

THE CIVILIAN

VOL. I.

JANUARY 15th, 1909

No. 19

The Income Tax.

The Situation as affected by the Civic Elections. — Course Pursued by the Association in the Elec- tions Justified the Results. — Personal Notes.

It is quite possible that the service may be spared the necessity of an appeal to the courts in connection with the income assessment.

If a majority of the members of the newly-elected city council keep faith with the Civil Service Association—and there is no reason to believe that they will not—the matter can be adjusted quietly, in a spirit of justice and with honour.

The action of last year's council, in permitting its officials to levy the assessment in violation of the terms of the agreement with the government, was a badly-advised and ill-considered one, and one which had the effect of leading the council into a position which was absolutely vulnerable from both an ethical and a legal standpoint. There can be no doubt that as a result of the campaign of education waged by THE CIVILIAN and the Association, this was fully realized by the time the election campaign was inaugurated.

The Association should lose no time in impressing upon the new council the necessity for a speedy adjustment of the matter. Nothing can be gained by delay, and it is most desirable that the uncertainty as to the position of the service in the matter shall be speedily dissipated and a feeling of confidence restored.

It is the purpose of THE CIVILIAN to continue its campaign on behalf of the service until the matter is finally disposed of. At this immediate juncture, however, it does not propose to offer the council any advice other than to suggest an immediate conference with government. As a party to the agreement the government must be consulted in any event, and the sooner this is done the sooner the ground will be cleared for final action.

If wise and honourable counsel prevails, the matter can be adjusted upon a legitimate basis and without injustice to either the community or the service.

* * *

There can be no doubt that the course pursued by the Association in taking part in the civic elections was a wise and prudent one. That there were some errors in judgment is not to be denied. In view of all the circumstances, it would be strange, indeed, if such were not the case. The greatest mistake of the campaign is undoubtedly to be found in the fact that the entire voting-strength of the service was not in evidence at the polls. It is time that the service learned to appreciate and to support the efforts of those who are devoting their time and energy to the accomplishment of the common welfare.

Be that as it may, the result of the course pursued by the Association is a most satisfactory one. Every candidate for the Board of Control and ten of the aldermanic candidates endorsed by the Association were elected. These men have definitely pledged themselves to protect the interests of civil servants in connection with the income assessment as affected by the agreement between the government and the city.

If the matter were to end there and absolutely nothing further be accomplished, a most instructive lesson would have been taught the service in connection with the advantages of united action. The lesson is this: If you want things done, do them yourselves; don't wait for someone else to do them for you.

Contrast the attitude of the candidates at the elections and at a time when they realized that the service was alive to its own interests and meant business, with that of the members of the city council eight months ago when *THE CIVILIAN* first advised its readers to interest themselves in the elections. At that time, of the twenty now sitting around the council table, not one was prepared to admit that government employees had the slightest claim to consideration in connection with the income assessment. Officials at the city hall made light of the importance of civil servants as a class, and members of the council—when the terms of the agreement with the government were forced upon their attention—disclaimed all responsibility and shifted the blame to the shoulders of the city solicitor and the assessment commissioner. When, however, the campaign of education culminated in an announced policy of going to the polls for the purpose of enforcing a recognition of the justice of the position of the service, those of the council who desired re-election were

quite prepared to reconsider the situation and to devote some time to a study of its merits—with the result that without a solitary exception they were prepared to concede the necessity of dealing with the matter upon its merits and in the light of a better understanding.

It is hoped that the necessity will never again arise for civil servants taking an active part in civic elections as a class. In this instance, no other course was open, in our judgment, to a body of self-respecting individuals convinced of the absolute justice of its position. And, inasmuch as there was nothing inconsistent with the welfare of the community as a whole in the attitude of the service, it had our unqualified approval. We have from the beginning, however, steadfastly maintained that the interests of the community should be paramount and class interference and class representation in municipal affairs has never found favor with us. On the other hand we sincerely hope that the day will never come when civil servants will fail to interest themselves in the welfare of the community of which they form so important a body of citizens, or that they will ever fail to lend their assistance in securing the election of a wise and efficient civic administration.

* * *

A word of praise is due to the Civic Affairs committee of the Civil Service Association, which is composed of Messrs. U. Valiquet, A. N. Payne and G. Emond, for the work done in connection with the elections. These gentlemen had a difficult task, and are deserving of credit for the faithful manner in which they discharged it.

THE CIVILIAN extends its greetings to Alderman Caron, and wishes him the same success in his official capacity as has attended his efforts on the

executive committee of the Association of which he has been a valued member since it was first organized. St. George's ward has a splendid representative, and the city a faithful friend in the person of Alderman Caron.

The defeat of Mr. H. S. Campbell, by a very narrow majority, in Central ward, is much to be regretted. Mr. Campbell is a well-known civil servant, and an absolutely fair-minded man of considerable ability. He served for several years as a representative of Central ward on the Public school board, and had he been elected, would have been a distinct acquisition to the city council.

LEST WE FORGET.

There are few pursuits followed by mankind which have not attached to them both a virtue and a vice. In one respect their tendency is to exalt and enlarge the mind of him who follows them; in another to depress and circumscribe it. Examples of the lasting effect for good or ill of occupational influences are too well known to need citing. The very fact that we are able in many instances, and solely from external evidence, to catalogue men as followers of this or that trade or profession testifies to the truth of the general proposition. The hand of the worker is subdued to the color of that wherein he works,—unless, indeed, he washes that member often. To change a little the force of the metaphor, the worker must take his regular plunge-bath into the strong world-currents of knowledge, of endeavor, of emotion, if he would maintain himself in health of mind and spirit.

The honourable pursuit to which the lives of civil servants are specially de-

voted has its own broadening influences, and, alas, its circumscribing ones. The latter we should strive to avoid or to overcome, because, first, a man's life being of endless value to himself at least, he should make it a genuine success; and, secondly, because it would work to our country's detriment if officials who are high in place should not be high in comprehension and capacity also. And the time to do the overcoming is not after arrival at high place: it is then too late to begin. That peculiar stiffening of the fibres of the mind, which in the end sets its mark upon the forehead of the bureaucrat, must be taken in hand betimes if we are to avoid the besetting sin of officialdom.

The mind of Edmund Burke, which touched nothing that it did not adorn and illuminate, has given us a standard by which we may measure the advantages and defects of our own calling. The sign-posts are all there, it will be seen, for the behoof of the official pilgrim of all ages:—

“Passing from that study he (Grenville) did not go very largely into the world, but plunged into business; I mean into the business of office; and the limited and fixed methods and forms established there. Much knowledge is to be had undoubtedly in that line; and there is no knowledge which is not valuable. But it may be truly said, that men too much conversant in office are rarely minds of remarkable enlargement. Their habits of office are apt to give them a turn to think the substance of business not to be much more important than the forms in which it is conducted. These forms are adapted to ordinary occasions; and therefore persons who are nurtured in office do admirably well as long as things go on in their common order; but when the high roads are broken up, and the waters out,

when a new and troubled scene is opened, and the file affords no precedent, then it is that a greater knowledge of mankind and far more extensive comprehension of things is requisite, than ever office gave, or than office can ever give."

THE ICE COMMITTEE.

The co-operative ice committee has issued a circular to each member of the service in Ottawa, setting forth the terms and conditions upon which ice may be obtained for delivery next summer. Those who by accident may not have received the invitation to subscribe to the ice scheme, can get the necessary form from Mr. A. E. Caron at 87 Sparks street, between 4 and 5 o'clock p.m. January 15th is stated in the circular as the latest day applications will be received by the committee, but the time has been extended to the 18th. The price will be advanced to equal the ordinary market price as soon as the spring opens.

The ice is being cut from one of the best ice lots in this locality, namely, from the Gatineau river above the bridge, and the season promises to be propitious for a large cut of fine quality ice. Patrons will be furnished with mailing cards by which the committee may be advised of any complaints in prompt or satisfactory delivery; also tickets will be provided for the purchase of extra lumps of ice. The committee is already at work storing ice, and also delivering to winter customers.

