

**PAGES**

**MISSING**

# THE CIVILIAN

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## Financial Scheme of Retirement

*Paper read by Mr. Andrew D. Watson, B.A., Actuary in the Department of Insurance, before the National Assembly of Civil Service Commissioners. In this address Mr. Watson discusses the question of superannuation from another viewpoint to the one taken by Mr. Grant, whose paper appeared in The Civilian in the issues of July 7th and 21st.*

For the present I shall assume that some "financial scheme of retirement" is desirable in the case of all large permanent employers. In adopting any such scheme care should be taken to see that the details conduce to carrying out the main policy of administration. Too often the fund established is regarded as an insurance company granting benefits in return for equivalent contributions, the employers' interests beginning and ceasing with his share of the contributions. Any such scheme should be regarded as part and parcel of the system of administration, as a means to an end. As generally happens, the indirect consequences of the establishment of any such scheme will outweigh the intended results. It is therefore important to satisfy ourselves that the balance of indirect consequences will tend in the right direction. It would be vain to hope that only good would flow from the establishment of such a scheme.

The subject is a large one to deal with in a few minutes, but in the present case is greatly delimited in that we need only consider public employees. So great are the differences between public and private services it is unsafe to conclude that what is satisfactory in the one will apply to the other. It is very largely a question of the particular case. There are, nonetheless, principles, proved by experience, which should be observed. Like guiding stars these principles tell us our position and show us the danger points, but do not necessarily bind us down to any particular course. Our course will be determined almost wholly by practical considerations and expediency. Frequently those called in to deal with such problems appear to regard the whole question as one of mathematics. A question depending for its solution on the application of the principles of compound interest and possibly life contingencies. I have all due reverence for sound principles, but these principles must be controlled by and be subservient to the practical demands of the case. Principles should be our servants to do our bidding; not our masters. Any number of schemes absolutely sound financially, in the narrower sense, may be devised, but worse than none when regarded in the broader sense. The proper administration of a country's affairs is supremely more important than strict adherence to any particular theory in a matter of detail.

In dealing with the problem in practice it is necessary to take a broad look and a long look. An open mind is necessary, and perhaps an open heart. To approach the problem in a spirit of antagonism for employees is to fail. It must ever be recognized that the best interests of the Civil Service and of the public are identical.

In drafting a financial scheme of retirement the aim should be to so arrange the details so as to prove permanently satisfactory to all concerned. This may be taken as the criterion. If anyone should succeed in fully satisfying it he may regard it as a crowning achievement. The problem is difficult, and too much should not be hoped for. It is well to remember that a scheme which may appear satisfactory for the present may develop exceedingly unsatisfactory features in the future. Some attempt should be made to gauge the ultimate results. Care should be taken to see that the scheme would not bind itself to abuse present or future. The proof of pudding is not in the eating. We must wait a few hours after to get the proper perspective.

If the proper view is to regard "financial schemes of retirement" as part of the system of administration, it is necessary to have some knowledge of the general policy before the scheme can be consciously designed to carry out that policy. I shall therefore state briefly what I conceive should be the policy of administration whenever it is likely the establishment of a financial scheme of retirement will be contemplated.

The policy should be to attract employees potentially efficient and capable for the work they will likely be called upon to perform. After an employee has once joined a service and his suitability more or less proved there should be some positive inducement to his staying; but this inducement, not the initial attraction, should be so great as to appeal to any material extent to those whose aptitudes should lead them to seek employment. Therefore, periods of probationary service, or even a few years of permanent service, should not by reason of contributions, etc., appear to commit an employee to such an extent that he would feel obliged to remain in the Service in order to realize on his commitment, when from his aptitudes he should seek employment elsewhere. It will be in the interests of efficiency and economy to in general eliminate those whose efficiency materially decreases on account of ill-health or advancing years. But, again, the inducement should not be such as to eliminate in early life those whom it is not advantageous to eliminate. It is essential that some advanced age be fixed upon at which service must cease, the age being that at which on the average employees in the class concerned on the average cease to render the best service. This in practice does not appear possible without providing some financial consideration, and only then when a definite limit is fixed. The age should be sufficiently low to enable those retired to rearrange their life, to take new interests and attachments before overtaken by declining years.

I have so far used the expression "financial scheme of retirement" as being more comprehensive than the expression "superannuation." I take this opportunity to remark that if the general policy of administration should be as already outlined, then all schemes of retirement based on the "Savings Bank Principle" tend in exactly the opposite direction. It is certainly no attraction to employees to make a deduction from their salaries to be accumulated at a lower rate of interest than may be had on good investments. The fact that an employee may not touch his accumulated savings without leaving the Service means there is a standing temptation to the vigorous and capable to accept opportunities as they may present themselves elsewhere. An adequate provision may be made for those attaining an advanced age, as, say 65, but the deduction will in most cases be heavy. In the "Savings Bank Schemes" the employer has more to object to than the employee, but such schemes are to the advantage of neither. Lack of

time prevents me dealing more fully with all the faults; but, briefly, it may be said there is no good in them.

In what I shall hereafter say bearing more directly on the subject in the programme it will be understood that I am discussing a scheme of superannuation for a composite service such as we have here at Ottawa; and in such as, I take it, you are nearly all interested, in which are found under one administration a large number of classes of employees of all grades and ranks, from artisans to artists, from almost manual workers to the highest technical and administrative officials, all to be grouped together under one scheme of superannuation. I suggest to you the problem is entirely different from that of devising a scheme for, say, bankers, when all enter at substantially the same age, with substantially the same potential possibilities, doing mainly the same type of work, capable of continuing service to about the same age; in short, a uniform service. Much the same uniformity will be found in many other services, as, for example, railwaymen, teachers, police, firemen, industrial workers, army, navy. In a national Civil Service there is no such uniformity, not even within the same department. The problem is much what it would be were we endeavouring to provide a common scheme of superannuation for railwaymen, teachers, police, firemen, industrial workers, army and navy, and I again suggest to you that the problem would be widely different from devising a scheme for any one of these groups. A common age of retirement is not likely to be equally applicable, there will be little or no relation between salary scales in the various classes; the traditions and methods of administration will differ. The problem is difficult, and it should be attempted to adopt such general features with sufficient flexibility that they may to a reasonable degree be expected to adapt themselves to the requirements of each class, and to the individual; to so devise the financial details as to afford a basis and facilitate the making of amendments when experience shows amendments to be necessary.

Now to discuss more particularly the subject under the various heads in the programme. I would say a well devised scheme of superannuation is in the best interests of the Civil Service, the Government and the people. The best interests of all three when properly understood are identical. It is sometimes said any superannuation scheme is better than none. Of this I am doubtful, for an ill-devised scheme may so sicken the people that abolition follows, and it is difficult to get the matter taken up again. The case for superannuation is sometimes made out from the C. S. point of view on the grounds of sympathy for the C. S.; that it is unfair to dismiss him on account of weight of years or on account of illness. Such considerations have their place, but I do not in the least wish to urge them here, but rather justify superannuation in the interests of efficiency and economy. A scheme of superannuation is necessary for the reason that responsible officials will not dismiss an employee because of age or ill-health. This is no criticism of responsible officials, but rather an evidence that their hearts are in the right place and beat the statutory number of times a minute.

Are employees to contribute? If yes, it is much easier to get the scheme enacted; the public object less; it is more likely to remain on the statute books; it gives the employee more say as to what the benefits shall be, and possibly a direct say in administration; it is more in keeping with their self-respect; a contribution makes the scheme a virtual contract of employment; it makes more obvious the necessity for establishing a fund, and this is very important as affecting the permanency of the scheme.

*(To be Continued.)*

## WOMEN VOLUNTEERS.

Twenty-six women of the Ottawa Civil Service are active members of the Women's Voluntary Aid Detachment of the St. John Ambulance Association and ten of their number have volunteered for active service overseas.

When the war broke out the large number of persons in Ottawa who were connected with or had taken classes of instruction under the St. John Ambulance Association were eager for some opportunity to make themselves useful. A number of men went to the front with field ambulances and other units, but as the women were not fully trained nurses their services were not called for. To provide employment for women volunteers, along similar lines of work, the Women's Voluntary Aid Detachment was formed. Only two men were included in its personnel—Lieut.-Col. Street as honorary commandant, and R. Patching, who had long been secretary of the local centre of the St. John Ambulance Association, as quartermaster. Lieut.-Col. Street is now overseas and Mr. Patching has retired, so the Detachment is composed exclusively of women volunteers.

For a time the Detachment had few opportunities for work, but the opening of the Sanford Fleming Home for Convalescent Soldiers gave them their opportunity. Three or four members of the organization have been constantly on duty at the Home ever since it was opened, the assignments changing weekly.

A short time ago there came a call for volunteers from the Detachment to go overseas to do similar duty at convalescent homes in the British Isles, and a number of members promptly offered their services. Ten of these volunteers are from the Civil Service, viz., Misses Florence Brown (Trade and Commerce), Edith M. Daws (Customs), Beatrice Holmes

(Interior), Alice Houston (Post Office), Lois Jarvis (Railways and Canals), Agnes Low (Interior), Genevieve McGoey (Railways and Canals), Mary Percival (Interior), Winnifred Raye (Militia and Defence) and Margaret Wilson (Customs).

