographical Department reorganized and all its work housed in one building and carried on under one head, thus effecting great economies."

"The Committee desires to congratulate the staff of the Department of Public Printing and Stationery on the economies it has succeeded in making both as regards printing and distribution" (of the reports of many departments).

"Economy" will have to be Canada's watchword for many years to come and the printing bills of Parliament and the public departments present a fertile field for action in this regard." Reductions effected in the cost of public printing in the United States are held up as a worthy example.

"The Committee feel, however, that, unless Parliament provides some stringent form of supervision over the fountains from whose sources so many volumes of useless literature flow" that the "alarming" increase in the printing bills will continue. Therefore the Committee recommends the creation of "an editorial board of three members of the Civil Service, thoroughly conversant with public affairs," which board should have "plenary powers" to condense the amount of matter in any report offered for publication by a department, or to suppress the report altogether. Its decisions should be over-ruled only on written order of the Minister of the department concerned in any case, and all such cases should be reported to Parliament.

A more even distribution of the work sent to the Printing Bureau throughout the year is also urged, and the proposed editorial board would have certain functions in this connection.

The Government has already taken action upon the report and has established the Board recommended by the Committee. It consists of Fred. Cook, Assistant King's Printer; F. C. T. O'Hara, Deputy Minister of Trade and Commerce, and Francis C. S. Lynol, of the Department of the Interior.

Three members of the Government—Sir George Foster, Hon. Arthur Meighen and Hon. Martin Burrell—have been constituted a committee to advise and co-operate with the editorial board. The recommendations of the editorial board are subject to approval by the Cabinet committee.

GOOD WORK GOES ON.

A splendid work of reference, founded by a father and carried on by his son, is "Political Appointments, Parliaments and the Judicial Bench of Canada." This book was first compiled to cover the history of the old Province of Canada, 1841-1867, and was the work of Joseph Olivier Coté, clerk of the Privy Council, 1872-1880. In 1896 his son, N. Omer Coté, issued a second volume, bringing the records up to that year. Mr. Coté, who is Controller of Land Patents, Dept. of the Interior, now presents a third volume, in which he has brought all the former features up to date and has also broadened the scope of the work and added many valuable new sections. It is one of the most valuable books of reference ever compiled by a civil servant as a private enterprise.

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Trade and Commerce—Marion M. Keenan, Div. 3B; Robt. J. McFall to Div. 1B.

Promotions.

Indian Affairs—Hugh Graham to Div. 2B.

Inland Revenue—A. R. Adam, Windsor, to 1st Class; R. J. Bergeron, Windsor, to 1st Class; T. M. Bezaire, Windsor, to 1st Class; E. R. Montforton, Windsor, to 1st Class; T. D. Niven, Windsor, to 1st Class; J. E. Lally, Belleville, to 1st Class; C. E. Wood, Prescott, to 1st Class; J. A. Oliver, Joliette, to 1st Class; J. O. Prevost, Montreal, to 1st Class; J. W. Murphy, St. John, N.B., to 1st Class; J. C. Dean, London, to 2nd Class; H. H. Pingel, London, to 2nd Class; W. A. G. Hardy, Belleville, to 2nd Class; I. Newsome, Brantford, to 1st Class; J. J. Young, Toronto, to 1st Class; W. H. Montgomery, Kingston, to 1st Class; R. Beaulieu, Montreal, to 2nd Class; J. A. Gervais, Montreal, to 2nd Class; G. Roux, Montreal, to 2nd Class; J. C. Miller, Winnipeg, to 1st Class; A. L. Aucoin, Montreal, to 2nd Class.

Interior Dept.—W. T. Rollins to Div. 1B; R. K. Edey to Div. A; F. J. Leahy to Div. A; Miss B. Bedard to Div. A; Miss M. C. King to Div. A.

Labour Dept.—Bryce Stewart to Div. 1A.

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Public Works—Miss M. K. Allen to Div. 3A

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(To be continued.)

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THE POSTAL JOURNAL

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VOL. III.

OCTOBER 26, 1917.

No. 2

THAT BONUS.

Rumblings of a coming storm are heard. That long fought for, long promised financial relief due on account of the high cost of living, has not been received. Those prominent in the fight gave vent to sighs of relief when it became known that the financial relief had at last been granted by Parliament. That was weeks ago. Possibly by the time this is in print the rumblings will have ceased and we will see on the countenances of those about us that radiance that will need no questioning as to its cause. If the possibility is to be discounted, then the postal clerks and their kindred associates have only one recourse: that is, to place their case before the public in such a way that will live long in the memory of those responsible for the unpardonable delay in distributing that which is equivalent to the necessities of life.

UNION GOVERNMENT.

