

# THE CIVILIAN

VOL. I.

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## The New Order

**The old order changeth giving place to the new.—But not forthwith. — The Personnel of the Commission. — Some Aspects of Reform. — The good work of the Association.**

On Tuesday of the coming week the sun will probably rise in the east over Ottawa and proceed to mount in the usual way, much as if nothing new or startling were going forward. There are sturdy pessimists in the civil service who in their ingrained hopelessness, the fruit of many years, declare that nothing very new or startling *will* be going forward. We cannot share that unbelief. We are of the school that accepts things as they profess to be, till they are proved very decidedly the contrary. We would voice the hope and gratitude of all who frankly and absolutely expect on Tuesday next no other thing than Civil Service Reform, and that the veil of the temple of the old and superceded law will be rent forever in twain.

The change upon the surface will be less marked than circumstances might have made it. Automatically, in the first instance, all but a few will drop into the corresponding rank and salary of the new order, and for a time the alteration will be one of name alone. A fortnight ago we had thought that the reorganization, which is no less clearly enjoined by the act, would similarly have been ready to take effect the moment the hour of the new era had struck. But it has happened very much otherwise. There is apparently as much uplifting of the eyebrows and as much turning of the

head to slumber over the meaning of the new Act in this important matter as there was a month ago. THE CIVILIAN has not persuaded the Deputy Ministers in the slightest. THE CIVILIAN's explanation was no more than Mr. Fisher's; but that has apparently made no difference. The organization matter is still tied neck and heels so far as concerted action is concerned among the departments. One hears from day to day of ever new and strenuous efforts, now here, now there, to burst the bonds; but so far without avail. Of course, nothing more is involved than a period of delay, for the new measure apparently foresaw the potentialities for humour in the situation and wisely left the reorganization to be perfected "as soon as practicable after the coming into force of the Act."

### The Commissioners.

In many ways the most important announcement to be made in connection with the coming into force of the Act is still at the time of writing in abeyance. No definite word with respect to the personnel of the commissioners has yet been made public. Rumour has been rife as usual, and among the names that have been mentioned as under consideration are two or three of gentlemen at present at the heads of departments. This would be to carry out the suggestion



of the association that one of the commissioners should be chosen for his knowledge of the work of the civil service. The association has not made much of the point, and for our own part we would desire to see the choice based first and all the time on the character of the men. It is not too much to say that in no other office in the gift of the government, with the exception perhaps of the post of Auditor-General, will so much depend, in the initial stages particularly, on the personal force of the occupants. Many are able to remember the excellent organization that was perfected by the late Auditor-General on the elevation of the office in 1878 to a place independent of interference save at the hands of Parliament itself. It is to a greater task that the new commissioners of the civil service will be called. Custom, it may be counted upon, will die hard; and it will be no easy matter to smooth the path for a non-partisan administration of the service. In such a case, and in the face of the time-worn methods which it is only natural should characterize the service at points under present conditions, it is of the highest importance that the commissioners should bring to their responsible position a disposition removed as the poles from conventionalism and prejudice. A mind entirely open, a capacity for organization trained to the highest degree, a sense of justice and power of discrimination of the finest, these with untiring energy and unwavering courage, are the qualities which would make up the ideal commissioner. Such men do not grow everywhere, but they are to be found if the search is earnest. Without them the expected reforms will lag sadly behind the demands of public sentiment and the letter and the spirit of the new law.

#### One Aspect of Reform.

A correspondent, with flattering opinion of our powers, has suggested a dissertation upon the higher aspects of reform as foreshadowed by the legislation so soon to take effect. He

would like to see the broad issues restated, on the eve of the new regime, now that we are apt to have become enmeshed in considerations that after all are of detail. In truth, this is beyond us, much as we would like to distinguish in so important a matter the forest from the trees. Besides we have only a few days to wait and we will be dealing with facts instead of theories—always the more satisfactory.

Of one thing we may be sure: the new Act will work out in a number of ways which no amount of ingenuity could now anticipate. If some of these prove deleterious, others will prove of benefit. It is as logical to expect the best as the worst, and more agreeable. Certainly, the capacity for great good is there. To take an illustration: It would probably be admitted by the government that many of the clerks in the higher offices are paid salaries that fall below the standard of the outside world. The raising of the Deputy Ministers is a plain indication of this feeling. It is true, however, that no such state of mind prevails as to the lower classes. It is repeatedly maintained that a veritable army of applicants is at the gates on every rumour of a vacancy, no matter how low the salary attached. But if this is the case, it is by no means the whole of it. Probably every Deputy Minister in the service could assure the government from his experience that if certain applicants show little concern as to the lowness of the salary at which they enter, it is for a reason. There has been an all but universal feeling among such applicants that in the wilderness of classes which in the past made up the service a clerk by hook or crook might elbow to any place. The force that could get a man in might be expected to advance him after entrance. Take away this indefinite, and in cases unwarranted, expectation, and how many men of ability would you find seeking an entrance to the service at \$500 a year? The proof is in the ceaseless



strivings on which in nine cases out of ten these men in the past have embarked from the moment of their entrance. Herein is certainly a ground of hope for betterment in a very substantial way from the new Act. If the measures means what it says, a clerk is face to face with his future all the time. He will not make application for a post at a low salary in the secret expectation that, on grounds other than opportunity or merit, he may soon be higher. He will know that under any circumstances he can never be paid for a class of work he is not doing. We need not be expecting perfection to expect that much, and the situation cannot help but be improved when conditions which place an altogether artificial face upon the matter are thus removed.