Other Civil Service members of the organization are Misses Marion Calhoun (Mines), Georgette Dufour (Post Office), Lily Emery (Agriculture), Zephrina J. Flanagan (Railways and Canals), Annie F. Grant (Railways and Canals), Hazel Hayes (Railways and Canals), Bertha Jeffers (Interior), Florence Lees (Post Office), M. A. Geraldine Leprohon (Interior), Ida M. Leslie (Interior), O'Connor (Post Office), Harriett Percival (Marine), Helen M. Robertson (Post Office), Helen M. Russell (Archives), Mary McKay Scott (Interior) and Alice E. Wilson (Mines).

All the young women who are qualified members of the Voluntary Aid Detachment are deserving of credit, for they have given a great deal of time and done a lot of hard work in order to be able to undertake a service devoid of all remuneration beyond that blessed consciousness of "doing their bit." Those who have volunteered to go overseas are willing to make still greater sacrifices in order to be of service to the Empire. They will go far from home, the work they will be called upon to do will not be easy nor altogether pleasant, their hours of duty will be long and they will be under severe discipline. Every one of them will be under considerable personal expense, as the pay in the service which they are entering is very small.

These young women are needed in England. Were it not so they would not have been asked for. It is to be hoped that the Government will afford every possible facility and assistance to those from the Civil Service who are among the overseas volunteers.

## The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.  
Names previously published—2,250.

### FIFTY-THIRD LIST.

- M. E. Kenny, Naval Service, Ottawa, 73rd Battery, C.F.A., C.E.F.  
 F. J. Little, Post Office, Ottawa, 73rd Battery, C.F.A., C.E.F.  
 H. J. Mathewson, Post Office Dept., Ottawa, 73rd Battery, C.F.A., C.E.F.  
 D. J. McCormick, Post Office Dept., Ottawa, 73rd Battery, C.F.A., C.E.F.  
 Sergt. W. J. McCloskey, Militia Dept., Ottawa, 73rd Battery, C.F.A., C.E.F.  
 J. H. West, Interior, Ottawa, 73rd Battery, C.F.A., C.E.F.  
 C. F. Stroud, Post Office, Ottawa, 73rd Battery, C.F.A., C.E.F.  
 Chas. Kettles, Post Office Dept., Ottawa, 73rd Battery, C.F.A., C.E.F.  
 Alfred Merritt, Royal Mint, Ottawa, 73rd Battery, C.F.A., C.E.F.  
 F. E. Cox, Naval Service, Ottawa.  
 J. R. Dupuis, Naval Service, Ottawa.  
 A. M. Reid, Naval Service, Ottawa.  
 H. S. Robson, Naval Service, Ottawa.  
 P. F. Scammell, Naval Service, Ottawa.  
 Thos. W. Kenny, Public Works, Ottawa, 207th Battalion.  
 L. Wright, Marine, Charlottetown, 5th P.E.I. Heavy Artillery.  
 T. Burnett, Post Office, Charlottetown, Postal Corps.  
 W. J. Dodd, Railway Mail Clerk, North Bay.  
 H. Atkinson, Railway Mail Clerk, North Bay.  
 J. H. Klein, Railway Mail Clerk, North Bay.  
 E. V. Sproule, Railway Mail Clerk, Toronto.  
 F. H. Massey, Railway Mail Clerk, Winnipeg.  
 L. W. Burns, Railway Mail Clerk, Winnipeg.  
 A. C. Laughlin, Railway Mail Clerk, Winnipeg.  
 L. S. Cumming, Railway Mail Clerk, Saskatoon.  
 P. C. Gay, Railway Mail Clerk, Saskatoon.  
 W. Thomson, Railway Mail Clerk, Calgary.  
 E. C. Moore, Railway Mail Clerk, Calgary.  
 M. R. Tredwell, Railway Mail Clerk, Vancouver.  
 F. O. Fraser, Railway Mail Clerk, Vancouver.  
 A. L. S. Emsley, Railway Mail Clerk, Vancouver.  
 H. H. Rankin, Customs, Vancouver, Universities Co.  
 R. W. Houston, Customs, Regina.  
 Fred. J. Wilson, Customs, St. John, N.B., 73rd Battalion.  
 W. J. Fallis, Printing Bureau, Ottawa, 108th "Selkirk" Battalion.  
 J. Carroll, Commission of Conservation, Ottawa, 199th Battalion, Irish-Canadian Rangers.  
 L. A. Brown, Agriculture, Ottawa, P.P.C.L.I. (wounded).  
 Walter Jas. Linford, Topographical Surveys, Ottawa, Signallers.  
 Harry Parry, Topographical Surveys, Ottawa, Signallers.  
 Lieut. Harold Osmond, Agriculture, Ottawa, Canadian Mounted Rifles.  
 Lieut. M. B. Bunnell, Agriculture, Ottawa, Engineers.  
 Lieut. Wm. J. Withrow, Agriculture, Ottawa, 2nd Pioneers.  
 Lieut. E. W. Savage, Agriculture, Ottawa, Engineers.  
 Harry Patten, Agriculture, Ottawa, Engineers.  
 F. A. Weldon, Agriculture, Ottawa, 80th Battalion.  
 Buckley Foley, Office of the Clerk of the Crown in Chancery, Ottawa, Signallers.  
 L. B. Adams, Railways and Canals, Port Colborne, Engineers.  
 L. A. Lapperriere, Inland Revenue, Ottawa, 4th Div. Amm. Park.  
 S. M. Capon, Trade and Commerce, Fort William, 141st Battalion.  
 W. T. Biggar, Trade and Commerce, Fort William, 141st Battalion.  
 Jas. L. Ogden, Trade and Commerce, Winnipeg.  
 E. Reid, Trade and Commerce, Port Arthur, 141st Battalion.  
 D. Walker, Trade and Commerce, Fort William.  
 Stanley Gow, Trade and Commerce, Ottawa, 238th Battalion.  
 Lieut. J. C. Waddell, Trade and Commerce, Petrolia, 27th Regiment.

# THE CIVILIAN

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## THE NATIONAL DUTY.

*I say that there is involved in this issue not only the safety and integrity of Canada and the Empire, but the freedom and liberty of the world. More than that, a man who joins the army will fight for humanity, civilization and religion, because the whole modern German system is an absolute negation of the ideals, liberty, freedom, justice, humanity and civilization of the world. No crusader ever went in a greater or holier cause than the men who go to fight the Hun today.*

—Sir Thomas White.

*You ask why did I come to France. It was just because someone has to do it. If we all stayed behind, where would we be in the end? But I think it is almost time for some of the slackers to come out and do a little bit.*

—From a letter written by Fred. Laing, aged 15 years, a few days before he was killed in action.

*I can imagine nothing more despicable than the individual who stands beside a piano hollering "We'll Never Let the Old Flag Fall." The only way that the old flag can be kept flying is by means of the rifle in the hands of the soldier.*

—Rev. Father Minehan.

## OUR BOYS

Previously reported:

Dead . . . . .	71
Wounded . . . . .	113
Prisoners . . . . .	9

### DEAD.

ALEX. F. QUINN.  
M. I. McDIARMID.  
SAMUEL L. HAEGERT.  
DOUGLAS J. LAMBORN.  
LIEUT. W. M. CARTHEW (see  
note under "Civil Service  
Casualties").

### WOUNDED.

F. D. STEWART.  
K. GRANT.  
L. H. DUGGLEBY.  
M. G. ANDERSON.  
GEO. McMORRIS.  
G. W. McLEOD.  
G. J. PINDER.  
B. H. SEGRE.  
A. H. BICK.  
JOHN BUTLER.  
WALTER ALEXANDER.  
LIEUT. S. P. EAGLESON.

### PRISONERS.

HENRY F. HARDY.

## AN EXAMPLE.

The Swift Canadian Company has joined the number of great employing concerns that operate pension systems for their old and faithful workers. The plan adopted by this company has many admirable features, though some of its details are not such as civil servants would welcome in a plan of superannuation applicable to themselves. Chief among these points of objection is that of contribution. Under the Swift scheme the company pays the whole cost. Close observations of the workings of this type of pension system have led to the conclusion that it is not desir-

able from the viewpoint of the employee. Contributions by both employer and employee are much more desirable for several reasons which were set forth in *The Civilian* when the superannuation problem was taking the attention of the Civil Service organizations.

The Civil Service asks the Government for a superannuation system,—not after the war but *now*. The Service is willing to pay a large share of the cost. Such a system, inaugurated now, when the average age of civil servants is probably the lowest in the history of the Service, would be a source of revenue to the Government for a number of years, because the contributions of thousands of young people would far exceed in amount the payments to the comparatively few aged beneficiaries. The Government would be given the use, each year, of a very large sum of money. It would virtually borrow from the Superannuation Fund for its general expenditures, but re-payment would not be required for many years,—only when the now young contributors had grown old,—and would be by such gradual process that it would never present an embarrassing financial problem. At this time, when the Government is forced to borrow great sums of money at frequent intervals, it would appear that the immediate adoption of a Civil Service superannuation scheme would be beneficial to the interests of Canada in many ways.