All civil servants are requested to encourage the co-operative principle in the service by rallying round Mr. Caron and his ice committee, by inducing their friends to join the list of subscribers now open at La Banque Nationale.

A JOURNEY FROM THE YUKON TO THE MACKENZIE.

By JOSEPH KEELE.

(Continued from last issue.)

(Published by permission of the Deputy Minister, Dept. of Mines.)

By the 17th, we had a good trail broken up the valley for a distance of ten miles, and began our winter journey. We used the river surface as much as possible, cutting off the long bends by going through the woods.

As we had a heavy outfit, it was necessary to make six trips over the trail. We had only three dogs; for one was killed during the winter. Our usual plan was for Christie and myself to break trail ahead for about five or six miles, using small snowshoes to secure a good bottom. At the end of this distance, we tramped out a space in the shelter of some trees for the tent. This trail generally froze hard enough before the next day to carry the dogs on the surface. Riddell made two trips a day, taking three days to move our freight. He used two steel shod Yukon sleds tied close together, and loaded them with about 200 pounds each. The dogs easily moved this load on a hard clean trail; but with almost constant drifting from winds, we seldom had this ideal trail for sledding.

The month of February was the finest part of the winter, and although the average temperature was much lower than that of the preceding months, the amount of clear weather and sunshine was much greater, consequently I was able to carry on my surveying operations without much trouble. The lowest temperature was 48 degrees below zero.

Travelling on the river was made much safer by this cold weather; but the sound of roaring water under the ice in the canyons and rapids was sometimes disconcerting to us as we passed over.

The stormy season began on March 5, and continued until April 12. The valley we were travelling in was narrow, with high mountains on either side, and the wind as it swept through often increased to the intensity of a gale. The snowfall was very heavy.

The work of breaking trail became very laborious, for we sank deeply into the snow, and the trail had to be marked at close intervals with branches of spruce or willow.

The tops of these branches were often our only guide: the trench becoming completely filled in a few hours after being made, when the work would have to be done over again. The coldest weather we experienced on the journey was the night of March 10th in camp at the head of 4th Lake, the temperature falling to 54 degrees below zero. This cold spell lasted until the 18th. We had to remain in camp one entire day during this period, for a strong wind blew, which it was impossible to face at such a low temperature. We found that weather of about 20 deg. below zero—provided there was no wind—was the pleasantest for travelling. At this temperature, the dogs worked well, and one did not get overheated while breaking trail.

March 22nd was a clear, bright day, and the warm sunshine was very pleasant after the long period of storm. On this day we got our first view of the watershed ranges: incredibly white, and close, and apparently blocking up the valley through which we were travelling. The famous glacial range, guardian of lost mines and other mysteries (according to Wilson) appeared on our left.

On the morning of the 27th, Christie, who was breaking trail ahead of me, came hurrying back, saying he had seen a moose, and was going to camp for his rifle. He soon returned, and we went forward to where he had seen the animal, which was still standing among some spruce trees on the bank of the river, with its head and neck only above the snow. Christie

stepped aside a few paces from the trail and shot him.

When we reached the dead moose, we found him lying in a pit about ten feet wide, which he had evidently made himself. We were surprised to see several patches of moose hair on the ground, and more so to find a large hole apparently gnawed into the animal's backbone, the spinal cord being almost laid bare.

Our attention was next drawn to the trails and marks in the snow, beyond the pit where the moose lay. The surface of the snow was much broken up, both by hoof and small paw marks. Some of the tracks were quite fresh and some were old. There were moose trails deeply trenched in the snow, which had apparently been used for a considerable time. The paw marks were those of a wolverine, and mostly recent, the oldest not being more than a few days old. There were also several holes, resembling burrows, in the snow at the side of the moose trails, evidently made by the wolverine. There were claw marks and, occasionally, wolverine hairs on the bark of some of the spruce trees.

Beyond the mass of trails and tracks, the trail of a wolverine coming down the river showed quite distinct. There was a sufficiently strong crust on the snow to bear an animal of this size, but it would not hold up our dogs.

After a thorough examination, Christie came to the conclusion that there was only one moose and one wolverine concerned, and that we had interrupted a tragedy which is unique in the annals of the far north country.

We were the only travellers in the region, and with the exception of a few marten, these were the only wild animals. We had seen no moose sign for the last thirty miles, nor did we expect to see any more, as we were now at the slopes of the watershed range, and nearly to the head of the Ross river.

This particular moose, a three-year-

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

Ottawa, Jan. 15th, 1909

FELLOW WORKERS.

Britannia, mother of empire, is about to have an addition to her family. Prodigiously fruitful, she now has her progeny firmly established in every sea and in every zone. Many of these are the product of youthful indiscretions. Constitutionally speaking, only two of this great mother's children can claim full legitimacy. Only two have slipped the anchoring apron string and gone forth to do for themselves, the Dominion of Canada and the Commonwealth of Australia.

The throes of childbirth are again upon our ancient and honourable mother, and the result will be, we hope, a full-fledged South African Federation. The interest of all true Canadians in this outcome will be

great and sincere, but there is a particular relevancy for Canadian civil servants in the formation of a third colonial federal civil service. Our fellow workers in South Africa must be made cognizant of our experiences and must have the benefit of our petitions and prayers in order that they may not for so long a time leave undone the things which we have left undone.

The principle of a commission, *absolutely independent*, to preside over appointments and promotions in the public service, is gaining ground every day in countries which enjoy the blessings of constitutional government. In the working out of the details of the proposed federation in South Africa, the civil service problem has already made itself apparent in a way to suggest mediaevalism rather than modernism in administration. While the service in Canada is, and will for a long time be, engaged in efforts to establish a new and more dignified status, we may spare this passing moment from our own affairs to cast a longing, lingering look over the intervening ocean, and breathe a sympathetic orison for those who will compose the civil service of the empire's new-born child.

SOME FUNDAMENTALS.

A question that will be with us while the world is ruled by governments is the status that shall attach to the civil servant. We mean, the question of the recognition of the essential difference in the nature of his employment from that of anyone else. The understanding of this is the solution of half the difficulties, the neglect of which has made civil service reform not the least noteworthy development of recent history. We do not propose to discuss this matter here and now, for it

would properly be subject for more or less lengthy analysis to do it anything like justice. But the question is so fundamental that even a note or two may serve to emphasise its perpetual interest.

In the first place, a department of the government is not a dividend-paying concern. Its Head is not engaged in a struggle for existence with other similar enterprises. Hence, he may manage it on other than business principles, and yet not suffer. He may not even suffer politically by bad methods, for publicity is imperfect, and in many cases the questions involved are technical. And herein lies one of the supreme disadvantages of the great mass of his employees. They are specialists. They cannot seek other markets for their wares. The carpenter, bookkeeper, manager, in the outside world, who is dissatisfied with his employer, seeks work elsewhere, and saves his manhood under injustice. But the civil servant who has spent perhaps the best ten years of his life in the administration, say, of the Fisheries or Indian Department, or a dozen branches that might be named, is bankrupt if in middle age he finds the better positions barred to him for reasons that have nothing to do with the working of his department. A humiliated and outraged man, he sinks into the lethargy of hopelessness and lowered self-respect. There is no employer in the world so absolutely dependent upon its nameless rank and file as a government. There is no employer which can better afford to recognize its unusual debt.