#### The Service and the Commission.

In at least one other important respect the new law will make for the emancipation of the civil servant at the same time that it works the improvement of the civil service. The service is now to be divorced from politics, and to discuss its administration from the standpoint of the civil servant is accordingly no longer to be taking a hand in the great and parlous game. For the first time in his history the civil servant may criticize the details of his employment with frankness and with the knowledge that no proper act or word of his in so doing can embarrass his political chief. The commissioners, who are responsible for things, are civil servants like the rest, and whatever their faults may be, it is not to be thought that they will be political faults. Within bounds, no action of theirs can be held above criticism, and no one who feels he has a right to be heard can be deterred from defending himself openly. Discipline must be maintained and proper regard held for the judgment of superiors. But it is impossible to believe that any flagrant case of favoritism can occur in the future without being made to stand and deliver in a way that will

be exceedingly disagreeable to its beneficiaries. And this, we may all agree, is no more than what is just and proper for all concerned.

#### The Attitude of the Service.

If we were permitted a more general word as to the mood in which the service should greet the new order it would be, in the language of sport, that it should play the game. This is no time for idle chafing and dissatisfaction. Circumstances being what they are, the service should strive to get the best possible out of them, and when the time arrives bring every ounce of energy to bear on what amendment of the circumstances may be feasible. We have not won all we wanted. We did not win our increase; we are not even sure as yet that we have obtained a genuine classification. Nevertheless, we have won a great deal. As an inspiration for the new future that is so soon upon us, let us recount something of our successes as well as failures, and that under a heading which takes the form of an intimate and highly important interrogation to the service at this juncture.

#### Has the Civil Service Association Justified its Existence ?

Adverse criticism of the Civil Service Association was inevitably to be looked for as a result of the stirring times through which we have passed. That an angry man is frequently an unjust man is no novel thesis. As long as there are men who visit upon their families the ill-humours generated in the stress of business, so long will the *corpus vile* of the C. S. Association bear the marks of unmerited violence. There is a small element in some of the larger departments which has developed a liking for plucking the beard of the Association, and then looking around for applause. But the service is not with them there, because in all such cases that have come to our notice, the cause of complaint is found to



be nebulous, and, when reduced to comprehensible terms, unjust.

The constitution of the C. S. Association is a thoroughly democratic one. The executive of the Association is a true Parliament of the Service; or, if not, this is the fault of the constituencies themselves (the Departments) in electing representatives who do not represent. Each department, through its Advisory Committee composed of delegates of all ranks, can at once make itself felt through its representative on the Executive Committee. If departments have allowed this institution to remain a dead letter, they have themselves to blame. The Association is now nearly two years old, and while it is not contended that it has no sins of omission or other transgressions, it may truly be said to have given value for every minute of its existence. Let us briefly review the facts.

Immediately after organization, the Executive set to work upon the preparation of the case of the service for the Royal Commission. Week after week, in season and out of season, it laboured devotedly to that end. Its work at length finished, it had the satisfaction of being recognized as having a right to speak for the service, and, more important still, its case appealed to the Commission to the extent of being adopted almost in its entirety. The Act now in force, springing as it did directly or reflexly from the report of the Commissioners, is in part at least the handiwork of the service itself. As soon as the Commission's report was filed, the Association again sprang to action, and in action it has since remained. A deputation waited upon the Prime Minister in April last, before the introduction of any legislation, — and if no effect is directly traceable to that interview, whose fault is it? Certainly not the fault of the Association, for its case was well framed and fairly presented. At the time when legislation was impending, and at a later time when that legislation was intro-

duced, the Association devoted its best energies and talents to a thorough comprehension of the Government's designs. And successfully, too; for to this day the most comprehensive knowledge of the letter and spirit of the Act to be found in the service, without exception, resides in the Executive of the Association. Moreover, as a result of the representations made to the Hon. Sydney Fisher, the Association has to-day the satisfaction of seeing several of its suggestions embodied in the Act. Among these is the increase of pay to the Messengers; the right of third class clerks, who have already qualified for promotion, to be promoted to Division II. without open competitive examination; the right of appeal to the Commissioners in cases of alleged unjust treatment in connection with Quarterly Reports; and, — although this is not in the letter of the Act, — a declaration from the Government respecting the right to immediate promotion under the re-organization of any who are now doing work under an inferior classification. Finally, the Association obtained from the Prime Minister as recently as the 7th instant a promise that the re-organization of the several departments would be carried through upon a uniform principle.

In the face of a two-years' record such as this, coming upon the heels of *such* a Rip Van Winkle sleep, the civil service must have set up a standard as lofty as unexpected if it is seriously dissatisfied with the Association. In saying this, however, we have considerable sympathy with those who are smarting under a sense of wrongs unrighted. Let all such carefully diagnose their own cases, and, abandoning the beard-plucking, Bombastes-Furioso mode, tell the association in a clear, rational, practicable manner how it can aid them, and their appeal will not be in vain. But as for the work of the Civil Service Association, it is an honourable record throughout.