#### WOMEN VOLUNTEERS.

Ten women of the Civil Service are among the members of the Ottawa Women's Voluntary Aid Detachment of the St. John Ambulance Association who have volunteered to go overseas for duty. All honour to them. Their undertaking is no joke,—it is serious business; and their willingness to sacrifice home comfort and go on a hard service deserves the most generous consideration of the Govern-

ment when the matter of their leave is being decided.

#### BUTTONS OF HONOUR.

Men who volunteer for overseas service and are rejected because of physical unfitness are to be provided with distinguishing buttons by an Ottawa organization. Good! The inauguration of this system has been too long delayed. Scores of men have long suffered under the suspicion of being slackers who offered themselves but were turned down long ago. Many have certificates of rejection, but a man can't wear a certificate in his buttonhole. The button will save these men from unjust criticism and win for them the credit they deserve, while it will also have the effect of making the slacker more conspicuous than ever. Welcome, buttons!

Up to the time the last issue went to press, *The Civilian* had received information of the death of 71 and the wounding of 113 civil servants in military service. This is just one more proof that the friends of this journal are not doing their whole duty in the matter of sending in casualty news. The number of the wounded men in any battle is always several times as great as that of the killed. A similar ratio must exist between dead and wounded civil servants. Until the casualty record of "Our Boys" shows such a ratio, readers may be sure that some civil servants are *not doing their duty* either to *The Civilian* or to the boys at the front by sending in Civil Service casualty news for publication.

*The Civilian* is not getting any reports of Winnipeg Civil Service casualties. A lot of postal and customs men went to the front from Winnipeg. Are they all luckily escaping bullet and shell or are the boys at home so little appreciative of the sacrifices of the boys at the front that



they will not even trouble to get their names entered in the Civil Service war records?

The Red Cross sends home an urgent appeal for gauze dressings. Will some Civil Service girls sacrifice a few hours' amusement each week to help the boys who are suffering, bleeding, dying for them at the front? A game of tennis or a dozen dressings,—which shall it be, girls?

Wellandport's postmaster is carrying the mails himself in order to release a man for the harvest. Well done, Wellandport!

### CIVIL SERVICE CASUALTIES.

#### K. GRANT.

K. Grant, of the Post Office Inspector's Office at Saskatoon, is reported wounded.

#### L. H. DUGGLEBY.

L. H. Duggleby, a Saskatoon letter carrier, is in the casualty list as wounded. He is twenty-four years old and entered the postal service in 1912.

#### F. D. STEWART.

Fred. D. Stewart, chief despatch clerk of the Saskatoon post office, has been wounded. He is thirty-two years old and a civil servant of thirteen years' standing.

#### H. F. HARDY.

Henry F. Hardy, of Saskatoon post office, is a prisoner of war. He joined the service in 1911.

#### M. G. ANDERSON.

Corp. Melville Gordon Anderson of the Canadian Engineers is reported as wounded. No details are given and none have so far been received, but it is not believed to be serious. Corp. Anderson is a clerk in the

Finance Department. He enlisted with the 2nd Divisional Engineers a year ago last April. Once before he was wounded slightly in the arm, but after having his injury dressed, returned to duty and was not reported in the casualty lists.

#### GEORGE McMORRIS.

*The Civilian* is informed that George McMorris, who was employed in the Lands Branch of the Department of the Interior at Red Deer before the outbreak of war, and who went to the front with the Princess Patricia's Canadian Light Infantry, was wounded some time ago.

#### LIEUT. W. M. CARTHEW.

In a former issue it was stated that J. T. Carthew, of the field staff of the Topographical Surveys, had been killed in action. This was an error. The man who fell was W. M. Carthew of the same staff, who was a lieutenant in the 49th Battalion of Edmonton.

#### G. Z. PINDER—B. H. SEGRE.

G. Z. Pinder and B. H. Segre, wounded, are both of the Topographical Surveys field staff.

#### LIEUT. A. H. BICK.

Lieut. A. H. Bick, Canadian Field Artillery, was wounded some time ago, but his casualty has not been previously recorded in this column. He was attached to the Topographical Surveys staff. He holds a commission in the 23rd Battery, C.F.A. (militia).

#### JOHN BUTLER.

The King's Printer has received a letter from Gunner John Butler, of the Canadian Field Artillery, who is in a hospital in England. Gunner Butler was terribly wounded at the front. One of his legs has been amputated and other operations have been necessary for the removal of shrapnel scraps from his body. He

was one of those who volunteered at the outbreak of the war and went overseas with the artillery of the First Division.

#### WALTER ALEXANDER.

Walter Alexander, who was reported missing after the great fight at St. Julien in April, 1915, has been discovered in an hospital in England. For fifteen months after the battle in which his son disappeared, F. J. Alexander, of the Department of the Naval Service, exerted every means by which news of the young soldier's fate might be secured. Many reports came from men who believed they had seen him fall, but proof of his death was never secured and hope that he was alive persisted. This summer the father went to England, and while there chanced to secure information which led him to the discovery of his son. The young man had suffered so terribly from wounds that he could not make his identity known. Walter Alexander served several years in government survey work in the West before entering one of the departments in Ottawa. He went to the front with the First Canadian Division at the outbreak of the war.

#### LIEUT. S. P. EAGLESON.

Lieut. Stanley Preston Eagleson, of the Canadian Engineers, was reported wounded on August 12th. He is a son of J. S. Eagleson, assistant registrar of the Department of the Interior, and had been himself a clerk in the Registration Branch for six years before the war broke out. He is twenty-five years of age.

#### FURTHER CASUASTIES.

No particulars whatever accompany the bare statement that the following members of the Canadian Expeditionary Forces have been killed in action, or received wounds from which they subsequently succumbed. Alex. F. Quinn, of the Registration Branch,

Vancouver P. O., M. I. McDiarmid of the Post Office Inspector's Office, Vancouver; and Samuel L. Haegart and Douglas J. Lamborn, letter carriers, Vancouver.

#### TWO MORE D.S.O.'S.

The D.S.O. has been awarded to Lieut.-Col. D. C. Draper of the Montreal Customs. Col. Draper joined the 5th Canadian Mounted Rifles as captain, and was soon promoted to major. When the officer in command of the regiment, Lieut.-Col. H. G. Baker, was killed in action, in the first week of the recent drive in France, Col. Draper took command. Col. Draper was wounded and awarded the D.S.O. for his conduct in action. Report of his having been wounded was published in *The Civilian* of June 9th.

The decoration of the Distinguished Service Order has also been awarded to Lieut.-Col. H. J. Lamb of the Headquarters Staff. Lieut.-Col. Lamb is district engineer of the Department of Public Works at Windsor, Ont. He is a graduate of the Royal Military College and, before the war, was in command of the Corps of Guides in Military District No. 1 (London, Ont.).

#### THE LURE OF THE GUNS.

In the first ten days of August sixteen civil servants enlisted with the Canadian Field Artillery,—most of them with the 73rd Battery. The voice of the 18-pounder calls loudly to the Ottawa boys.

The Health of Animals Branch of the Department of Agriculture has been moved from the Canadian Building to the West Block. The office of J. G. Foley, Clerk of the Crown in Chancery, has been moved from Sparks street to Wellington street.

## JOLLY JINGLES by BLACKIE DAW

*Only the brave deserve the fair.*

I asked my girl the other day, if we'd get married Saturday, and this was her reply: "I must admit that it is true that I think quite a lot of you, but if you think that I would marry you who home would stay and watch the real men march away and never try to go, then this opinion please amend, for you don't really know me, friend,—your words most plainly show. I much prefer to be "unwed"—in fact I'd rather I were dead—than have to marry such a poor excuse for a real man,—for he who won't enlist but can does not amount to much. And I wish, friend, you'd tell me how those who are not in khaki by now can hold their heads up high. 'Tis well they know the urgent need of men—more men—yet they won't heed the Empire's mighty cry. Munitions we have got galore and all the guns we need,—yea more,—but it's men we need, my son. Men like those 'somewhere in France'; proud, like all Britons, to get the chance to help defeat the Hun. Thousands on thousands have died 'somewhere?', happy in death since they'd done their share. But what of you who won't fight? You whose only excuse is fear—the fear of the coward when danger's near. You live, yet you have no right! Do you think when the war is ended, they now 'doing their bit' as best they may will forget what you *did not do*? Disabuse your mind of the thought, ah me, how well I know this can never be; and my, how I pity you. Yet *you* ask me to help you life's burdens bear, when you've proved beyond doubt you can't bear your own share,—what a lot you must think of poor ME." So I went and enlisted that very same day, and when I "popped the question" her answer was "Yea"! Say, it's great to be in khaki!