Another point:

One of the weakest points in the civil service structure to-day is in the status of the Deputy Minister. We do not mean the legal status of that office—for the Department of Justice is on record, years before the findings

of the late Royal Commission, to the effect that in every respect with regard to the service, the Deputy is the equal in power of the Minister. We mean rather the conventional estimate that has come to be attached to the post, and that is now stereotyped. To all intents and purposes the Minister and his Deputy in Canada are one person. It could not have been otherwise under a system of political appointments, where the service played a role in party politics, and where a minister had of necessity a political as well as an administrative interest in the staff of his department. Yet it is very far from the principle on which a policy of civil service reform can be carried out. The supreme function of the Deputy Minister under civil service reform is to separate administration from politics. Merge him in his minister and you leave the department minus its non-political head. If a concrete example of what is meant is desired we have the case of the English service. There the minister and the officer corresponding to our Deputy Minister are distinct and several. The minister is the political head of the department; the Deputy is the administrative head. The former knows little or nothing about the personnel of his staff, which is entirely in the latter's hands, under the rigid prescriptions of the commission, and subject, of course, to the rule of the political head in matters concerning policy and duties. Such a thing as a political promotion and the acquiescence in it of the administrative head is possible, accordingly, only under the most exceptional circumstances. The reason lies in the importance of the deputy's position, arising out of its separation from the ministerial office. Proof of this again is in the distinctions which fall to the higher officers in the British service. Knighthoods are common, and not

a few end their careers in the House of Lords—an utter impossibility if their position had been indistinguishable from that of another. One of the first fruits of civil service reform in Canada, therefore, will be the gradual separation of the Minister from the Deputy Minister, and the gradual elevation of the Deputy's position to a place distinct from that of his political chief, the latter requiring nothing of him save an efficient engine to his hand in the policy to which the government is bound. The Act of the past session goes far to set this process in motion. It does not go all the way, however, till a definite understanding is arrived at as to the offices which still remain a matter of ministerial appointment—until clause 21, in short, is given its interpretation. That the interpretation will be in the spirit that animated the legislation as a whole we have every reason to expect, knowing the policy of the government in the matter, backed by the certainty that if the commissioners permit a loose ruling to go forth they will be tying their own hands if not committing official suicide. A political appointment under clause 21 will be just as damaging as one under clause 13.

CIVIL SERVICE FEDERATION OF CANADA.

The subject of the confederation of the civil service of Canada has been frequently referred to in *THE CIVILIAN*, and recent events go to show that practical results are imminent. Word has been received from Winnipeg, Vancouver and Victoria, evincing a live interest in the formation of the new central body. The Yukon contingent may seek mem-

bership in the British Columbia Association as it will probably be too small numerically to attain membership alone. In New Brunswick, organization has already been completed, and in Nova Scotia an association will be formed in the near future. A unique incentive to the federation movement is presented in the resolution recently passed by the Dominion Civil Service Association (in Europe) which reads as follows:—"that this association express its desire to affiliate with the Civil Service Federation of Canada, and authorize the executive committee to make arrangements accordingly, and if necessary before the next general meeting to appoint some suitable person as delegate to such Federation." J. Obed Smith is the president of this association. With the addition of the Customs, Post Office and Excise organizations a fairly representative meeting of Canada's public service will meet in convention, it is hoped, during the present winter.

In the ninth number of *THE CIVILIAN*, a provisional constitution of the Federation was published. These proposed rules are now being printed in neat booklet form, and several thousand will be struck off for distribution among the members of all known or prospective associations of Canadian civil servants.

A federation of all the civil servants of Canada cannot be compared, except relatively, to the Confederation of the provinces of Canada, but in the purposes to be attained, development within, and standing and reputation abroad, the ideals to be achieved are not unlike. One of the first items on the order paper of the new body will, no doubt, be a determined agitation for bringing the outside service under the authority of the Civil Service Commission.

 TO CORRESPONDENTS.

It is a well-established rule with all manner of publications to demand the name of every person who desires to make use of the columns of such publications as a correspondent. If the correspondent desires anonymity, he is entitled to it, of course, unless the purport of the communication be misleading, inconsistent with the character assumed, or otherwise objectionable. These, however, are matters of which the editors must be the judges, and in order that they may decide with all the facts present to their minds, the name of the correspondent should not be withheld from them. If the communication is published at all, it must, of course, be published as the correspondent desires; but that the identity of the correspondent should be concealed, is a thing abhorrent to the reasonable practices of journalism.

Since its inauguration, THE CIVILIAN has made only one exception to the above rule; and that occurred inadvertently. The rule will not again be infringed, if we can avoid it. Correspondents should therefore govern themselves accordingly. Where they do not choose to have their names appear publicly, let them make known their identity to the editors, privately, and as an evidence of good faith.

 HEADQUARTERS.

There is a possibility that before another issue of THE CIVILIAN sees the light of day, the Ottawa service will have a modest home of its own, which will greatly contribute to the more rapid consummation of the various plans and schemes now lying more or less in embryo. To the Public Works Department, ever a true

friend of the service, we must all bow our grateful acknowledgments for this latest evidence of practical sympathy. Until the final word is given, we do not care to say more than that as far as the good intentions of the department go a headquarters for the Ottawa service is an accomplished fact.

 EXPLANATORY.

Mr. Ewart, whose recent letter in THE CIVILIAN gave rise to some criticism from two of our correspondents in the last issue, is absent from the city, and indeed had left the city before the letters were published. Mr. Ewart is quite competent to take up the cudgels in his own behalf, and no doubt on his return we will hear from him. Until he returns it would be unfair to permit further strictures to be passed upon his opinions. In the meantime, we may express the hope that, having dealt with the victims of the system, he will next take up the system itself and give his pen and his influence to the national cause of civil service reform.

 A STUDY IN LITERATURE.

BY MERCUTIO.

The Civil Service List of Canada, 1908, containing the.....showing.....case, to which.....added.....and.....ch. 15....., the whole.....Act."

I have heard it remarked that the tissues of the body are renewed every seven years, that nothing of these bones and muscles and nerves that now form the frame and habitation of you and me will be, except by accident, in the frame that we shall use seven years hence; and yet a scar on

my hand of twenty years ago is as plain to-day as it was a year after I tried some experiments with my grandfather's razor. We may liken the civil service to the human body, extending the period of complete renewal from seven to thirty-five years. At the end of that time all will have changed,—the form only being the same, and that too altered, perhaps, by amputation or grafting (this word to be taken scientifically), and even the scars and moles, oh fatal analogy! still in evidence.

With these thoughts I closed the Civil Service List of 1908, but I shall poorly perform the duty laid upon me, of reviewing this work, if I confine myself to its pathological aspects and not seek the deeper and truer, which are always the more wholesome, lessons that it offers.

Let us survey it in detail from Abbott to Zwicker, from His Excellency the Governor General to His Heels the deputy-collector of wharfage dues at Sable Island. What possibilities between these limiting points, what ranges of salaries, what scope for ambition! Even if we delete a few of the terms at the upper end of the series as representing *ne plus ultra* plus one, there is still something big to live for. The price of bread has gone up, but there is corn in Egypt, and we are on the road thither. I see my own name in black and white with only a few miles of other names between it and the Egyptian granaries of five thousand per annum. Like Lear: "I have watched and travelled hard; some time I will sleep out, the rest I'll whistle," but always with the hope that I shall some day rest on the banks of the Nile and not be sidetracked on the Sahara.

As to the general style of this book, for we must not wander too far afield,—it is not so lucid as Macaulay's, yet not so involved as Carlyle's. The

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meaning, except in some of the appendices, is generally clear, although the reasoning seems here and there at fault. The author at times grows lyric, although I can cite one instance at least where the style could have been improved by the use of a few more figures.

The book can hardly be viewed as a work of humour, and yet we find some amusing passages, e.g., although the Department of Justice has Powers the Supreme Court is not without its Masters; and we note that the Secretary of State keeps a Store and, oh ye shades of the Scott Act! has Champagne on his list; and again that they keep Coats on in the Department of Labour!

An interesting sociological fact to be gleaned from a careful reading is that, while the men of the service generally entered after the age of twenty, the women were often employed at the tender ages of nine and ten. Some allowance should no doubt be made for the manner of preparing the statistics, the information in regard to births being supplied by the officials themselves, while the other information is obtained from departmental records, but it would be preposterous, not to say ungallant, to make frequent use of such an allowance.

The price of the book is twenty-five cents, but as it is the policy of the service to give no quarter, it would be idle to recommend its purchase. Some may chance across it. Let them be wary in the use of it and consider if there is not some meaning in the words of Coriolanus:

"Better it is to starve, better to die,

Than crave the hire which first we do deserve."