## AN ODE.

TO BE CHANTED AT ALL SERVICES, CIVIL  
AND OTHERWISE, ON THE EVE OF  
SEPTEMBER THE FIRST, NINE-  
TEEN HUNDRED AND EIGHT.

*By Mercutio.*

## I

Let us bury the past!  
Am I sobs and the shadows of gloom;  
Let us follow the trail to the tomb!  
Phew, what a whiff!  
To the lee with with the stiff,  
And room for the carbolec, room!

## II

He is dead, the gray Past is dead,  
All in with a hole in his head,  
And his linen unlaundered.  
He has looped the last loop through the air,  
Shot the shoots of existence for fair;  
Down the dark dip of death and despair  
He has fallen and foundered.

## III

Marshall the mourners; let none escape;  
Tie them a-tandem with bonds of red tape;  
Give each an onion.  
He that has tears to shed,  
Step to the cortege head;  
As to the tearless, tread  
Hard on his bunion.

## IV

With voices calm and low  
We chant his praises,  
And trace his record slow  
Amid the mazes.  
His yoke was like a bow  
One ties round daisies,  
Half binding, half for show  
But, tightene'd, slays us,  
On some he did bestow  
Renown and raises;  
En passant, à propos,  
He gave some blazes.

## V

Hush, be quiet, eke be still;  
We have come unto the Hill  
Where he worked his way and will,  
All be silent!  
Here he suffered long debate,  
Much of love and more of hate;

Here he met his cold, cold fate,  
Cold and violent.

## VI

But, hark! Time tolls the twelve long strokes  
That summons him below,  
And now the Stygian stoker pokes  
The furnace all aglow.  
Eheu, farewell thou Royal Hoax  
Of Buncombe, Hoax & Co.

## VII

Hail the new King and the new independence!  
Look where he comes amid his attendants!  
Hurrah!  
With the old Constitution and its fifty amend-  
ments;  
O Pshaw!

## VIII

Chips off the old Block, Son of your Sire'  
Welcome and welcome and welcome  
thrice o'er  
Vassals and vasalines, slaves of your hire,  
Dust of the balance and chaff from the  
floor,  
Rollers of logs and pullers of wire,  
Some of us bankrupt, all of us poor,—  
Take us and test us by famine and fire,  
Only be careful when chalking the score.

## IX

By the way, the King is dead,  
Heaven spare the Deputy Head!

## A PARTING WORD.

(Cameron Mann, Bishop of North Dakota, in  
the 'Spectator,' London.)

'Kings, Lords, and Commons,' so you style  
The free Republic of this Isle,—  
One from the democratic West,  
Of late your kindly treated guest,  
Would say his word of gratefulness,  
And debts of centuries confess.  
A host of us can claim no trace  
Of bloodship with your English race;  
But stronger than all ties of blood  
Is spiritual fatherhood.  
You gave our speech, religion, law;  
You first our great ideals saw,  
Your Bible, Shakespeare, Parliament,  
Shape life upon our continent  
So for the old and rich bequest,  
Our gratitude abides confessed,  
And, for all recent courtesy,  
Accept this simple word from me.



# THE CIVILIAN

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Ottawa, Aug. 28th, 1908

## THE CIVIL SERVICE AND THE COMMUNITY.

There are signs on every hand that the civil service at the present moment is hewing out for itself a new, or at any rate a better defined, place in the community. The past year has for the first time witnessed the phenomenon of a thoroughly united service pressing forward to a common goal. The organization of the Civil Service Association has achieved, above everything else, the birth of a new class consciousness. Even the failures of the year have contributed, in the sharp knowledge they have brought of the differentiation of the service, at least at points, from the rest of the body politic. The result has been a steady, if unconscious, advance toward a perception on the part of the service as to precisely where it stands in the community.

With the inception alone of a way of thinking in this manner, something substantial has been accomplished. With its crystalization into a habit, the future will undoubtedly hold much in store for the civil service that the past has not.

Consider, for a moment, the relations of the service to the business community. In the curious atmosphere in which the civil servant has found himself enveloped in the past in his daily work, it is small wonder if loose thinking and loose methods have distinguished him in his dealings with the public. In the world of business he is, to speak for the type, unbusinesslike. Half through inertia, half through prejudice, he has given the rein to custom and sentiment as perhaps no other person of his opportunities. He has relied on the community to be at his back in emergencies, and in some vague way he has taken it for granted that the community was always more or less alert to see that his interests were not invaded, the presumption being that what concerned so large a number of citizens would inevitably be made more or less the concern of all. Now, this is neither right nor proper as an attitude, for the civil service's interests are no affair *per se* of the community, and the class that does not look out for itself is, in the modern way, entitled neither to assistance nor to respect.