S O S.

**H**ELP! The Civilian wants help. It wants every reader to help in making the record of Civil Service participation in the war during its **FIRST TWO YEARS** complete and accurate. The editors want the name of every Dominion Government employee who enlisted prior to August 5th, 1916; the name and particulars concerning every such man who has been killed, wounded or made prisoner, and the full story of the winning of the **D.S.O.**, military medal or other distinction by men of the Public Service. Information is wanted at once. Write now!

## SIXTY-FIVE MEN WANTED.

An excellent opportunity now presents itself for civil servants. Captain Frank Grierson, O.C. the 74th Battery, Canadian Field Artillery, asks for sixty-five gunners and drivers to recruit the 74th to strength on the eve of its departure from Barriefield to Petawawa.

Why should artillery appeal to civil servants? That it does is shown in the fact that one Battery has in its strength of one hundred and ten no less than *thirty-two* Ottawa men of the public service.

The necessity for a good general education and all round smart appearance insures a high class of recruits.

A gun crew is composed of ten men. Should ten men from a Department so desire, they may be quartered together in two tents. The four N.C.O.'s of the gun team would be picked from the ten.

The artillery arm of the service has drawn to it more Ottawa athletes than any other that has recruited here.

Lieut. W. H. Falkner is at the base recruiting office, Elgin street, ready to give fullest details to all interested. He is also conducting a campaign of recruiting in the Service.

Something of the appeal to the athlete is shown in the following:

"We have heard about the splendid work of the Canadian artillery at the front; but how many people are there that have any idea of the actual work that is required in the handling of these guns? What do the artillery-men have to learn besides how to shoot straight?"

### Great Education.

"The artillery is the ranking branch of the British army. The reason is not hard to see; in fact it can be explained by merely stating the subjects in which an artillery officer must pass before he can qualify. These form a formidable list,—foot drill, battery drill, section gun drill, gun laying, knotting and lashing, use of artillery instruments, all the parts of a gun, the parts of the breech-mechanism, ammunition, the use of the automatic fuse-indicator, fuse setting, rifle drill, and then comes the subject which as the instructor at the Royal School of Artillery used to say 'will make a man of you,' driving, riding, the parts of the harness, and last but not least, the care and stabling of horses.

"Of the 25 officers in the new artillery units at Kingston, comprising the Ammunition Column, 72nd, 73rd, 74th and 75th Batteries, fully 15 have been in the ranks either as gunners or n.c.o.'s who took first the n.c.o.'s course and then the officer's course.

### Excel in Sport.

"Most of the officers and n.c.o.'s excel in some line of sport—a high class walker, a champion swimmer, and diver, several well known Toronto sprinters, three good boxers, a high jumper who expects to clean up at the athletic meet at Barriefield next month. Several of the officers and men play for teams in the Kingston Baseball League. In addition to these there are the well known Ottawa boys who have gone up in the last two weeks. There is material in a battery for five baseball teams, two rugby teams and several Class 'A' hockey teams."

### AN OPEN LETTER.

To the members of the Railway Mail Service.

Gentlemen,—

In May of last year negotiations were opened up with various insurance companies with a view to getting more favourable rates for accident and sickness insurance. These negotiations culminated last September with the acceptance of the policies offered by the London and Lancashire Guarantee and Accident Company. These policies were judged by the mail clerks through their elected representatives as the most suitable ones offered, both in protection given and in rates charged. At least 75 per cent of the clerks declared their willingness to insure with the London and Lancashire, and it was with this assurance that the company printed policies, issued circulars, and prepared in every way to fulfill their share of the contract.

The general impression received was that the mail clerks would give the schemetheir hearty support, but unfortunately the results to date have not come up to expectations. Out of some 1,200 clerks less than 125 have availed themselves of the benefits offered. The company has no desire to force the clerks to take their policy, but nevertheless they feel that if a clerk carries insurance at all he is morally bound to support the London and Lancashire.

The company has agents throughout Canada, and every agent has full authority to accept applications and deliver policies. In this way the mail clerks have every facility for choosing the particular kind of policies they may desire. The policies offered are not "Cheap Policies." They will stand comparison with any on the market, the reduction in price being given on the understanding that the London and Lancashire would be given a certain amount of business. This business as yet has not come to light.

The Railway Mail Service is one of the most important branches of the Civil Service, and has a well established organization which enables the members to thoroughly co-operate with each other. This scheme is wholly co-operative, and only through co-operation can it be successful. With a little thought the mail clerk may see for himself that he deserves a direct benefit in the reduced rates.

In closing we may say that the London and Lancashire contract can only be continued if sufficient members avail themselves of the offer. We wish to see a greater number take advantage of what is considered by the Mail Clerks' representatives as the best contract they can secure at the premium. It rests with the members of the association to secure a policy and thus ensure the continuity of the contract.

We remain,

Yours very truly,

CHAS. KING,

General Agent.

Ottawa, Aug. 18, 1916.



DEPARTMENT OF THE NAVAL  
SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.

**A**NUAL 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, June 12, 1916.

Unauthorized publication of this advertisement will not be paid for.

### NEW CUSTOMS BUILDING.

During the third and fourth weeks of July the Customs Department moved into its magnificent new offices on Mackenzie avenue and Sussex streets.

The Statistical Branch had already occupied its rooms a couple of months ago, and now the main body of the Department is installed. Quarters are also being prepared for the Customs chemist and his laboratory, the tea testing and sugar experts, and also for the offices of the Port of Ottawa.

For the first time in its history this large and important Department will all be assembled under one roof. This will greatly assist efficiency, economy and comfort. The new block is the last word in offices, and reflects the greatest possible credit upon its architect, upon the Department of Public Works, and upon the contractors. Its beautiful exterior and the rich simplicity of its interior are a continual delight to the eye.

The Customs Department has waited long, but it has certainly at last got the best going.

### TOPO. SURVEYS "BIT."

Seventy-five men of the Topographical Surveys staffs are now in khaki. Thirty-one of them belong to

the office staff and forty-four to the field staff. Three have been killed (Conrad Baril, W. M. Carthew and L. E. S. Bolton) and four wounded (G. W. McLeod, G. J. Pinder, B. H. Segre and A. H. Bick).

### TO LAY CORNER STONE.

In 1860, H.R.H. Albert Edward, Prince of Wales, laid the corner stone of a new home for the Parliament of Canada in Ottawa. He succeeded to the throne and passed away, and on the night of February 3rd, 1916, the building which he founded was wrecked by fire. The last remnants of the famous and beautiful structure are now being removed, and nothing remains on the crest of Parliament Hill but the library—an edifice of equal fame but later date. Already foundations are being put down for a new and greater meeting-place for parliament, and on or about September 1st H.R.H. the Duke of Connaught—King Edward's last surviving brother—will lay another corner stone. It will be one of the last and perhaps the most memorable of all the public ceremonies performed by the Royal Governor-General.

German naval casualties are not known in England, but it is rumored that an epidemic of housemaid's knee has worked ravages.

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**A. HARRY WOLFE,** 8th Floor of the UNITY BUILDING, 46 St. Alexander Street (corner LaGauchetiere Street), MONTREAL, P.Q.

**SASKATOON'S "BIT."**

Saskatoon postal service has this creditable roll of honour:

Men on active service—38.

Killed in action—2. (Stanislas King and Wm. Harding).

Died of wounds—1. (Fred R. Smith).

Wounded—4. (K. Grant, L. H. Duggleby, David Denholm and Fred. K. Stewart).

Prisoners of war—2. (Harold M. Good and H. Hardy).

**TO REST BENEATH MAPLES.**

Canadian maples are to be planted around the graves of Canadian soldiers in France. Seed of the red and silver maple, ripened at Ottawa, has been sent to London by Dominion Horticulturist W. T. Macoun, and planted in Kew Gardens. After the war the little trees from these seeds to be transplanted to France. Seeds of the large-leaved maple of British Columbia are to be sent to London for the same purpose, as soon as ripe.

**COMMISSION TO RESUME.**

The Dominions' Royal Commission which has decided to resume its study of the resources and economic conditions of the Empire, interrupted by the war, will hold its first session at Victoria, B.C., on September 21. From Victoria the Commission will work eastward, sitting at Vancouver, Calgary, Edmonton, Regina, Saskatoon, Winnipeg, Fort William, Toronto, Ottawa, Montreal and Quebec. The commission held sittings in the Maritime Provinces before the war. Notices to boards of trade throughout the country are being mailed by the Trade and Commerce Department asking them to prepare information along the lines desired by the Commission. F. C. T. O'Hara, Deputy Minister of Trade and Commerce, is in charge of arrangements for the Commission's tour of Canada.

**Personals.****Appointments.**

Agriculture Dept.—Sarah E. Bennett, Div. 3B; Stella M. Corkery, Div. 3B; W. J. Black, Commission of Agriculture at \$4,000; Winifred M. Cossitt, Blanche Girardin, Anna L. Bullard, Div. 3B; John H. V. Simpson, Div. 2B.