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CORRESPONDENCE.

We do not hold ourselves responsible for opinions expressed under this heading.

To the Editors of THE CIVILIAN:

I write to ask if you would kindly draw attention in THE CIVILIAN to a matter which concerns a large number of civil servants. It is this, a great many civil servants were employed as extra clerks before they were put on the permanent staff, but while so employed as extra clerks were not privileged to pay into the Superannuation fund.

I have been 25 years employed in the civil service, but 8 of those years I was only an extra clerk; now what I and scores of other clerks want to know is, could not the Superannuation Act be so amended that we could pay into the Superannuation fund the amount due for the years we were employed as extra clerks?

Yours faithfully,

CIVIL SERVANT.

Ottawa, 7th January, 1909.

ATHLETICS.

The current number of the University of Ottawa Review, one of THE CIVILIAN'S exchanges, contains an editorial utterance as a closing comment on the football season. The sentiments expressed cannot have too wide a circulation, and are here given in full:

"The Inter-Collegiate 'Big Four' are to be sincerely congratulated for the efforts they have made to place their athletic and other contests on a lofty plane of true sportsmanship, friendly feeling and fair play. They have shown the public that it is possible to engage in friendly rivalry, to struggle for supremacy in a branch

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Taken as a whole the consignments indicate clearly the perfection attained by both English and Scotch manufacturers.

With regard to the mechanical part of our to order business the cutting bench remains strong as ever, stronger in fact, and in all other respects our acknowledged supremacy will be fully maintained, and prices will be reasonable as ever.

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of sport or a contest of skill, and yet remain gentlemen. The public has shown its appreciation by liberal patronage. The universities have done a great work, whose influence cannot fail to be far-reaching, since the student of to-day is the prominent citizen of to-morrow. Any deviation from this honorable path, any approach to that dangerous motto of "win fairly if you can, if you can't, win anyhow," so prevalent elsewhere, is to be shunned with the greatest care. Let us not take a mean advantage of our adversaries, who are, after all, our friends, on the field, the platform, or in the committee-room. In this regard we might well take a leaf from the book of our sister seats of learning over-seas. There they have the century-consecrated tradition that the contest is for itself—victory for the better man, that defeat with honor can be borne, but victory with dishonor—never! In other words, they play the game! Let us ever live up to that golden rule, for to us is given the making of a nation."

The doctrine here so eloquently pounded appeals to the C.S.A.A.A., the future of which depends upon such principles being generally accepted, especially in this immediate locality. All good sportsmen appreciate the influence of the Intercollegiate Union in the direction of manly and fair games. It will not be considered censorious if attention is drawn to one of the games played in the Intercollegiate series last year. It is nice to be agreeable and always say pleasant things, but it is only by frank appreciation of passing events that we can learn, and approach nearer to the angels.

The game referred to was played in Ottawa between Toronto and Queen's Universities. On the winning of this game depended the championship. The game was not played according to the noble ideals portrayed in the

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Review editorial, as many who saw the game have attested. Men do not have to jump on other men's stomachs with both feet in order to advance a football unless, of course, they prefer "victory with dishonor."

This comment is written in the spirit that animated the pen of the editor of the Review, and in the belief that it is only by grappling with the facts of life as they confront us that we can reach the goal of our hopes.

* * *

The trustees of the Stanley cup, through Mr. Foran, has at last made a definite official pronouncement of their reasons for surrendering to professionals the cup which Lord Stanley presented to an amateur hockey club for competition. It appears that as there were no professionals in hockey at the time of Lord Stanley's gift, it did not seem necessary to designate in terms that professionals should not compete for the cup. The dark mystery that has hitherto shrouded the passing of the cup from its former owners has now been elucidated, as at last after much research, Mr. Foran has discovered in the deed of trust that Lord Stanley presented the cup for the "best hockey." But it so happens that the other trustee of this cup has publicly declared in most vehement and particular language that the cup games in recent years represent the worst hockey. So here we have two trustees, one finding in the deed of trust that the cup must represent the best hockey, the other just as firmly of the opinion that the cup must be identified with the worst hockey.

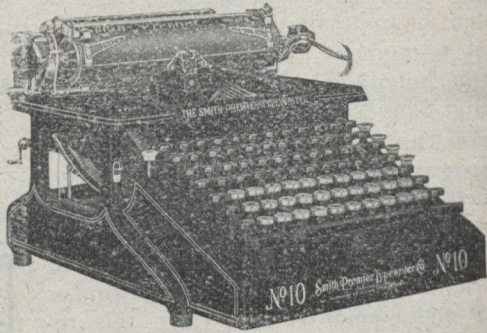
Happily there is a pleasant issue out of this jumble of heterogeneous renderings of the wording of a deed of trust, one point upon which the faithful stewards of Lord Stanley have shown consistent unanimity, viz., that

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the cup given in person by a lover of amateur sport for amateur competition shall never more be enjoyed by its lawful beneficiaries.

* * *

Bowling.

The following is the second half of the bowling schedule:—

CIVIL SERVICE BOWLING SCHEDULE.

Second Half.

Jan. 25, 4 p.m.—Geographers vs. Railways.

Jan. 25, 8 p.m.—Bureau vs. Statistics.

Jan. 26, 4 p.m.—Customs vs. Audit.

Jan. 26, 8 p.m.—P. O. D. vs. Militia and Mint

Jan. 27—Interior, Langevin, vs. Topographical.

Jan. 28—East Block and Marine vs. Statistics.

Jan. 29 — Railways vs. Public Works, etc.

Jan. 30, 2 p.m.—Militia and Mint vs. Audit.

Jan. 30, 4 p.m.—Bureau vs. Geographers.

Feb. 1—Customs vs. P. O. D.

Feb. 2—Interior, Langevin, vs. Railways.

Feb. 3—Public Works and Agr. vs. Audit.

Feb. 4—Militia and Mint vs. Topographical.

Feb. 5—Geographers vs. Statistics.

Feb. 6, 2 p.m.—P. O. D. vs. Railways.

Feb. 6, 4 p.m.—Bureau vs. East Block and Marine.

Feb. 8—Customs vs. Statistics.

Feb. 9—Audit vs. Topographical.

Feb. 10—Militia and Mint vs. Railways.

Feb. 11—Geographers vs. Public Works, etc.

Feb. 12—Customs, etc., vs. East Block and Marine.

Feb. 13, 2 p.m.—Bureau vs. Topographical.

Feb. 13, 4 p.m.—P. O. D. vs. Statistics.

Feb. 15—Interior, Langevin, vs. Customs, etc.

Feb. 16—Geographers vs. Topographical.

Feb. 17—P. O. D. vs. Audit.

Feb. 18—Public Works and Agr. vs. Statistics.

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Feb. 19—Geographers vs. East Block and Marine.

Feb. 22, 4 p.m.—Interior, Langevin, vs. P. O. D.

Feb. 22, 8 p.m.—Bureau vs. Customs.

Feb. 23, 4 p.m.—East Block and Marine vs. Public Works.

Feb. 23, 8 p.m.—Topographical vs. Railways.

Feb. 24—Militia and Mint vs. Statistics.

Feb. 25—Geographers vs. Customs.

Feb. 26—Interior, Langevin, vs. East Block and Marine.

Mar. 1, 4 p.m.—Customs vs. Topographical.

Mar. 1, 8 p.m.—P. O. D. vs. Public Works.

Mar. 2, 4 p.m.—Railways vs. Statistics.

Mar. 2, 8 p.m.—Bureau vs. Audit.

Mar. 3—Militia and Mint vs. East Block, etc.

Mar. 4—Geographers vs. P. O. D.

Mar. 5—Interior, Langevin, vs. Statistics.

Mar. 6, 2 p.m.—Bureau vs. Public Works, etc.

Mar. 6, 4 p.m.—Audit vs. Geographers.

Mar. 8—P. O. D. vs. Marine.

Mar. 9—Public Works vs. Topographical.

Mar. 10—Geographers vs. Militia and Mint.

Mar. 11—Interior, Langevin, vs. Audit.