We have a fair illustration of the thought we are seeking to express in the career of the humble journal in which these words appear. When THE CIVILIAN first saw day, the question of its existence depended very largely upon the initial favour with which it was received at the hands of the service. Advertising depends on circulation, and circulation in turn to a degree on publicity. We own that, with the objects we had set before us, we had expected, in spite of the chasm which cut off our fulfillment from our desire, some cordial assistance from the city press. A friendly



word would have gone far to help us in our constituency at a time of great importance to our fortunes, and would have been justified by the fact that, whatever the merits of THE CIVILIAN, a civil service paper of some kind was a move in the right direction. Yet, friendly though the city press has always appeared to the service, its attitude was the attitude of business and of business alone when what presumably it regarded as a business antagonist appeared in the field. No word of the city press, early or late, has smoothed the path for this small venture. The lesson is instructive because it shows the relationship borne pretty generally by the service to the business community, and with how essentially single minded an aim the latter pursues its way. No one can complain of this, for business is business. But the present case goes further. Since the appearance of THE CIVILIAN one of the city papers, the Free Press, has established a weekly column expressly devoted to comment on the interests and affairs of civil servants. On grounds which are as absolutely of business as those on which this column undoubtedly was started, THE CIVILIAN welcomes this awakening, tardy though it is, on the part of the Free Press. It was precisely to this end that THE CIVILIAN itself was instituted — the more complete discussion of civil service matters before the public and before the service itself — and we would suggest that The Journal and The Citizen could do no better than adopt the good example of the Free Press, and consider in some special way the journalistic needs of the civil service.

But the moral for the service itself remains: If you want anything, go after it yourself. You may get it, and you may get even more. It is to him that hath that it is always given, while from the person who buries his talent is taken even that he hath.

## CONFEDERATION.

In another column appears for the first time a working suggestion for the unification throughout the Dominion of the civil service. The suggestion is the first fruits of the appointment of a special committee by the local association, which has had the matter under consideration for some time past. The attitude of THE CIVILIAN towards the proposal has been made sufficiently plain in more than one recent issue. It is one of cordial endorsement both of the objects of the movement and of the methods in general in which it is proposed to take action. Final details of organization may well be left for subsequent arrangement. The matter of present import is the *esprit de corps* with which the suggestion is taken up by the various bodies whose co-operation is essential for its satisfactory realization. If there is one consideration that calls for special reference in this connection, it is the fact that the initiation of the scheme should lay at rest any lingering feeling that the Ottawa association at the time of its organization should have extended membership beyond the portion of the service in the immediate employ of the Departments at headquarters. Time, we believe, will prove that in the civil service as in other bodies of the same diverse constituents the federal principle of organization is the safest. There are numerous questions that affect no more than a single class or locality; there are others that concern every employee of the government from the Atlantic to the Pacific. The organization that can cope sufficiently with such a situation must of necessity be twofold: the one for the particular or local, and the other for the general. By all means let us have a federation of the existing associations in the service. The apparent need for such a body is great; and, as in similar cases always, its usefulness will be multiplied many times in experience.



WILL SOMEONE KINDLY RE-  
DUCE THE COST OF  
LIVING ?

A RENDEZVOUS FOR CIVIL  
SERVANTS.

The United States Consular Reports, prepared by the Department of Commerce and Labour from data supplied by Consular Agents of the Republic, form a most useful series of documents. That which deals with the trade of Canada for the year 1907 is a compilation which well deserves the study of those who desire a knowledge of our commerce and economic conditions. The report in question analyzes very carefully the sources and destination of our imports and exports, respectively; and draws valuable conclusions based upon an intelligent survey of the figures and collation of the information gathered by the Consuls from the length and breadth of our country. Of special interest to ourselves is the fact that the report to Parliament of the Royal Commission on the Canadian Civil Service receives notice. The now-famous, but abortive, recommendation of increases to service salaries of 15 and 12½ per cent. for Eastern Canada, and of 25 and 20 per cent. for Western Canada, is quoted. It is remarked by the Chief of the Bureau, Mr. Carson, in his introduction to the volume, that the complaint of increased cost of living is quite general in Canada, and the cause is attributed partly to a gradual equalization of prices in Canada to those in the United States.

Be that as it may, the existence of the condition itself is not doubted by the United States officials. Thus the chain of evidence and of conviction, domestic and foreign, is complete. There remains only one request for civil servants to make of the Government: Will it, of its clemency, have the goodness to reduce the cost of living ?

The many organizations springing up in the civil service are a source of satisfaction to all members of that body who feel an interest in their own welfare and who possess sufficient *esprit de corps* to care for the consolidation of interests. It is apparent that in order to perpetuate and to perfect the bodies that have arisen and that may hereafter arise, it is desirable and almost necessary that civil servants have a suitable rendezvous or meeting place. At present they have none.

Under arrangement instituted by the last and continued by the present Ontario Government, the civil servants at Toronto enjoy the benefits of what is practically a civil servant lunch-room. The Ontario Government allows a caterer to use a large room in the Parliament Building, with kitchen and paraphernalia. The charge to civil servants for luncheon is 25c, and to others 35c. This would be a capital thing for Ottawa civil servants. Each summer a large number of civil service householders move to the country, and the civil servant thus left without a home takes his lunch at one of the various city lunch counters or as best he can. At such a common meeting place as a civil service lunch room, all kinds of sub-committee meetings might be held, views exchanged and plans originated and perfected in connection with our various organizations. This would result in great saving of time and expedition of business. At the present time the service has not even a committee room that they can call their own. The executive of the C. S. A. has a very convenient meeting place by courtesy of the Labor Department. But the Athletic Association is not so fortunate. It is not always convenient to meet in the after-



noon and in order to get a meeting in the evening passes have to be arranged for with the commissioner of police. The Savings and Loan Society will now need committee room accommodation, and it seems almost essential that some room should be set aside for the convenience of these committee meetings. The executive of the association is the proper body to provide for this much-felt want. While the lunch-room idea may take time to develop, there is a crying need for a committee room for the use of civil service organizations.