Customs Dept.—Jos. E. Bisailon, preventive officer, Montreal; D. L. Murison, preventive office, Macleod.

Finance Dept.—E. Rochette, inspector of taxation.

Indian Affairs—Hamilton McViety, Div. 3B.

Inland Revenue—Maurice Morisset, Div. 2A; Chas. E. Pauze, excise officer, St. Lin.

Interior—Jean D. Ritchie, Div. 3B; Gladys Copping, Isabella R. Gray, Helen M. Carter, Div. 3B, and Mrs. L. DeSylva, sorter.

Justice—H. Cecil Fatt, Div. 1B; John Hebert, Div. 2A; Thos. O'Leary, messenger, Supreme Court; Thos. S. Waldron, Div. 3B.

Naval Service—Lida I. Taylor, Jessie Potter, 3B.

Militia and Defence—H. M. Garrison, Div. 2A; F. W. Hewitt, J. G. desRivieres, Div. 2B; Dorothy Brown, Elizabeth A. Regan, Div. 3B.

Post Office Dept.—Edward J. Underwood, Div. 2B; Alban Ford, 3B; Alma Laplante, Div. 3B; Benjamin Pearl, Div. 2B; John R. Hibbard, 3B; Irene M. Chamberlin, Div. 3B; J. W. A. Godin and Hazel Raymond, sorters; Albertine Horwood, sorter; J. J. McIntosh, messenger; Edith L. Jackson, sorter; L. Labonte, sorter; Olivier Wawanolet and Wm. E. Otto, Div. 3B; Arthur J. Turcotte, postmaster, Quebec; Frank R. Blackstone, 3rd class, Toronto; M. F. Weir, 3rd class, Toronto; C. H. Snowdon, 3rd class, Ottawa; E. L. Ancoin, 3rd class, Montreal; D. B. Dupuis, 3rd class, Ottawa. The following as 3rd class clerks, Grade "B": Clayton Cleveland Peake, M. O. Exchange; Miss J. L. Long, St. John; Miss M. F. St. Laurent, Saskatoon; D. W. Griffiths, Fredericton; Miss B. Couture, Sherbrooke; A. J. Baldwin, Regina; Charles Phillips, Winnipeg; F. L. Woodruff, Regina; C. G. Holmes, Regina; U. J. Gervais, Montreal; W. B. Srigley, Toronto; Miss C. DeRouville, Montreal; A. M. White, Moose Jaw; Miss A. M. Ahern, Montreal; Alfred Carrier, Ottawa; G. T. Johnson, Winnipeg; A. E. Lasalle, North Bay.

Trade and Commerce—S. S. Sweeterham, messenger; Basil R. Hayden, Div. 3B.

**Promotions.**

Agriculture Dept.—Geo. B. Rothwell to Div. 2A.

Customs—T. F. Slattery, Montreal, to chief clerk.

Inland Revenue—S. J. Cook, W. A. Davidson, A. J. Landry, F. C. Collier, to Div. 2A.

Interior Dept.—Gladys E. McDougall to Div. 3A; David McCann to Div. 2A; M. J. Cullen to Div. 2B; W. H. Herbert to Div. 2A.

Legislation—Harry E. Oliver to Div. 1B, House of Commons; A. C. Campbell to Div. 1A, House of Commons.

Militia and Defence—B. C. Donnelly to Div. 3A.

Post Office Dept.—H. C. Brown, St. John, to 2B Class; A. Levine, St. John, to 2B Class; W. A. Burns to Class 2B, Ottawa; John Huggard to Class 1B, Toronto; to Class 3A: Mrs. Catherine Cathro, London; Alex. Turgeon, Montreal; Miss Knowlton, St. John; J. Harwood, Miss D. M. Hoople, Miss M. Hamilton, E. Dowd, R. A. Bastien, Ottawa; H. McKenzie, Charlottetown; Eleanor Stevenson, Fredericton; to 2B: M. Telfer, Katie Starrs, Maud Hill, Ottawa, and Harry Horne and E. J. Turk, Toronto; F. X. Lalonde and Y. Pouget, Ottawa; W. C. Little, Toronto; F. M. Shannon, St. John; to 2A: A. S. Thompson, London; E. Gibson, Ottawa; J. M. Law, F. W. Pheasant, A. H. Brunne, Toronto; G. H. Saunders, Victoria, 3A to 3A; O. C. Thornborough, Brandon, 3A to 3A; H. W. Gregory, Edmonton, 3A to 2B; F. H. Parson, Victoria, 2B to 2A; E. H. Blackmore, Victoria, 2B to 2A; H. W. Adams, Victoria, 2B to 2A; W. C. Hartnell, Victoria, 2B to 2A; A. S. Deaville, Victoria, 2B to 2A; R. T. McKay, Victoria, 2B to 2A; H. E. Reed, London, 3B to 3A; Samuel Wolfson, Winnipeg, 3A to 2B; E. A. Baynton, Saskatoon, 3A to 2B; Fred. Hayes, Saskatoon, 3A to 2B; E. R. Gordon, Halifax, 2B to 2A; J. B. Walker, Toronto, 2B to 2A; Egerton Heaney and Thomas Burnett, Charlottetown, 2B to 2A; R. W. Gibson, H. E. Hope, C. W. Hire, J. T. Martin, J. P. Connors, Halifax, 2B to 2A; Miss G. M. Watters, St. John, 3A to 2B; A. L. Lindsay, Toronto, 3B to 3A; R. MacDonald, C to D; J. McFarland, B to C; R. H. Myles, B to A; C. Mathieu, B to C; L. Giroux, B to C; V. Ringnette, B to C; C. E. Boyer, B to C; J. P. Guillot, A to B; J. C. Gauvreau, B to C; H. Boulet, C to D; J. A. Lapointe, C to D; J. A. Morin, C to D; M. Legault, B to C; E. Hamelin, A to B; P. Bissillon, A to B; H. Vanier, B to C; E. Brosseau, B to C; E. Beauvais, B to C; D. Thompson, B to C; H. G. Richer, C to D; E. W. Sanders, B to C; J. C. Gelinax, C to D; J. E. Smith, B to C; G. E. Lafond, C to D; H. Corbeil, C to D; A. Ferras, C to D; H. I. Kenny, C to D; H. Peacock, A to B; John Collar, B to C; F. C. Townton, B to C; F. W. Cobham, B to C; W. H. Hurford, B to C; B. Spain, B to C; T. W. Lawson, B to C; E. J. Carruthers, B to C;

W. J. Irwin, B to C; W. McLaughlin, B to C; W. R. Godard, A to B; W. A. Ross, A to B; W. W. Jones, C to D; H. S. Bovaird, B to C; Hugh McNeill, B to C; D. McCourt, B to C; R. W. Harris, B to C; A. C. Knott, B to C; E. A. Ellis, B to C; H. Doak, B to C; R. Phillips, B to C; B. Smith, C to D; A. J. Milne, B to C; S. G. Scott, C to D; E. Thirwall, D to E; C. N. Henderson, B to C; W. Thomson, B to C; D. Woods, C to D; W. R. Moore, C to D; A. M. Foster, C to D; H. Heywood, B to C.

### Resignations.

Agriculture Dept.—P. C. Draper, Div. 3B; Ethel Jamieson, Div. 3B; Clara Nagle, Div. 3B.

Archives—Louise Shouldis, Div. 3A.

Civil Service Commission—Edith M. Strachan, Div. 3B.

Customs—Wm. Strong, sub-collector, Stickeen, B.C.; W. G. Power, preventive officer, Quebec; Thos. C. Chard, preventive officer, Weyburn; W. T. Macfie, preventive officer, Noyan Jct., Que.; Wm. E. Hemming, preventive officer, Noyan Jct., Que.; J. P. Simpson, preventive officer, Noyan Jct., Que.; C. W. James, Jr., preventive officer, Toronto; R. M. Sutherland, sub-collector, Weyburn; Wm. McHaffie, customs officer, Vancouver; H. E. Powell, preventive officer, Winnipeg; Wm. J. Montgomery, sub-collector, Port Hill; G. H. Andrews, preventive officer, Medicine Hat; J. E. G. Boulton, preventive officer, Toronto; Jos. Bagnato, preventive officer, Toronto; Louis Prevost, preventive officer, Montreal.

Indian Affairs—A. J. Duncan, Indian agent, Cape Croker Agency.

Inland Revenue—D. O'Sullivan, food inspector, Victoria, B.C.; Ephrem Bolduc, asst. inspector, Joliette; Jas. Smith, dep. coll., Hamilton; P. T. Kirwin, Div. 2B; Andrew Porter, asst. inspector, W. and M., London.

Interior Dept.—Jules H. Pigeon, Div. 2B; J. B. Dowling, Div. 2B; John McCadden, messenger; Gilbert Burgess, Div. 2B; Edith M. Wood, Div. 3A.

Justice Dept.—J. McCartin, Div. 3B; P. F. McCaffrey, Div. 1B.

Marine Dept.—Elizabeth Ward, Div. 3B; W. H. Noonan, sub agent, Pictou.