Although Union Government is looked upon with circumspection in certain sources, we earnestly hope it will prove beneficial to that important power of the State—the Civil Service. Many of the faces in the new Cabinet are of men who have dwelt long in the land of practical politics. Their knowledge bespeaks something more than a few ideas of the science of Government. Let this knowledge, coupled with that of the parliamentarians that are to come, be properly directed into the channels that may be overlooked in the ministers' and members' zeal, and there will be no doubt as to the immediate improvement in the working conditions of postal clerks and civil servants generally. And in this regard let us suggest that the transferring of the patronage from the hands of the ministers to those of the deputy ministers tends to aggravate rather than eradicate the obvious evil.

We appeal to those branches that have not yet forwarded their lists of enlistments to *The Civilian* to do so without delay. The duty will take up but little time, and the

information will become no small part of a memorable record.

Remember, ye discouraged ones, the Association is engaged in a departmental fight for Right, not Might. Do your bit every opportunity, and we win.

BRANCH NOTES.

Regina.

On Saturday, Oct. 1st, a smoking concert was held in the Trades and Labor Hall to welcome home Corp. W. Smith, who previous to his enlistment was the senior clerk in the Regina post office. Corp. Smith enlisted with the Highlanders in 1915 and saw much service. He was severely wounded during the early part of the year, which necessitated the amputation of his leg. Our comrade seems in the best of health, notwithstanding, and on the date mentioned we gave him a hearty welcome. Corporal Smith has been transferred to the Toronto post office, where in the course of time he will resume his duties. Good luck and God bless you, boy.

We understand that the long promised increase is on its way. What a relief when it eventually arrives. We are bitterly disappointed with the measure of relief meted out to us. A paltry eight and a half dollars per month is of very little use to a man earning sixty-two and a half dollars a month. What a great pity that the Association were not more direct in their demands. We are afraid that we shall have to get together and demand an arbitration board to enquire into the wages of post office officials. What with the cost of living soaring higher and higher, we did think that the Government would recognize how important it is for almost any married man to live on less than one hundred dollars per month. One of the greatest tributes that can possibly be paid to any organized body of men is the tremendous amount of patience and loyalty displayed by the men of the Outside Service and the Government should be the first to recognize that fact. We would dearly like to know what increase was granted to minis-

ters on account of the increased cost of living. One thing THEY did not have to wait. We cannot speak too strongly on this matter because we in conjunction with our comrades in other parts of the Dominion are assured that we have been badly treated, and yet a recent circular from the Department asks us for the loyal co-operation of the staff to assist with the Military Service Act. Of that assistance the Department may rest assured, but for God's sake let the Department give its employees a living wage.

Congratulations to Calgary in their patriotic efforts. Regina also has a patriotic fund, and later we hope to send our annual report. Our next meeting is billed for the last Sunday in October, when nomination of officers will take place. May the best men be nominated.

Prince Albert.

In silence we have been waiting and waiting, and we are still waiting—for the bonus. We are hoping we won't need to wait much longer. Correspondence to hand via our semi-staff representative on the Executive Board, who is working along quietly but doggedly—plugging away—as it were, shows that at any rate we are being taken notice of in the Government circles; something that is really new, and don't we deserve it! We of this branch appreciate very deeply the efforts of Mr. Green in our behalf. Perhaps we are in a good position to judge the value of our Secretary-Treasurer in this line than any other semi-staff office. We repeat we appreciate the opportunity to express our thanks. All will have read the recent circular from the Department re the extra work expected from us in the interest of the Military Service Act. We are with Doctor Coulter—to a man—we stand behind him, and will carry out the order to the letter. But what of our interests? A war bonus would have given us more heart. We are in the fight for our right to the end, and will not give up till we are down and out—or win.

ANNUAL CONVENTION, 1917.

(Continued from last issue.)

Horswell—Boothman: That this convention go on record as being in favour of the Public Service Reform Movement, inaugurated at Edmonton, Alberta, such movement having for its object the elimination of the patronage system and the adoption of the merit system throughout the Dominion.

Amendment by Mr. Grant, seconded by Mr. Foster: That our Edmonton representative be asked to forward to the Secretaries of local branches copies of the Con-

stitution relative to the so-called Public Service Reform Movement, and that local branches support the same according to their opinion. Amendment carried.

Adams—Sutton: That this convention bring to the notice of the Department the ever-increasing practice of careless persons enclosing both coin and bills in ordinary mail, whereby clerks are often subject to unjust suspicion when such mail, or the all too obvious contents of same, is lost. Carried.

Venables—Adams: That this convention go on record as being unanimously in favour of the abolition of the patronage system and the adoption of the merit system, as embodied in a resolution passed by this Association in convention at Vancouver, 1915, and again introduced and carried at the Regina convention, 1916. Carried unanimously.

Venables—Foster: Resolved, that the Postal Clerks' Association of the Dominion of Canada, in convention assembled, Winnipeg, 1917, in all solemnity, pay silent tribute to our heroic dead who have fallen on the battlefield in order that the best traditions of our Empire's history may be preserved and enjoyed by future generations. "The race is not always to the swift or the battle to the strong." Resolution acted on.