**CIVIL SERVICE REFORM.**

From the Toronto Star.

There are cases where valor is the better part of discretion, and where boldness is prudence. Civil service reform is one of them. The Government can make no mistake in going very far in this direction. The measure should be so thorough and far-reaching as to lift it above all other legislation of the session, compel public attention, and mark an epoch in the history of the country.

Canada is emerging from the position of a colony into the position of a nation. It must have a national equipment, a civil service that will carry on the work of the nation with energy and efficiency, enabling the nation to use national resources to the best advantage for the good of all the people. Patronage is a clog, a hindrance to efficiency, and must be discarded for that reason. The nation must be free to choose the best men for its service.

Measures of this kind will enhance the real power and influence of a Ministry. The Ministry should be free to conceive and carry out large designs for the benefit of the whole country. It should be free from the worry incident to routine and detail. The gains that may come through the

distribution of patronage are small and contemptible compared with those which result from the increase of ministerial and parliamentary efficiency. If we are to make good our boast that Canada is a nation we must have the administrative and legislative equipment of a nation.

**CO-OPERATIVE PURCHASE OF COAL BY CIVIL SERVANTS.**

The committee having in hand the management of the civil service co-operative coal purchase beg to submit to those interested the following report on progress:

The total amount deposited up to August 25th was in the neighborhood of \$4,700. As previously stated, orders are sent off only as the fund accumulates. In all, thirteen cars have now been ordered. Of these, six have been received and unloaded. Of those who paid their entire bill in advance, residents in the central and eastern portions of city have been served thus far, and Sandy Hill and other eastern districts are now receiving deliveries. Those who are paying by instalments will, of course, be required to accept deliveries as payments are made. Experience has proved that about thirty days, more or less, must be allowed from the time of placing orders before delivery is possible.

Perhaps the most important and satisfactory news of the past ten days in this connection has had reference to the quality of the coal. The first cars to be received were of 'stove' size. Samples taken at random were submitted to Mr. H. A. Leverin, of the Department of Mines, for analysis and the following result was shown:

Moisture...	0.50
Volatile matter...	5.50
Fixed carbon...	88.82
Ash ...	5.18

Appended to this was the statement: "Analysis shows coal to be of



highest grade red-ash coal." The quality of the coal will be further understood when it is stated that from 8 to 12% of ash is frequently found in commercial anthracite. An analysis of the "nut" and "egg" sizes is being made and will be published later. As a general rule, the larger sizes in coal are of the better quality, while the smaller contains a larger percentage of the inferior grade owing to the greater friability of the latter. The analysis of the "stove," or intermediate size, may accordingly be regarded as a fair test of the coal.

The committee desires to draw the attention of all members of the fund to the importance of individual assistance in rendering the project a success. This principle, in fact, constitutes the basis of all co-operative undertakings. For example, it is essential in the present case that every effort be made to facilitate deliveries. A delay in this connection involves danger to the undertaking. So, likewise, the members of the fund will confer a favour by making their deposits promptly so that orders may be despatched with a minimum of lost time. In some few cases, members who in their first application forms undertook to deposit in August have either changed their minds or overlooked the matter. While this in no wise affects the placing of orders, inasmuch as no orders are sent off till the cash to pay the same is actually in bank, the committee, as will readily be understood, cannot undertake the labour of reminding members from month to month of their first intentions in the matter, further than the memorandum they have already sent out shortly after the initial applications were received. There is, of course, nothing to prevent members from altering their arrangement, though the coal must be paid for at the rate quoted for the month in which the deposit is made.

At the present time no further orders can be received at the August prices. From this date forward, the

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price will be quoted at \$7.00. In this connection the committee begs to state that orders will be received from any member of the service whether entered on the original fund or not. It desires to repeat, however, in view of the fact that furnaces are usually started shortly after October 1st, that deposits should be made immediately after Sept. 15th, if delivery of the coal is desired by October 15th. Deposits are to be made at La Banque Nationale, Corry Building, Sappers' Bridge, to the credit of "The Civil Service Co-operative Coal Fund." The bank, as previously explained, has undertaken to administer the fund, for the sole purposes announced, under the instructions of the committee.

A. E. CARON,  
R. H. COATS,  
H. LeB. ROSS.

### THE CO-OPERATIVE SAVINGS AND LOAN SOCIETY.

Important meetings of the committee which has this matter in charge have been held recently. The committee has been at a disadvantage by reason of having to work during the summer season, when so many are on vacation or living out of town. As a consequence, it has been difficult to procure a full representation at meetings. We are informed, however, that the committee is now satisfied that the ground has been thoroughly cleared, and that it has succeeded in devising a consitution that will stand the severest tests of practical operation. Certain important arrangements, however, have still to be made by the committee before the question of actual organization is reached; but it is confidently expected that before the middle of September shall have passed, the infant society will be upon its feet.