Mines Dept.—Geo. J. MacKay, Div. 2A.

Naval Service—G. H. V. Simpson, Div. 3B.

Post Office Dept.—Ed. J. Underwood, Div. 2B; Alice Hickson, Div. 3B; E. F. Quinn, Ottawa post office; M. E. Horan, sorter; Mabel L. Bayne, Div. 3B; Miss G. M. McGarry, Class 3A, Calgary.

### Superannuations.

Alexander Howie, excise officer, Guelph; Adolphe Egner, excise officer, Guelph; Silas B. Kent, Div. 1B, Marine and Fisheries;



Louis Laframboise, chief translator, House of Commons.

#### Transfers.

Alexis Demers from Marine and Fisheries to Naval Service; Flora A. Barnes from Post Office Dept. to Agriculture Dept.

#### General.

Louis Laframboise, for forty years chief law translator of the House of Commons, has retired on superannuation. He entered the public service in 1876 and has always been regarded as one of the most efficient officers of the House.

Samuel Sampson, wounded, is a brother of A. Sampson, of the Government Distribution Office.

A recent publication of the Geological Survey is a report on the explanation of the Tazin and Taltson rivers, in the Northwest, by Charles Camsell.

George L. Stover, of the St. Thomas post office staff, became helpless and sank in fifteen feet of water while bathing at Port Stanley on August 7th. He was brought up unconscious and resuscitated with difficulty.

Sergt. D'Arcy Albert Latimer has arrived in England from a German prison and is reported "seriously ill." Private Latimer, who has many friends and relatives in the Civil Service, was for a long time listed as missing. He was then reported from a German prison, and his exchange was only recently arranged for. He is known to have been seriously wounded.

#### Obituary.

Mr. and Mrs. Norman Laing Throop, who perished in the great fire in Northern Ontario on July 29th, were well known Ottawans. Mr. Throop was a son of A. W. Throop, of the Post Office Department, and Mrs. Throop was a daughter of Mrs. Trompou, of the Department of Inland Revenue.

Michael Flanagan, of the Department of Public Works, died on August 3rd, aged thirty-seven years.

James Brown, for many years a Customs officer at Niagara Falls, died on July 30th, aged seventy-two years.

John Campbell, for many years an employee of the Printing Bureau, was drowned at McKellar on August 1st. He was fifty-five years of age and leaves a widow, one son and one daughter.

John Donnelly, of the Government Printing Bureau, has received a letter from Capt. G. G. D. Kilpatrick telling how his son, John Joseph Donnelly, fell in action in France on June 2. It reads, in part, as follows: "Your boy died a hero's death. He was killed while attempting to carry a

supply of bombs to a part of the line which was in desperate straits. During that terrible engagement his splendid spirit and cheerful bearing did much to uplift his comrades."

The late Avard Knowles Cohoon, whose death occurred on June 24th, was a well-known and popular civil servant. He was born at Hebron, N.S., in 1880, educated at Acadia University, and entered the Civil Service in 1904. For some time prior to his death he was on the staff of the Commissioner of Dominion Lands. He was a man imbued with the *esprit de corps* of the Service, and his loss is deeply deplored by his colleagues. He leaves a widow and three children.

#### J. E. McLEOD.

Died at his residence in Toronto after an illness of some time, J. E. McLeod, formerly Superintendent of Railway Mail Service, Toronto District.

The late Mr. McLeod was first appointed to the Service in April, 1876, and promoted to the Superintendency in July, 1897. He was superannuated in April, 1914.

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(Within easy reach of Ottawa).

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The Inn is rustic, with modern conveniences, and the cottages and cottage tents are attractive and comfortable.

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—x—

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## AN EXAMPLE.

Announcement is made by the Swift Canadian Company that a pension plan for all their employees throughout the Dominion became effective August 1. It is estimated that more than 2,000 men and women are eligible, in time, to come under the provisions of the fund.

One of the striking features of the plan as outlined is that the employees do not contribute to the fund, the company furnishing absolutely all money needed to pay pensions.

The salient points of the plan as outlined in the formal announcement to employees are as follows:

1. The employees do not contribute to the fund.
2. More than 2,000 employees to benefit by the announcement.
3. Men in the employ of the company 25 years who have reached the age of 60 may be pensioned.
4. Men in the employ of the company 25 years and who have reached the age of 65 shall be pensioned.
5. Women in service 25 years who have reached the age of 50 may be pensioned.
6. Women in service 25 years who have reached the age of 55 shall be pensioned.
7. Employees in service 15 years and up to 25 years who are permanently incapacitated for work may be pensioned.
8. Pension of those retired on account of age and length of service or if incapacitated after a service of 25 years, but prior to the age of retirement, shall be one-half of the average salary for the five years preceding retirement.
9. Pension of those retiring on account of incapacity after from 15 to 25 years of service shall be computed on a basis of 1½ per cent of the average salary for the 5-year period preceding retirement for each year of continuous service.
10. No pension shall be less than \$240 per year.
11. No pension shall be in excess of \$5,000 per year.
12. The widow and children of an eligible employee shall receive one-half of the pension to which an employee shall be entitled at the time of his death.

He who has made the acquisition of a judicious and sympathizing friend may be said to have doubled his mental resources.—*Robert Hall.*

## PRIVATE JIM.

The doctor, making his morning round in a London military hospital, paused beside the bed of a big, rough fellow, with a pugilist's jaw and a round short-cropped head. "Why are you not getting on better, my lad?" asked the doctor. "You ought to be getting well fast, but you're not. What's wrong? Are you trench shy? Don't you want to go back? I don't mind going back; you can send me now if you like," came the answer. A man in the next bed joined in. "Why don't you tell the doctor all about it, Jim?" he asked. But the doctor could get nothing out of the bullet-headed patient, whose recovery was mysteriously checked for some unknown reason. From another patient the doctor learned the truth. "It's that boy in that corner," he explained to the doctor, "that keeps Jim from getting better." "Ah, that poor lad is very ill," said the doctor, "I'm afraid he won't live." "Yes, and every night he cries for his mother, and when the lights are lowered Jim gets out of his bed and goes to the lad's bed, and he sits there holding his hand and stroking his forehead until he's comforted him off to sleep. It's that that prevents Jim from getting better."

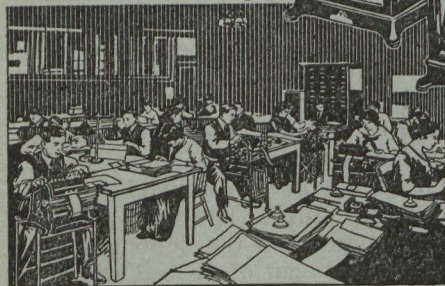
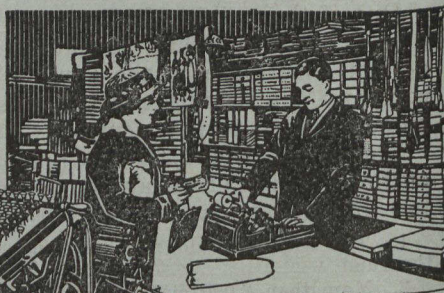
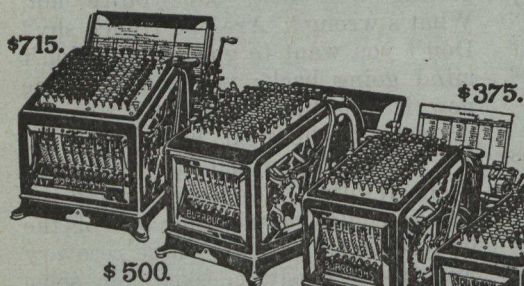
## EFFICIENCY AT WASHINGTON.

A man sent 10 cents in postage stamps to the Patent Office at Washington for two copies of a patent. The stamps were returned with a letter saying that currency must be sent. The man sent a dime and at the end of a week was informed that the copies of the patent were exhausted and that the Treasury Department would return his money. A week later the Treasury Department advised him that it would take three weeks to audit his account and refund his 10 cents. The man had spent 6 cents for postage and the Government twice as much. — *Leslie's.*

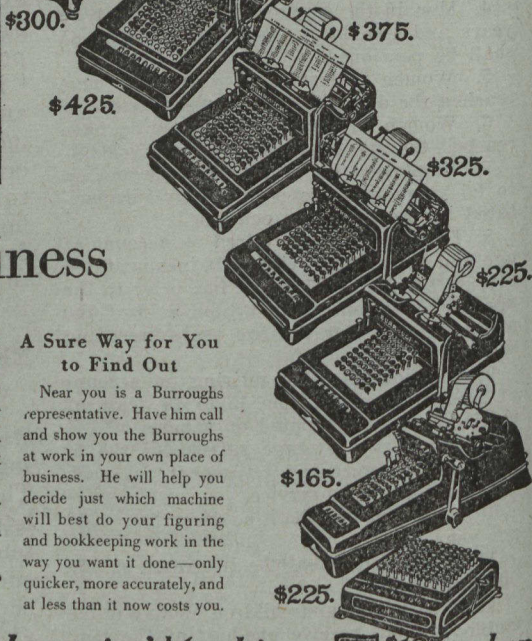
## BURROUGHS OFFICES IN CANADA

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# THE POSTAL JOURNAL

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VOL. I.