Mar. 12—Railways vs. Customs.

Mar. 13, 2 p.m.—Bureau vs. P. O. D.

Mar. 13, 4 p.m.—Bureau vs. Interior, Langevin.

Mar. 15—Marine vs. Topographical.

Mar. 16—Audit vs. Statistics.

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	Won.	Lost.	Avg.	
Mar. 17—Interior, Langevin, vs. Militia and Mint.	Militia	9	0	2604
Mar. 18—Marine vs. Railways.	P.W.D. & Agr. ...	7	2	2652
Mar. 19—Customs vs. Public Works.	Interior	5	4	2616
Mar. 20, 2 p.m.—P. O. D. vs. Topographical.	Railways	5	4	2544
Mar. 20, 4 p.m.—Bureau vs. Militia and Mint.	Customs	5	4	2553
Mar. 22—Audit vs. Railways.	P. O. D.	5	4	2420
Mar. 23—Interior, Langevin, vs. Geographers.	Topographical ...	5	5	2566
Mar. 24—Militia and Mint vs. Public Works.	Bureau	4	5	2577
Mar. 25—Marine vs. Audit.	Audit	4	5	2430
Mar. 26—Statistics vs. Topographical.	Geographers ...	4	6	2460
Mar. 27, 2 p.m.—Bureau vs. Railways.	Statistics	1	7	2484
Mar. 27, 4 p.m.—Customs vs. Militia and Mint.	Marine	1	9	2384
Mar. 29—Interior, Langevin, vs. Public Works.				

LEADING BOWLERS.

Dept.	Games.	Avg.
Stewart, P. W. D.	9	492
Bain, P. W. D.	9	474
Lindsay, Audit... ..	9	464
Blair, Customs... ..	4	464
Thomas, P. W. D.	8	463
Shore, Topographical... ..	7	462
Turcotte, Interior	9	462
Hutton, Interior	9	459
McKnight, Railways	8	459
Shore, Bureau	4	458
Jamieson, Railways	6	457

HIGH CROSS ALLEY.

Foster, Militia	589
------------------------	-----

HIGH SINGLE STRING. ...

Foster, Militia	231
Stewart, P. W. D.	231

On account of teams coming from Montreal on Jan. 16th and 23rd, Feb. 20th and 27th, the games scheduled for these dates are to be played on the Monday and Tuesday evenings following these dates at 8 p.m.

* * *

The standing of the bowlers to Jan. 11th is as follows:—

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Loi du Service Civil, amendée, 1908.

Plusieurs abonnés Canadiens-français ont demandé que THE CIVILIAN publie en entier le texte de la loi du Service Civil telle qu'amendée à la dernière Session. Appréciant la valeur de la possession d'une copie de la dite loi par tous et chacun des membres du Service, dans la forme la plus sous la main pour étude, THE CIVILIAN profite avec plaisir de la circonstance pour publier une copie correcte de la nouvelle loi telle que traduite officiellement pour l'édition française des Statuts du Dominion, 1908.

CHAPITRE 15.

Loi portant modification de la Loi du service civil.

Sanctionnée le 20 juillet 1908.

Sa Majesté, de l'avis et du consentement du Sénat et de la Chambre des communes du Canada, décrète :

Titre à citer.

1. La présente loi peut être citée comme *Loi de 1908 modifiant la Loi du service civil*.

Définitions.

2. En la présente loi, à moins que le contexte n'exige une interprétation différente—

a) "Commission" signifie la commission du service civil par la présente loi constituée;

b) "Sous-chef", en outre des fonctionnaires mentionnés à l'alinéa b de l'article 2 de la *Loi du service civil*, comprend les greffiers des deux Chambres et les bibliothécaires du Parlement;

c) "Chef de département", en outre des ministres mentionnés à l'alinéa a de l'article 2 de la *Loi du service civil*, comprend les Orateurs des deux Chambres.

d) Le mot "maintenant" lorsqu'il est employé dans la présente loi, signifie la date de l'entrée en vigueur de la loi.

Constitution.

3. Le service civil est divisé en deux divisions, savoir :

Le service Intérieur, qui comprend la partie du service public qui, dans les différents départements du gouvernement exécutif du Canada et dans les bureaux de l'Auditeur général, du greffier du Conseil privé et du secrétaire du Gouverneur général, est employée en la cité d'Ottawa, et à la station agronomique ou à l'observatoire astronomique fédéral, près Ottawa—non compris, toutefois, les officiers, commis et employés servant à Ottawa dans la deuxième division ou division administrative extérieure, telle que définie par l'alinéa b de l'article 4 de la *Loi du service civil*, ou dans tout bureau purement local de sa nature; et

Le service Extérieur, qui se compose du reste du service public.

2. Ce qui, dans la présente loi et dans la *Loi du service civil*, se rapporte à la nomination, à la classification, aux traitements et à l'avancement s'applique aux officiers, commis et employés à titre permanent des deux chambres du Parlement et de la bibliothèque du Parlement.

4. Les articles de 5 à 26, tous deux compris, et les articles de 28 à 40, tous deux compris, de la présente loi ne s'appliquent qu'au service Intérieur.

2. A l'égard du service Intérieur, seulement, les articles et annexe suivants

de la *Loi du service civil* sont abrogés, savoir : les articles 4, de 16 à 26, tous deux compris, de 32 à 37, tous deux compris, 40, 41, 43, 46, de 61 à 78, tous deux compris, 80, 82, 84, 85, 90, 91, 94, 97, 98 et 99 et l'annexe A.

3. Le Gouverneur en conseil peut, par décret du conseil à être publié dans la Gazette du Canada, amener le service Extérieur, en tout ou en partie, sous le régime des mêmes dispositions de la loi que le service Intérieur.

5. A l'exclusion des messagers, huissiers, portefaix, trieurs et emballeurs, et de ceux des emplois et nominations d'ordre inférieur que détermine le Gouverneur en conseil, le service Intérieur sous la direction des sous-chefs, se partage en trois divisions.

2. La première division renferme la subdivision A, qui comprend les fonctionnaires qui ont le rang de sous-chefs mais ne sont pas des sous-chefs chargés de l'administration de départements, les sous-chefs adjoints et les principaux fonctionnaires techniques, administratifs et exécutifs; et

La subdivision B, composée des fonctionnaires techniques, administratifs et exécutifs de moindre importance, y compris ceux des premiers commis maintenant en exercice qui ne peuvent appartenir à la subdivision A.

3. La seconde division se compose de certains autres commis ayant des fonctions techniques, administratives, exécutives ou autres, qui sont de même nature mais de moindre importance et entraînent moins de responsabilités que celles des membres de la première division. Cette division renferme les subdivisions A et B.

4. La troisième division se compose des autres commis du service dont l'occupation est la transcription et le travail de routine (sous surveillance directe) de moindre importance que celui qui affère à la seconde division. Cette division se subdivise en subdivisions A et B.

6. Les commis qui occupent maintenant le rang de commis de la première classe seront placés dans la subdivision A de la seconde division.

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2. Les commis qui occupent maintenant le rang de commis de la seconde classe aînée seront placés dans la subdivision B de la seconde division.

3. Les commis qui occupent maintenant le rang de commis de la seconde classe cadette seront placés dans la subdivision A de la troisième division.

4. Les commis de la troisième classe et les commis à titre provisoire payés sur les contingents du gouvernement civil seront placés dans la subdivision B de la troisième division.

7. Sauf les dispositions contraires de la présente loi, toutes les personnes actuellement employées dans la première division ou division administrative inférieure, telle que définie à l'alinéa a de l'article 4 de la *Loi du service civil*, y compris les commis à titre provisoire dont les appointements se prennent sur les contingents du gouvernement civil, seront, à l'entrée en vigueur de la présente loi, classifiées selon leur traitement ou leurs appointements aux termes de la présente loi.

8. Aussitôt qu'il sera possible après l'entrée en vigueur de la présente loi, le chef de chaque département fera déterminer et définir l'organisation de son département par décret du conseil, ayant égard à la position actuelle de chaque fonctionnaire ou commis, selon le cas.