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*Dum vivimus, vivamus*, "while we live, let us live," said the philosophers of old. To some the delights of living consist in merest sensual pleasures, the pursuit of gain, etc. Such persons never really live, for life to them is little more than it is to the beasts of the field. The real pleasures of life are intellectual and what greater pleasure can one have than that which comes from the study of languages. The man who knows but one language is like a person with only one suit of clothes. He can never experience that delightful freshening feeling which comes to him who has thrown off one intellectual suit and donned another, who thinks in English to-day and in French to-morrow. It is well to be proud of your language, but if you are a slave to that language, so that you can never have a change of intellectual habits, you are truly to be pitied, for you have not lived. Learn another language, broaden your horizon—and live.

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a society and took the initial steps for blazing out a path, the project has received a really surprising support. It was only natural that those who had informed themselves upon the history of such organizations should foresee the wide-open opportunities; but this hypothesis will not account for the whole phenomenon. Some of the very best persons in the service, whether they are judged of by the test of general esteem or by that of official position, are giving the movement their active aid. Others, equally estimable, are in characteristic fashion "waiting to see."

But there is something fascinating in practical finance which appeals to the virile instinct, and it may be said unhesitatingly that the Savings and Loan Society will be under the control of those who have set up before them a definite object, and who know the pitfalls to be avoided in its attainment. The success of the coal purchase scheme, over which there was much shaking of heads and Cassandra-like forebodings, ought to have its lesson for the excessively timid among us, as well as for those who are sitting back in the traces.

## THE CONFEDERATION OF THE CIVIL SERVICE OF CANADA.

For some time past the need of a tangible bond of union between the various portions of the Canadian Civil Service, and especially between such parts as have already achieved organization on an independent basis, has been appreciated by a large and increasing number throughout the Dominion. At the time of organization among the inside employees of the service at Ottawa, immediately following the appointment of the Royal Commission in April, 1907, it was suggested that the association then formed should embrace certain outside employees as well. On full consideration, however, it was decided, and, as time has proved, wisely, that in the initial stages of so large an undertaking, no more should be attempted than there was reasonable hope of achieving, and that the most effective help could be rendered to the service as a whole by the several units perfecting their working methods separately, seeing that the latter were, at least in instances, wholly new and untried. The history of the Ottawa Association during the strenuous period of 1907-08 has justified this view, and the organization is at present in a position to extend a degree of assistance to the movement for a federation

of the service as a whole which a year ago would have been impossible.

There are several reasons, apart from those presented at the time of organization, why the Ottawa association should have been expected to become the pioneer in any movement looking to the union of the Canadian civil service. It has the great advantage of being at headquarters; it is numerically important; and it reckons in its ranks a number of men who have a knowledge of civil service questions, both inside and outside, equal to any to be found elsewhere in the service. It has given good proofs of its sincerity of purpose in the donation of \$100 to the St. John, N.B., organization to assist in the legal battle concerning the taxation of civil servants' incomes, a matter which is of equal interest to every branch of the service, and which furnishes an excellent illustration of a case in which the cause of one is the cause of all. Following this, it has in the last few weeks taken active steps to formulate a plan whereby civil servants may be brought at last, from the Atlantic to the Pacific, into close working relationship with each other.

The committee appointed for this purpose found it necessary in the first



instance to deal with fundamental principles. The constitution of the Ottawa association as originally framed provided for the "affiliation" of members of the outside service on terms to be defined later by the executive. It was thought, however, by the committee, that in view of the strength of many outside bodies, and of their distance in many cases from Ottawa, the idea of affiliation would be impracticable and that the preferable mode of union would be by means of a central body constituted on federal principles. With this much determined, the work of suggesting a practical working method of confederation was entered upon.

In order to understand the nature of the problem involved in the confederation of the service, the character and objects of the organizations which it is proposed to unite must first be appreciated. There are at present in Canada two broad types to one or other of which all of the existing organizations conform. Outside of the Ottawa association, which is composed wholly of the clerks in the inside service, there are three organizations made up of various classes of civil servants without respect to the nature of the work they are doing. These are the Dominion Civil Service Association of Western Canada, with head office at Winnipeg; the Dominion Civil Service Association of British Columbia, with branches at Vancouver and New Westminster; and the Dominion Civil Service Association of Eastern Canada, whose headquarters are at Three Rivers, P.Q. As may be surmised from the similarity of title these association have been formed on identical or nearly identical principles. A fourth association at St. John, N.B., is local and independent in its jurisdiction, but like the above embraces various classes of employees. It is understood also that an organization of the same kind was recently formed in the Yukon. Side by side with these bodies we have a second type, namely, the purely class

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organizations of the Postmasters, the Customs officials, and the Inland Revenue officers. The first of these embraces every province in the Dominion and is perhaps the strongest numerically of any organization of civil servants in Canada. The Customs organization is known as "The Canada Customs Mutual Benefit Association of Ontario," and is confined to the one province. The Inland Revenue clerks have as yet no formal organization, though an informal arrangement is in effect and it is expected that more regular methods of union will be adopted in the near future.