Adams—Walsh: That a hearty vote of thanks be given to the Winnipeg branch of the splendid arrangements made in connection with the fifth annual convention of the Postal Clerks' Association of the Dominion of Canada, and that deep appreciation be extended for the generous entertainment provided at every conceivable opportunity. Carried unanimously.

Mr. Tease, President of the Winnipeg branch, replied.

Cantwell—Venables: That a Committee on Constitution and By-laws be appointed, composed of the incoming President and Secretary-Treasurer, with instructions to bring in a report at the next convention. The report of this committee to take priority over all other business at that convention. Carried.

Cantwell—Tease: That all unfinished business be left to the incoming Executive to dispose of. Carried.

Election of Officers:

The President appointed Messrs. Sargent and Stewart, members of the Winnipeg branch, to act as scrutineers.

President: Messrs. Gardner, Tease, Sutton and Venables were nominated.

Mr. Tease, Winnipeg, elected.

Vice-President: Messrs. Jacques and Crate were nominated. Mr. Jacques declined.

Mr. Crate elected by acclamation. (Toronto).

Secretary-Treasurer — Messrs. Cantwell and Green nominated. Mr. Cantwell declined.

Mr. Green, Winnipeg, elected.

Editor: Messrs. Pickup and Sutton nominated. Mr. Sutton declined.

Mr. Pickup elected.

Organizing Secretary: Messrs. Grant and Foster nominated. Mr. Grant declined.

Mr. Foster elected.

Vice-Presidents for Provinces:

British Columbia: D. McCulloch, Vancouver.

Alberta: A. Venables, Calgary.

Saskatchewan: H. S. Bell, Moose Jaw.

Manitoba: F. R. Sutton, Winnipeg.

Ontario: M. E. Hynes, Toronto.

Quebec: A. Jacques, Montreal.

New Brunswick: T. F. Walsh, St. John.

Semi-staff representative—H. L. Doyle, Prince Albert.

Auditors: Messrs. Simms and Holden, Calgary.

Report of the Finance Committee:

We, your committee, beg to report that we estimate the revenue for the year 1917-1918 at \$800.00, derived solely from per capita tax on an estimated membership of 1,600, at fifty cents. Added to this is a balance of \$160.00, after paying all expenses of this convention. Total estimated expenses, \$870.00, leaving a balance of only \$90.00 to meet all demands not provided for in the estimates.

It was pointed out that the expenses of officers next year would be perhaps higher than the average owing to three being located at Winnipeg and one at Saskatoon, all of whom would be required to attend the next convention at Toronto.

Walsh—Grant: That the report of the Finance Committee be adopted.

Duties of the Finance Committee had to be curtailed owing to lack of time.

Cantwell—Crate: That the sum of one hundred dollars be granted to the Secretary-Treasurer in recognition of past services. Carried.

Boothman—Cantwell: That this convention tender to the retiring officers very hearty thanks and utmost appreciation for the manner in which they have so ably handled the affairs of this organization during the past year. We have watched with considerable interest and a keen sense of gratification and pride the efforts expended by this body. While not wishing in the smallest degree to discredit any previous Executive, we feel sure that we have accomplished more during the past year than at any period during the life of this organization, this being largely due to the splendid executive ability of our retiring officers. Carried.

Mr. Gardner, replying to the resolution, stated that, although he was not now an officer of the Association, yet he would continue to take the same interest in the welfare of the organization and would continue as an ardent supporter of same so long as

he remained in the Postal Service. He referred briefly to the efforts of the delegation which visited Ottawa in January, of which delegation he was a member, regretting the fact that the results obtained were not so good as had been anticipated, especially in regard to the request for increased remuneration in order to meet the increased cost of living. Referring to the telegram received from Dr. Coulter, Mr. Gardner expressed the opinion that, in time, the Department would make good the promises which had been given at the time of the interview.

Mr. Jacques, Montreal, expressed thanks for the kindness extended to himself and to the branch which he had the honour to represent, stating that he was very doubtful at first, in his own mind, as to the manner in which he might be received, but was very glad to be able to say that before the first session was over he was made to feel completely at home. He was pleased to inform the convention that he was taking back with him a very favourable impression of our organization and the manner in which it was conducted.

Convention then adjourned to meet in Toronto on Monday, July 8th, 1918.

PERSONAL.

Douglas Laurence Hogan, of the Department of the Interior, was married on October 11th to Mary Laura, daughter of Mr. and Mrs. Jas. O'Regan.

Lieut.-Col. Harold Montizambert, son of the Director General of Public Health, was married in Vancouver on October 11th to Mrs. Stoess, daughter of Capt. Johnson, of the British Army.

AN EARLY CALL.

The special committee of the Civil Service Federation of Canada that is handling the income tax appeal matter has drafted its manifesto to the Service and the call for co-operative action will go out within a few weeks. Though the Ottawa Service is not, at the present time, directly concerned in the income tax matter, it will aid the Outside organizations in the coming fight.

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