2. Le décret du conseil établira le nom des différentes branches du département, le nombre et la nature des charges et emplois dans chacune d'elles et les fonctions, titres et traitements qui y doivent, à l'avenir, être attachés.

3. Une fois ainsi déterminée et définie, l'organisation d'un département ne peut être changée que par décret du conseil.

4. Des copies de ces décrets du conseil doivent être expédiées à la Commission.

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Commission du Service Civil.

9. Est créée une commission portant le nom de Commission du service civil et composée de deux membres nommés par le Gouverneur en conseil.

.....2. Sous le rapport du rang, de la situation et du traitement, chacun des membres de la Commission est assimilé à un sous-chef de département; et chaque membre de la Commission restera en charge durant bonne conduite, mais est révocable par le Gouverneur général sur une adresse du Sénat et de la Chambre des communes.

10. La Commission a pour fonctions—

a) de mettre à l'épreuve l'aptitude des candidats à l'admission ou à l'avancement dans le service et de se prononcer sur cette aptitude et d'en donner des certificats quand ceux-ci sont exigés par la présente loi ou par des règlements établis pour son application;

b) de faire, de sa propre initiative, enquête et rapport sur le fonctionnement de la *Loi du service civil* ou de la présente loi, et sur la violation de toutes dispositions de la *Loi du service civil* ou de la présente loi ou de tout règlement établi sous le régime de l'une ou de l'autre de ces lois et de faire, à la demande du chef d'un département et avec l'agrément du Gouverneur en conseil, enquête et rapport sur l'organisation du département, la conduite et la capacité de ses fonctionnaires, commis et autres employés et toute autre chose relative au département; et pour ces enquêtes le Gouverneur en conseil peut revêtir la Commission de tous les pouvoirs ou de quelques-uns des pouvoirs conférés à un commissaire nommé sous le régime de la *Partie II* de la *Loi des enquêtes*;

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c) de s'acquitter des autres devoirs que lui assigne le Gouverneur en conseil.

2. La Commission doit remplir ses fonctions en conformité de règles établies par elle et agréées par le Gouverneur en conseil.

3. Nul membre de la Commission ne peut occuper d'autre charge ni s'engager dans d'autres occupations.

11. Les examinateurs actuels du service civil continuent à exercer leurs fonctions jusqu'à révocation et sont sous les ordres de la Commission.

2. Les pouvoirs des examinateurs du service civil en tant que bureau, découlant des articles de 7 à 15, tous deux compris, de la *Loi du service civil*, sont conférés à la Commission et peuvent être exercés par elle; et pour les objets des dits articles, l'un ou l'autre des membres de la Commission peut exercer toute fonction ou pouvoir conférés par les dits articles au président du bureau.

3. En tant qu'ils sont applicables et avec les modifications nécessaires, les dits articles s'appliquent aux examens prévus par la présente loi.

4. La Commission peut nommer les examinateurs supplémentaires jugés nécessaires.

12. Chaque membre de la Commission doit, avant d'entrer en fonctions, prêter et souscrire devant le greffier du Conseil privé, serment de remplir fidèlement et honnêtement les fonctions qui lui incombent en qualité de membre de la Commission.

Nominations.

13. Sauf les dispositions contraires de la présente loi, les nominations à des emplois dans le service Intérieur inférieurs à celui de sous-chef se feront au concours, lequel sera de nature à déterminer l'aptitude des candidats pour les emplois particuliers qu'il y a à remplir, et sera conduit par la Commission à diverses époques en conformité de règles établies par elle et agréées par le Gouverneur en conseil.

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14. Personne n'est admis à l'épreuve du concours s'il n'est sujet britannique de naissance ou par naturalisation, et n'a habité le Canada au moins trois ans, et si, à l'époque du concours, il est âgé de moins de dix-huit ans ou de plus de trente-cinq ans, et s'il ne présente des certificats sous le rapport de sa santé, de son caractère et de ses habitudes.

15. Avant d'ouvrir un concours, la Commission priera chaque chef de département de lui faire connaître le nombre supplémentaire d'officiers ou de commis à titre permanent dont son département aura probablement besoin au cours du semestre suivant.

2. D'après ce nombre, ainsi que selon les besoins d'aide supplémentaire dans les différents départements, la Commission fera le calcul du nombre de postulants à choisir au concours prochain.

3. Si, sur le nombre des concurrents qui ont réussi dans un concours précédent, il en reste qui n'ont pas encore été nommés, la Commission en tiendra compte dans son calcul, et leurs noms, par ordre de mérite, seront placés à la tête de la liste à préparer en conformité de l'article 17 de la présente loi.

16. Après quoi la Commission annoncera régulièrement le concours, ainsi que la nature et le nombre des emplois ouverts.

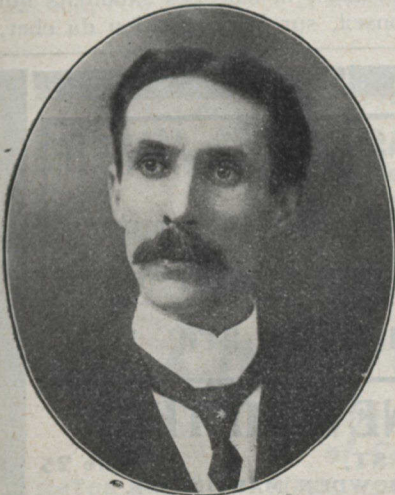
17. Immédiatement après le concours la Commission dressera une liste des candidats qui y ont réussi pour chaque emploi, par ordre de mérite, dans les limites du nombre calculé en conformité de l'article 15.

18. D'après cette liste, la Commission, à la demande du sous-chef agréée du chef du département, fournira les commis dont il est besoin soit à titre permanent soit à titre provisoire.

2. Le choix se fera, autant que possible, dans l'ordre nominatif de la liste, mais la Commission peut choisir tout postulant qui, au concours, a témoigné des aptitudes spéciales dans une matière particulière.

3. La Commission doit aussitôt notifier au conseil du Trésor et à l'Auditeur général le nom et l'emploi dans le service, de tout commis fourni à un département, ainsi que le rejet de chaque commis refusé au cours de son stage.

4. Le commis assigné à un emploi provisoire n'est pas déchu du droit d'être assigné à un emploi permanent.



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5. Nul commis fourni pour un emploi provisoire ne peut être employé à ce titre plus de six mois dans l'année.

19. Sur un rapport écrit du sous-chef, le chef du département peut, en tout temps après deux mois à compter du commencement du stage et avant l'expiration des six mois qui en sont la limite, rejeter un candidat assigné à son département.

2. Le sous-chef fait connaître à la Commission la cause du rejet, et la Commission choisit alors une autre personne pour remplacer celle rejetée et décide si cette dernière doit être rayée de la liste ou admise à une nouvelle épreuve dans un autre département.

20. Après qu'une personne ainsi choisie a accompli un stage de six mois, elle est tenue pour avoir été acceptée pour le service à titre permanent.

21. Si le sous-chef déclare dans un rapport que les connaissances et les aptitudes nécessaires pour l'emploi sont en tout ou en partie professionnelles, techniques ou autrement spéciales, le Gouverneur en conseil, sur présentation du chef du département faite en conformité d'un rapport écrit du sous-chef, peut nommer quelqu'un à l'emploi sans concours et sans considération de la limite d'âge, pourvu que le nouveau titulaire obtienne de la Commission un certificat qu'elle donne d'après examen ou sans la formalité de l'examen, selon que déterminé par les règles et la Commission, et attestant qu'il a les connaissances et l'aptitude nécessaires et qu'il est propre à remplir l'emploi, sous le rapport de la santé, du caractère et des habitudes.