The committee of the inside service at Ottawa having in hand the work of suggesting some acceptable plan on which these various bodies may be brought together, have handed in their report at a special meeting of the executive held on August 20th. The report was in the form of a draft constitution for the new central council which it is proposed, in the carrying out of the federal principle, to organize. It is understood that this constitution is to be submitted for the criticism or approval of the various bodies which it would affect, and that even when finally agreed upon in this way it will constitute no more than a preliminary working basis on which the first meeting of the federation may be called. The first duty of the federation would doubtless be the adoption of the constitution in the form in which it would be final. It is understood that the draft of the constitution has been approved by the executive of the Ottawa association, and referred back to the committee with instructions to obtain the views of the several bodies above mentioned as to its suitability under the circumstances, following which some definite move toward the holding of a convention of delegates from the several bodies may doubtless be expected.

A copy of the preliminary constitution as approved by the Civil Service Association at Ottawa is as follows:—

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MANAGER.



**Interim Constitution for Proposed  
Federation of Dominion Civil  
Servants.**

**ARTICLE I.**

**Name and Objects.**

Section I.—This organization shall be known as “THE CIVIL SERVICE FEDERATION OF CANADA.”

Section II.—The objects of the federation shall be to promote organization among civil servants employed by the Government of Canada, and to deal with all questions which affect the interests of the Canadian civil service as a whole.

**ARTICLE II.**

**Representation.**

Section I.—The federation shall consist of delegates duly elected and accredited from local, provincial, district or class organizations of civil servants

employed by the Government of Canada.

Section II.—The basis of representation shall be as follows: Local, provincial, district or class organizations shall be allowed one delegate for the first 200 members or under; and one for each additional 200 or majority fraction thereof up to 1,000, and one for each additional 1,000 or majority fraction thereof. Organizations whose aggregate membership does not exceed 300 may unite to send one delegate. Representation by proxy will not be allowed, but an organization entitled to more than one delegate may be represented by a less number than that to which it is entitled, in which case the delegate or delegates shall be allowed to cast a number of votes equal to the number of representatives to which the organization is entitled. All delegates must be members in good standing of the bodies they represent.

Section III.—In cases where an or-

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ganization which is a branch of a provincial or district organization is represented by a delegate or delegates in the federation, the provincial organization will not be entitled to include the membership of this branch in estimating the number of delegates to which it is entitled. In any case, however, a provincial or district organization shall be entitled to one delegate.

Section IV.—Organizations of civil servants which are affiliated with national or international trade unions or other labour organizations shall not be entitled to representation. This shall not prevent members of such unions or organizations from representation through organizations not so affiliated.

Section V.—All delegates will be required to produce credentials signed by the presiding officer and secretary of the organization they represent. Where two or more organizations have united to send a delegate, his credentials must bear the signatures of the presiding officer and secretary of each organization.

Section VI.—Notice of the election of delegates, together with their names and addresses and the number of members in the organization they represent shall be forwarded to the secretary of the federation at least fifteen days before the date of meeting of said federation. Credentials must be made out on duplicate forms furnished by the secretary of the Federation — one to be forwarded to said secretary and the other presented at the meeting to the chairman of the committee on credentials.

Section VII.—The executive officers of the Federation shall appoint a credential committee of three duly accredited delegates to meet one day prior to the opening of the Federation and pass upon the credentials.

### ARTICLE III.

#### Meetings.

Section I.—The Federation shall meet annually, or as the executive may determine. In the interim, questions may be submitted to the federated bodies for decision by mail vote.

---

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## ARTICLE IV.

## Revenue.

Section I.—The revenue of the Federation shall consist of a per capita tax of four cents per member for the first 200 members, two cents for each additional member up to 1,000, and one cent for each member over 1,000. In cases where an organization is made up of a central body and branches, the tax shall be payable by the central body. The tax shall be payable yearly and shall be forwarded to the secretary treasurer in advance. Failing payment no organization will be entitled to representation.

## ARTICLE V.

## Officers.

Section I.—The officers of the Federation shall be a President, a Vice-President, and a Secretary-Treasurer.

Section II.—There shall also be elected an Executive Committee, consisting of a representative from each central organization.

Section III.—The Executive Officers of the Federation shall consist of the President, Vice-President and Secretary-Treasurer.

Section IV.—If any officer by reason of his resignation or by his ceasing to be an active member of an organization affiliates with the Federation or from any other cause has ceased to be an officer of the Federation, his place shall be filled as soon as possible by the General Executive Committee.

Section V.—The election of officers shall be conducted by the Absolute Majority and Second Ballot system of voting at the annual meeting of the Federation.

## ARTICLE VI.

## Duties of Officers.

Section I.—The President shall preside at all meetings of the Federation and of the Executive Committee, shall call the Executive Committee for business at his discretion, or upon requisition of two members of it, and shall perform such other duties as are usually within the province of a presiding officer of a deliberative body.

Section II. — The Vice-President shall perform the duties of the President in case of the absence or resignation of that officer.