AUGUST 18, 1916

No. 23

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## IN REPLY TO REGINA.

Our issue of July 7th, contained "Greetings from Regina" and this is the first issue in which it has been possible to reply. There was no doubt about the 'heartiness' of Regina's welcome. From the moment that the first delegate stepped off the train until the last had departed—some two days after convention was over—everyone was continually looked after and made to feel at home. It would be an impossibility to give the Regina Reception and Entertainment Committee too much praise, credit or thanks for the painstaking thoroughness and preparation clearly shown in all they undertook — which was not a little. Besides Monday's automobile tour, Wednesday's trip to the beach and Thursday's banquet, much kindness and fraternalism was extended the visitors in the way of invitations to the homes and rooms of the local boys. As whoever penned Regina's greeting said, the stay was all too short and many but never-to-be-forgotten friends and acquaintances were created. Regina, and Moose Jaw who proffered such material assistance, demonstrated for all time the fact that they ever had uppermost in their minds and in practise the first clause of the 'Objects' of this association.

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## "AN APPRECIATION."

Saskatoon, July 14, 1916.

The Editor of the 'Journal'.

Dear Sir,

As delegate to the convention of Postal clerks recently held at Regina, might I be allowed to give my impressions of same. To my mind the whole of the proceedings were full of matter of vital interest to the welfare of the Post Office Staff, but what struck me most of all was the value of the convention from an educational standpoint, especially to the younger men present as delegates. It was my first experience as a delegate and ever since I had been aware that I should, in the ordinary course of affairs, attend the convention as the representative of the above namebranch, I had been looking forward to the occasion the greatest possible interest. Sufficient

to say, the convention has surpassed all that I had anticipated. It seems a pity to me that every member of the association cannot be present at these conventions. I thought I knew a little of the association's aims before I attended, but as I sit down to pen these lines, it seems that until now, I have never appreciated all that has been accomplished by the P. C. A. D. C. Permit me to say, Mr. Editor, that the time spent by one at this convention will always stand out as one of the most memorable experiences of my life. There is no doubt whatever that it is worth while for any branch to do its utmost to send a delegate to the Postal Clerk's Convention and to send their very best men. It broadens ones mind, fills one with enthusiasm of the cause of the association and teaches one more about the actual conditions under which our brothers work than all the reading in the world would convey to one's mind. So far as I am concerned, I shall endeavor with all my power to make or help make our branch a still more alive organization than it is today. I would like to congratulate you for the way you have worked in order to make the "Journal the success it has been during the past year and I trust that even more support will be accorded you during 1916-1917. I would also like to place upon record, my personal thanks to the Regina and Moose Jaw branches for the pains they took to make the convention just held, the success that it undoubtedly was. Once more, let me express the sincere pleasure that I feel at having spent such a profitable time with such a brotherly set of fellow clerks.

Yours sincerely,

SYD. W. FOSTER,

Secretary, Saskatoon Branch.

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## NOTES BY THE WAY.

Since the origination of this "Journal" we have devoted considerable space in each issue to the names of the executive board of officers and to the eight aims of the association. By now, we believe that our aims and objects are well known to all — they remain the same this year as in the past but have a greater weight

was published in the last issue. In view behind them. The new executive board of the fact that we are to have more help from outside this year — we know this as it was promised us by many at convention — we believe that our readers will appreciate more reading rather than the continuance of a large quantity of standing matter.

The letter of appreciation appearing in this number should make many a member ambitious to be seen at Winnipeg next year. Now is the time for men who think that they should be sent to represent their office at convention to start in to show the reasons why they should be sent. Don't leave the chance of a nomination until about May of next year. Start right in now working hard and zealously for your branch's interests and your reward will be assured.

On the first of August, Swift's the big meat people, commenced a pension scheme to effect all their employees throughout the country. On the same date, the Steinway's Piano Co., who have had a pension system in existence for years, gave their employees \$500.00 worth of life insurance each. The Dominion Government gives its employees a better insurance policy that can be obtained elsewhere. May a system of pension or superannuation soon be in existence that will give the country credit for doing the right thing to its employees, the employees something to look forward to and the Government an assured permanent service.

A few words apropos of happenings at Regina. Much "josh" could be written but as it could interest but a comparative few of our members, it is not intended to go into many details. A would-be humorist, such as are often to be found during the hot weather, asks the following question. "Why did Fridfinson Pickup Sutton and Tease Green. Oh, you, 'Peg!'" We are well aware that more than one delegate is anxiously awaiting this issue in order to see what we have to say about him. No, you need 'nt blush Selby. We earnestly desire in the very near future to publish an article under the heading of "Fish and Chips." Will the person affected be good enough to accept this as an invitation and oblige!

Has the Vancouver member one or two white shoes by now!

How about another article on "Who to dance with" by someone in Southern Alberta!

Both the retiring President and the General Secretary made splendid speeches at the Banquet. Mr. Black, who we may say, was much more at home on the floor than he was four years ago at the first Banquet, made many gratifying statements

and remarks which brought forth some 'Hear, Hears' from the mayor. He ended by saying that in the four years existence of the association, it had more than justified its establishment. Mr. Green referred to the fact that during the past year, we had obtained four new branches in Ontario and one in Nova Scotia. There had been some criticism he said, of our holding a convention during the war but there was no intention of embarrassing the Government in any way whatever. Ours, he said, was the largest organization of Postal Clerks in the Dominion and for that reason if for no other, we should have the ear of the Department.

## BRANCH NOTES.

### Calgary.

The local branch and office was honored with a visit recently from a member of the Medecine Hat Branch. On the quiet, the writer of these notes regrets that when passing through M. H. from the convention he was breaking his fast otherwise he might have possibly had the pleasure that fell to Bro. Tuck. We shall be glad to see many more such visitors at this office. Strange to say, the lady, while sojourning in Calgary, stayed in that suburb renowned for its active associationists, viz.; Sunnyside.

Why is it that friend Miller of the Despatch blushed to the roots of his hair whenever he encounters a certain member of the local staff? It's a tale worth hearing.

When seen by our special reporter recently, F. Gully, Esq., stated that his grounds were now open to the public, who are requested to go in via Center St. and to leave by the Half St. entrance.

By discussion continually in progress, we come to the conclusion that a firm of Bridge Constructors will shortly be doing business under the title of the Aitken, Holmes, Gully Co.

Our treasurer is taking his vacation at the coast, a fact that might cause some to think, but when he takes an extra two weeks, why we all begin to think.

LOST, somewhere between the City staff and the lunch "room," some very nice plums. Finders has already been rewarded no doubt.

### Victoria.

A number of the local members are complaining about the lack of notes from this branch. Might we suggest that those doing the complaining put their own shoulders to the wheel and help out in this respect. A committee of three has been

appointed to send news to the "Postal Journal" and they will do their part if the necessary help is forthcoming from the remainder of the members.

#### Prince Albert.

The convention is over, our delegate has returned, his report has confirmed our opinion that his fees were well spent. That conventions are an absolute necessity has been proved to us beyond all doubt. John Henry Oliver, our "Star" paper despatcher, has resigned his position and taken a position with the Miller Hardware people at Briercrest, Sask. Mr. Oliver was a strong associationalist, and absolutely refused to part with his "Button" which he was wearing as he left this City. As a ball player John had few superiors in the North country, this might be interesting to Moose Jaw.

"Jim" has returned from his holidays, it might be interesting to learn "All" that Spiritualist told him.

The visiting spirit is upon us, we are pleased to learn that Saskatoon have accepted our invitation to visit us on Labor Day, we can assure them a good time, the "Staff's" motor launch will seat 36 and our scenery leaves nothing to be desired. "Cap" Melton and Engineer Crawford are busy getting the machinery in smooth running order. Welcome to Saskatoon, Regina as well.

Our "anchor slinger," John Puckett, A. B., has decided to throw in his lot with his Majesty's Navy, John always was kindly disposed to the "Finnish tribe."

#### Edmonton.

H. D.'s back from the convention, we haven't been able to see him yet but we know he will be talking convention with a vengeance when we get in touch with him.

We have received word from France that one of our boys, Ernie Paluster, is a prisoner in the hands of the Huns. Pal has seen much active service, having been in the firing line and its vicinity for some 15 months. We hope he will be treated with the respect that is due a prisoner of war.

Sid Surtees is now down at Sarcee Camp preparing to do his bit. We wish our late Secretary the best of good fortune and a safer return to Edmonton P. O.

Those of us who find it difficult to go overseas to get "squared" with our friend the enemy have been busy of late enrolling with the different Regiments for home defence in our City.

The ranks of the 19th Dragoons and the Edmonton 101st Fusiliers, are being rapid-

ly filled by the boys working around this office.