22. Les nominations aux emplois de messagers, huissiers, portefaix, trieurs et emballeurs, et à ceux des autres emplois d'ordre inférieur que détermine le Gouverneur en conseil, peuvent être effectuées par le Gouverneur en conseil sur présentation du chef du département faite en conformité d'un rapport écrit du sous-chef, accompagné d'un certificat d'aptitude que donne la Commission d'après examen ou sans la formalité de l'examen, selon que déterminé par les règles de la Commission, et attestant que la personne qui sollicite l'emploi possède les connaissances et l'aptitude nécessaires et est propre à le remplir sous le rapport de l'âge, de la santé, du caractère et des habitudes.

23. Lorsque, par suite d'un engorgement temporaire causé dans le service intérieur d'un département par un surcroît de travail à exécuter, il y a besoin de plus d'aide supplémentaire que n'en peut fournir la liste des candidats qui ont réussi au concours, le Gouverneur en conseil, sur la proposition du chef,

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basée sur un rapport écrit du sous-chef du département déclarant que pareille aide est nécessaire, peut autoriser l'emploi du nombre de commis à titre provisoire qu'il faut pour l'expédition des travaux du département.

2. Tout pareil commis à titre provisoire doit, cependant, avant d'être nommé, fournir un certificat d'aptitude que donne la Commission d'après examen ou sans la formalité de l'examen, selon que déterminé par les règles de la Commission, et attestant qu'il possède les connaissances et l'aptitude nécessaires et qu'il est propre à remplir l'emploi, sous le rapport de l'âge, de la santé, du caractère et des habitudes.

3. Nul pareil commis à titre provisoire ne peut être employé comme tel plus de quatre mois dans l'année.

Avancements.

24. Autrement que de la troisième à la seconde division, l'avancement se fait d'après le mérite et est décrété par le Gouverneur en conseil sur la proposition du chef du département basée sur un rapport écrit du sous-chef, accompagné d'un certificat d'aptitude que donne la Commission, d'après examen ou sans la formalité de l'examen, selon que déterminé par les règles de la Commission.

25. Sauf les dispositions contraires de la présente loi, les vacances qui se produisent dans la première division se remplissent par voie d'avancement des employés de la seconde division.

26. Il est permis aux commis de la troisième division de concourir pour la seconde division après un certains temps de service et à certaines autres conditions que détermineront les règles établies par le Gouverneur en conseil sur l'initiative de la Commission.

2. Toute personne placée dans la troisième division à l'entrée en vigueur de la présente loi, peut, par décret du Gouverneur en conseil rendu sur la proposition du chef du département, basée sur un rapport écrit du sous-chef, accompagné d'un certificat d'aptitude que donne la Commission d'après examen ou sans la formalité de l'examen, selon que déterminé par les règles de la Commission, être avancée de la troisième division à la seconde sans concours.

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Traitements.

27. Le traitement d'un sous-chef est de cinq mille dollars par année.

2. Sont abrogés les articles de 53 à 57, tous deux compris, de la *Loi du service civil*.

28. Dans la première division, le minimum et le maximum des traitements sont respectivement comme suit :

Dans la subdivision A, \$2,800 et \$4,000 ;

Dans la subdivision B, 2,100 et 2,800.

29. Dans la seconde division, le minimum et le maximum des traitements sont respectivement comme suit :

Dans la subdivision A, \$1,600 et \$2,100 ;

Dans la subdivision B, 800 et 1,600.

30. Dans la troisième division, le minimum et le maximum des traitements sont respectivement comme suit :

Dans la subdivision A, \$900 et \$1,200 ;

Dans la subdivision B, 500 et 800.

31. Le traitement d'un employé à titre provisoire est fixé au minimum des traitements du rang ou de la division dans laquelle il a été admis par son succès au concours ; mais les appointements des commis à titre provisoire employés sous le régime de l'article 23 de la présente loi sont fixés au minimum des traitements de la subdivision B de la troisième division.

32. Pour les emplois de messagers, huissiers, portefaix, trieurs, emballeurs et certains autres emplois d'ordre inférieur déterminés par le Gouverneur en conseil, le minimum et le maximum des gages sont respectivement de \$500 et de \$800, et à moins que le dossier d'une personne occupant pareil emploi, lequel doit être tenu ainsi qu'il est ci-après prévu, ne démontre qu'elle ne la mérite pas, il peut être donné à cette personne une augmentation annuelle de gages de cinquante dollars jusqu'à ce que le maximum soit atteint.

2. Toute personne qui occupe présentement un pareil emploi dans le service, soit à titre permanent soit à titre provisoire, continuera à occuper cet emploi sous le régime de la présente loi à ses gages actuels et dans les mêmes conditions que si elle était nommée à cet emploi sous le régime de la présente loi, et elle sera admise à bénéficier de l'augmentation annuelle de gages visée dans le présent article.

33. Le traitement attribué lors de la nomination, est le minimum du traitement attaché à la charge ou à l'emploi ; toutefois, si les qualités nécessaires à l'accomplissement des fonctions d'une charge ou d'un emploi sont d'une nature exceptionnelle, le Gouverneur en conseil peut ajouter à ce minimum une somme supplémentaire ne dépassant pas \$500, sur la proposition du chef du département, basée sur un rapport écrit du sous-chef accompagné du certificat de la Commission, attestant que la personne qu'il est question de nommer possède les qualités nécessaires à l'accomplissement des fonctions de la charge ou de l'emploi ; mais ce traitement ne doit pas dépasser le maximum de traitement attribué à la subdivision à laquelle est nommé le nouveau titulaire.

34. Si, lors de sa nomination ou de son avancement à une charge ou à un emploi, le bénéficiaire reçoit déjà dans le service un traitement plus élevé que le minimum attaché à la charge ou à l'emploi auquel il est nommé ou avancé, il

peut lui être attribué le traitement qu'il reçoit déjà si celui-ci n'excède pas le maximum attaché à la charge ou au dit emploi.

35. Rien en la présente loi ne doit être interprété comme amoindrissant la situation d'aucun officier, commis ou employé dans le service; et si le traitement d'un tel officier, commis ou employé est inférieur au minimum du traitement attribué par la présente loi à sa subdivision ou à sa charge ou son emploi, son traitement peut immédiatement être porté à ce chiffre minimum.

2. Toute personne (employée à titre permanent ou à titre provisoire) qui reçoit un traitement égal ou supérieur au maximum ci-devant attribué à la classe dans laquelle elle sert alors (à titre permanent ou provisoire), peut, après une année à compter de la date à laquelle elle a commencé à recevoir ce traitement, être admise à bénéficier de l'augmentation de traitement prévue par la présente loi.

36. Sauf les dispositions contraires de la présente loi, le traitement de toute personne que la présente loi place dans le service Intérieur ou qui y est amenée sous le régime de la présente loi ou à qui sont appliquées les dispositions de cette dernière, est le traitement qu'elle reçoit alors et le dit traitement détermine sa classification; toutefois, lorsque le chiffre du traitement est commun à deux subdivisions, la classification est à déterminer par le Gouverneur en conseil.

37. Il peut être accordé à tout officier appartenant à la première division une augmentation annuelle de traitement de cent dollars, jusqu'à ce que soit atteint le maximum attribué à sa subdivision.

2. A moins que son dossier officiel, qui doit être tenu de la manière ci-après prescrite, ne démontre qu'il ne le mérite pas, chaque officier, commis ou autre employé dans l'une des subdivisions de la seconde ou de la troisième division, peut recevoir une augmentation annuelle de traitement de \$50 jusqu'à ce qu'il ait atteint le maximum de sa subdivision.

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3. Dans les cas de mérite exceptionnel il peut être donné par surcroît une majoration supplémentaire de \$50, dans les seconde et troisième divisions.

4. La dite augmentation ne peut être autorisée que par le Gouverneur en conseil sur la proposition du chef du département basée sur un rapport écrit du sous-chef et, dans les cas d'officiers, de commis ou d'autres employés des seconde et troisième divisions au bénéfice de qui est recommandée une majoration supplémentaire, accompagnée par un certificat de mérite de la part de la Commission.