Jack Horswell has got his weather eye open for the first sign of the report of the Convention, he is mightily interested, there is a reason.

There is a touch of pathos, so it seems to us, in the phone call we answer each Tuesday and Wednesday evening, the voice is a thin plaintive feminine one, which asks if the "Old Country mail is in." We surmise, the persistent lady is one of the brave women who are "keeping the home fires burning," while their loved ones face bravely shot and shell and the havoc of war.

#### PATRONAGE.

##### What are we waiting for?

The splendid banquet, which marked the termination of the recent convention at Regina, will long be remembered in that it was the first of these affairs at which the patronage question was made the foremost and principal topic by the main speakers of the evening. Regina is to be congratulated for inviting and having present the local member of the Dominion house, the Mayor, who, in the interests of the party at present in power opposed Mr. Martin at the last election and J. A. Westman, Esq., who, to use his own words, is the dispenser of patronage in Regina. To listen to three such prominent men is no little privilege and those present were treated to some most eloquent speeches. Dr. Cowan, the Mayor, was the first and without doubt, the most forceful speaker present. In a most impressive manner he started upon the Patronage question and hit from the shoulder in no uncertain manner.

W. M. Martin, Esq., M.P., kept somewhat nearer the toast to which he was speaking, viz.: "The boys at the front," although he too, had no use for the present patronage system.

J. A. Westman, Esq., who really didn't know why he had been invited, unless it was because he was the local dispenser of patronage, stated that it was a most unsatisfactory way of recruiting the service and deplored the fact that men even after getting into the service, made use of that means of advancing themselves at times if occasion offered. Mr. Westman said that he found it an awkward job as he wasn't able to tell the capabilities of a man whom he might recommend nor whether he was suited for the life of a Civil Servant. Apart from all the foregoing, we continually have reports of condemnation of the system from members

of both sides of the Dominion and Provincial Houses. Further it is generally conceded that the average man about town has no use for the system and often because such a system is in existence, it being the only way at present of enlisting men for the Outside Service, condemns the members of the service for being a party to the scheme. Lastly, everyone and all are aware that the Service itself has no earthly use for such a system. We come to this then. The public don't want it — the M.P.'s don't want it — and the Service itself don't want it. Who then does want it? — Why have we got it? What are we waiting for in order to place the Service on merit basis?

#### MUSINGS BY "HEB."

The convention is over, I was the chosen one from my branch and I would assure all would-be delegates that conventions, at least, Postal ones, are far from a joke. There are of course little diversions, which tend to enliven the proceedings and of these I intend writing.

I like ancient history, and the Regina boys used considerable foresight when they included in the programme, a trip to the Parliament buildings. We were conducted by a very obliging gentleman over the building, and in transit passed through the library, a very pretentious apartment. Everyone appeared to be very interested with the history of a certain table, at which we learned sat the Fathers of the Confederation. This caused me to think, a matter in itself worth recording, my mind wandered back to the council chamber wherein the sessions of the D. P. C. A. were being held and I thought how interesting it would be, hear in 100 years from now that "It was at this table where sat the Fathers of the D. P. C. A., amongst whom was the famous Fish and Chip theorist L. Pickup. In the course of business, of any business in fact, humorous things will happen, it was a very amusing and interesting moment when the member from Lethbridge strolled along with a proposition that we might with advantage bring our wives to these conventions. How awfully jolly, there are times when "we" are inclined to "get hot" on points of order, goodness only knows what might happen suppose we had to hop outside every little while to throw oil on troubled waters amongst our wives, and besides we could hardly expect the Regina City Council to provide a nursery as well as loan us the Council chamber.

We will now look over the branch notes — from Edmonton we find "Our orchestra is playing low" this is indeed refreshing,

I was afraid they had absconded through the keyhole, and strolled to Victoria which would account for the falling off in attendance at this office.

From this office also we learn that "Mac" is on his holidays, this savours of Ghunga Din.

Saskatoon impart the interesting information that their President has recently taken the marriage vows, I'm surprised Mr. Rossen, last time I saw you, — but I forget, your secretary explained the reason.

And this reminds me, talking of your secretary, I noticed the impression of the feet — on my boot tops — 'nuff said.

But the "plum" this issue goes to Vancouver, who we learn "Have a veritable chronicle of news to record, both grave and gay." The veritableness is appalling, if nothing else.

"HEB."

#### INTERNAL ORGANIZATION.

By reference to the convention report it will be noted that this year a new office has been instituted, viz., that of Organizing Secretary, and the reasons for this are twofold. In the first place it is intended to relieve the Secretary-Treasurer as much as possible of a vast amount of work and correspondence in connection with recruiting the Eastern offices, and secondly, it is because convention considered it essential that the association as it stands to-day should be better organized and all branches made to work more in co-operation with one another. This short article is intended to briefly deal with the latter question.

For some time past it has been felt in many quarters that branches do not know sufficient of the happenings and state of affairs existent in the other branches of the association. Further, it has been felt that a great deal of branch organization could be better accomplished by those outside the particular branch needing better organization. To this end, Mr. A. S. Black, of Vancouver, has been appointed Organizing Secretary and the Provincial Vice-Presidents are expected to co-operate with him in the work he intends to do. Those who are acquainted with Mr. Black-who, first as Treasurer, and last year as President, has always been a keenly alive association man, have no fears that his end of the work will be satisfactorily done, and the Vice-Presidents, one and all, have given convention their assurance that they are ready to do their bit. Neither the Organizing Secretary nor the Vice-Presidents can do a thing without the fullest co-operation of the branches themselves. In this instance, branches come

down to Branch Secretaries. It is probable that a system of periodical reports will shortly be put into operation calling for detailed particulars along certain lines. Unless the branch secretaries stand prepared to do their part by promptly giving all the desired information the whole scheme falls down and becomes a failure. Branches must provide themselves with the very best service that they can procure in the form of a live secretary who realizes the help he can be, not only to his own branch but to the whole association, and then we are confident that the desired results will very soon be forthcoming. Everyone realizes and is willing to admit that many men in all branches have toiled ceaselessly for the good of our cause, yet, notwithstanding this, it is to be regretted that the General Secretary finds his work continually held up and added to by the failure of some branches to reply promptly to communications. We desire to respectfully remind branch secretaries that for every letter they get from the general officers of the association those officers are probably writing twenty similar ones. Roughly speaking, the general officers have twenty times as much work passing through their hands as branch officers. To date we have heard practically no complaints upon the work of the general officers. Branches, it is your duty to see that a similar state of affairs exists at your end.

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#### REFLECTIONS BY RAMBLER.

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The Dominion Postal Clerks' Association has come to stay, of that there is not the slightest doubt, but the longer I am a member of this great organization the more convinced do I become that the persuasive policy of the D.P.C.A. will before long come to a close where new members are concerned. It has been the custom of the association to come down from its exalted position in an effort to show the postal clerks of the Dominion the way of progress and in several cases has received little for its trouble. However, in these particular cases, I don't think we need unduly interest ourselves. An old age says: "None are so blind as those that *won't* see. The clerk who fails to see the good work of the association is something else other than devoid of brains.

We find men who when approached on the association question ask: what do I benefit by joining? or some such question in which "self" appears first and last. I can only suggest to such men that their room is more valuable than their company. A pension scheme is, I find, what these men are most anxious about.

The Semi-Office.—By the time these notes go to press the official report of the convention will be in the hands of our members, and it will be noticed that the semi-office question received very generous treatment. There is no doubt in my humble estimation that the way is paved for a solution to this vexed question. The handling of this matter by deputation is exactly as it should be; let us hope for the best.

Mail Clerks' Association.—In a recent issue I commented on the re-awakening of this association. It appears that through a little internal trouble there has been a split up in the Saskatchewan branch, and from the resulting (shall I say mix-up) there has sprung a Saskatoon branch duly affiliated, etc. It seems a pity that what could be a very strong organization should be so divided; it only exhibits a weakness. There is no doubt, however, that the men who are handling this new association are of a go-ahead turn of mind, and are, from what I have actually seen, out to make the thing go, and in face of that deserve all the encouragement they can get. It is common knowledge that the Mail Clerks' Association has been dormant for a long time, and I can only say it is pleasing to see a movement somewhere.

More Copies.—In a recent issue of the "Journal" we find in the Branch Notes an item from Calgary regarding the newsboy of this office learning how to dispose of more copies. In the future I shall have something to say on this matter. I venture to suggest that if this matter was made interesting enough the circulation could be doubled in three issues. It is a matter that rests with the powers at Ottawa.

RAMBLER.

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#### ON MURDERERS' TRAIL.

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Captain French, with two sergeants and four constables of the Northwest Mounted Police, is preparing to start on an expedition into the Arctic regions in search of the Eskimos who murdered Radford and Street, the explorers, two years ago. The trip, it is expected, will occupy three years. The Mounted Police never let a murderer escape in their territory. The chase is invariably maintained until the shedders of blood are brought to justice or perish in the wilderness. That is why far northern Canada is a pretty safe country to travel in.—*Montreal Gazette.*



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