38. En dehors du traitement régulier attaché à la charge ou à l'emploi qu'occupe un sous-chef, un officier, un commis ou un employé du service civil ou toute autre personne employée à titre permanent dans le service public, il ne peut lui être payé ni traitement ni rémunération supplémentaires, si ce n'est sur un crédit spécial voté par le Parlement et portant le nom du bénéficiaire; et nul crédit exprimé en termes généraux et visant quelque paiement à faire, bien que qualifié par les mots "nonobstant la *Loi du service civil*", ou tous mots au même effet, ne peut être tenu pour autoriser le paiement d'un traitement ou d'une rémunération supplémentaire.

Dispositions Diverses.

39. Quiconque est choisi par un ministre à titre de secrétaire particulier peut, sans examen et indépendamment de la question d'âge, être nommé pour une période d'une année au plus et appointé comme un commis de la subdivision B de la seconde division, et après un an de service en cette qualité de secrétaire, il est tenu pour nommé à ce rang.

40. Doit être tenu un dossier de la conduite et du service de chaque officier, commis ou employé de rang inférieur à la première division, dans chaque département.

2. Ces dossiers se constituent au moyen de rapports présentés au moins tous les trois mois au sous-chef par les chefs de branches.

3. A la fin de chaque année, et plus souvent si la Commission le demande, le sous-chef doit envoyer copies de ces rapports à la Commission.

4. Ces rapports, s'ils sont hostiles ou défavorables, doivent être montrés à la personne qui en fait l'objet.

41. Si quelqu'un meurt pendant qu'il est dans le service public et après y avoir été employé au moins deux ans, il est payé une somme égale à deux mois de son traitement à sa veuve ou à la personne que détermine le conseil du Trésor.

42. Il est interdit à qui que ce soit de solliciter, directement ou indirectement, un membre de la Commission, ou de tenter d'exercer, directement ou indirectement, quelque influence sur un membre de la Commission, au sujet de quelqu'un dans le service ou au sujet de l'avancement d'un officier, d'un commis ou d'un employé dans le service, ou de l'augmentation du traitement d'un pareil officier, commis ou employé.

2. Quiconque, directement ou indirectement, sollicite un membre de la Commission ou tente d'exercer quelque influence sur un membre de la Commission en faveur de sa propre nomination, de son avancement ou d'une augmentation de son traitement, doit être tenu pour indigne de cette nomination, de cet avancement ou de cette augmentation et en être privé; et s'il est employé dans le service civil il est passible d'être immédiatement destitué.

43. Nul officier, commis ou employé dans le service civil n'est privé du droit de voter à une élection fédérale ou provinciale, si les lois qui régissent cette élection lui donnent le droit d'y voter; mais à tout pareil officier, commis ou employé est interdit tout travail de partisan relativement à une élection de l'espèce.

44. Le Secrétaire d'Etat est chargé de l'administration de la présente loi, et il présentera au Parlement, dans les quinze jours qui suivront le commencement de chaque session, un rapport de ce qu'aura fait la Commission sous le régime de la présente loi dans le cours de l'année précédente.

45. Chaque fois que les articles 5, 8, 10 (alinéa *b* du premier paragraphe), 21, 22, 23, 24, 26 (paragraphe 2), 32, 33, 36 et 37 (paragraphe 4) de la présente loi ou sous l'autorité de la *Loi du service civil*, autorisent ou prescrivent quelque chose qui est à effectuer par le Gouverneur en conseil ou par voie de décret du conseil, cette chose, lorsqu'il s'agit des officiers, commis et employés de la Chambre des communes ou du Sénat, doit se faire par la Chambre des communes ou par le Sénat, selon le cas, par voie de résolution, et lorsqu'il s'agit des officiers, commis et employés de la bibliothèque du Parlement ou de ceux des autres officiers, commis ou employés qui sont sous la direction commune des deux chambres du Parlement, doit se faire par les deux chambres du Parlement par voie de résolution, ou, si cette chose est nécessaire pendant la vacance du Parlement, par le Gouverneur en conseil, subordonné à la ratification des deux Chambres, à la session prochaine.

46. Rien en la présente loi ni dans la *Loi du service civil* ne saurait être interprété de façon à restreindre les privilèges dont jouissent présentement les officiers, commis et employés de la Chambre des communes ou du Sénat ou de la bibliothèque du Parlement, relativement à leur rang et présence ou à la présence, aux heures de bureau, aux congés d'absence, ou à la poursuite, pendant l'intervalle des sessions, d'occupations qui leur donnent droit de recevoir un traitement ou une rémunération supplémentaire.

47. Toutes sommes d'argent votées par le Parlement pour l'exercice expirant le trente et unième jour de mars 1909 et applicables au paiement des traitements ou des augmentations des traitements des personnes employées dans le service public, seront applicables, advenant que certaines de ces personnes soient avancées à des divisions ou rangs supérieurs, ou qu'elles soient transférées à d'autres emplois dans le service public, ou qu'elles acquièrent le droit de recevoir ou qu'on leur accorde des augmentations de traitement en conformité de la présente loi, au paiement des traitements ou des augmentations des traitements de ces personnes ainsi avancées ou transférées ou qui ont acquis le droit de recevoir ces augmentations de traitement ou à qui elles ont été accordées; et pendant le dit exercice, peuvent être payées, sur le fonds du revenu consolidé du Canada, les sommes d'argent qui n'ont pas été votées par le Parlement, mais qui sont nécessaires pour le paiement de pareils traitements et augmentations de traitements autorisés par la présente loi.

48. La présente loi entrera en vigueur le premier jour de septembre prochain.

ATHLETICS.

After unavoidable delays, the skis for the members of the service are arriving, and members who have particular notions about their ski fastenings had better communicate with Mr. W. H. Robertson, Customs Dept., secretary of the association.

* * *

A special meeting for revision of the constitution of the Athletic Association will be held soon, and a large attendance is desirable in order to sound the service opinion on the athletic ground question.

A JOURNEY FROM THE YUKON TO THE MACKENZIE.

Continued from page 499.

old bull, had evidently lingered and become snowed in after all the rest had moved down the valley, early in the winter. There were several clumps of willows, scattered through the thin growth of spruce, and he must have procured enough to eat, as he was in full flesh. There was about four and a half feet of snow and his track between the willow clumps was trench.

There were no rabbits in the country, hence the wolverine, desperate with hunger, had laid plans to kill this lone moose. He first tried hamstringing, by lying in burrows in the snow and waiting for the moose to pass by conveniently. Failing this, he climbed several trees, hoping the moose would pass under him, and finally succeeded in dropping on the animal's back. In his struggle to dislodge his tormentor, the moose knocked some bark off the trees nearby with his hoofs, and trampled out the pit in which we found him.

The wolverine would have killed the moose in a very short time if we had not driven him off. There was a ghastly wound in his back from which he was bleeding, and of course once

the spinal cord was cut the moose would die instantly.

Mr. Christie did not see the wolverine at the time he first saw the moose. He was breaking trail with small shoes in deep snow, and no doubt made sufficient noise to alarm him. We all saw the wolverine on two occasions shortly afterwards, and although we had two large steel traps set on his trail for the purpose of trapping him, we did not succeed in doing so, and the fiend is no doubt still at large.

On the 30th we approached the head of the Ross river, the grade of the valley increasing very rapidly. The noise of running water under the ice was continuous; the stream was much diminished in volume.

The timber along the valley was now very scarce, and of small size.

The snow, which was steadily accumulating, was about five feet in depth.

The following two days were spent in locating a route which would take us over the summit in the proper direction. We followed one of the branches of the river, which came into the main stream through a canyon about half a mile long. The grade up the canyon was very steep; but the ice in the bottom was quite solid. We emerged from the canyon on a high bare bench, in which the stream had incised a shallow trench. The only shelter the bench afforded was a few stunted balsam trees, among which we decided to camp when we got our freight moved up. This camp was 450 feet above our last one, and was just at the limit of tree growth. On April 2, Riddell took two light loads up to the camp at timber line. The grade was pretty stiff, being the hardest pull on the journey. The weather became stormy toward evening, and much snow fell during the night. The snowfall, with high winds, continued for two days, during which time we remained in camp, as it was useless to try to keep the trail open.

(To be continued.)