Section III.—The Secretary-Treasurer shall keep a correct account of the proceedings of the Federation, and shall at the close of each session, prepare and have printed a report which shall contain a record of the business transacted; he shall receive all money payable to the Federation, giving his receipt for the same, and shall expend it in payment of the just debts of the Federation, shall issue to all organizations of civil servants eligible for representation in the Dominion, so far as he may be able, circulars notifying them of the session of the Federation, together with blank forms of credentials, at least eight weeks prior to the date on which it is to meet.

Section IV.—The Executive Committee shall meet at the call of the President at such time and place as he may select, and shall act for the Federation during the intervals between its sessions; they shall at all times exercise a vigilant supervision of all matters which may specially affect the interests of civil servants, and shall, as far as possible, endeavour to further any action decided on by the Federation at each session, or such

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other action as shall by them be deemed advisable.

Section V.—All documents issued by and under the authority of the Executive of the Federation shall bear the signatures of the President and Secretary.

Section VI.—The Executive Committee shall have power to utilize the funds of the Federation, under the direction of the Executive Officers for the purposes of advancing the interests of civil servants as a body.

Section VII.—At each session of the Federation the following committees shall be appointed and their term of office shall expire at the adjournment of the Federation for the year: Committee on Ways and Means, Committee on Audit, and Committee on Constitution and Law, whose duties shall be as follows:—

**COMMITTEE ON WAYS AND MEANS.**—This committee shall con-

sider the financial standing of the Federation and recommend the per capita tax for the following year, and also any extraordinary expenditure not provided for in the constitution.

**COMMITTEE ON AUDIT** shall carefully audit the books and vouchers of the Secretary-Treasurer and report to the Federation.

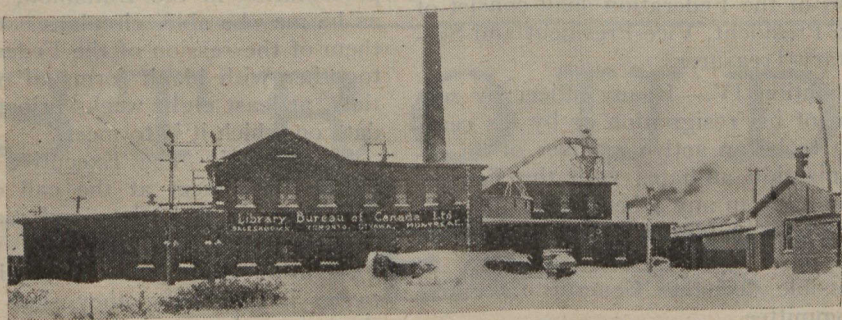
**COMMITTEE ON CONSTITUTION AND LAW.**—To this Committee shall be handed all amendments to the Constitution and By-Laws of the Federation for consideration and report to the Federation.

#### ARTICLE VII.

##### Amendment of Constitution.

Section I.—This constitution or any of its clauses may be amended at any regular meeting of the Federation, one day's notice being given, on a two-thirds vote of the delegates present.

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## MORE ABOUT OTTAWA'S HOUSING PROBLEM.

THE CIVILIAN, in its last issue, played about the skirts of the House Problem, and offered as a suggestion the thought that in this respect, as in others, some good might be achieved by concerted action. By way of contribution to the evidence already gathered, if such further contribution be necessary, we re-print the following, which is from the Ottawa Citizen of the 10th instant:

### Houses Will Be More Scarce.

"I don't know what people are going to do for houses this winter," said one real estate dealer yesterday. "Ottawa has grown very much this year and there have been very few houses built to keep pace. A great many families removed to summer resorts for the summer and expect returning in the fall, but there are very few houses for these people to move into. The only part of the city where there have been any houses to speak of erected this summer was in the flats, southwest of Somerset street, along Preston, and in that vicinity."

One real estate man who does a large business said that he had only two houses to rent on his books where usually he had a very large number. All stated that they had very few houses comparatively.

The real estate market during the past two months has been very dull indeed. The trade in real estate this year never got really going as in former years, but the report is that July and August were the dulllest months in the year. The trade is brightening up some now. A few firms kept up a steady business in trading lots, houses, etc., but there were few actual sales. "The great trouble is that we can't get loans," said one dealer. "Why a man comes to us to buy property and has perhaps an amount of money somewhat below \$1,000, but even with that amount to put down there is difficulty getting mortgages

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for the remainder. The other day a man had \$600 to pay down, and on a property to be bought at between \$2,000 and \$3,000, but the owner would not take a mortgage for the remainder. It is a case of tightness of money still."

"There would have been a very active building season this year," said an architect, "if the people had been able to get loans. It would have been a record building season, but on account of the lack of money it is a record season for no building. That is what makes the houses so scarce. The banks will not give loans."

It is a little difficult to say to what extent the above article has been "doped." The "said a real estate dealer yesterday," smacks of the familiar news-advertisement device. But even admitting all there is to admit in that regard, it is possible for an advertisement to set forth what is substantially the truth. The writer has made enquiry to the best of his opportunities, and he finds that the above statement is substantially true. Houses to sell or to let are extremely scarce, and, as regards those which are to let, are being secured phenomenally early. Especially is there the greatest possible dearth of moderate-

cost houses — houses which in the golden age of only four or five short years ago used to rent for from \$18 to \$23 a month. There may be houses that are fit to live in which are subject to lease at or about \$20 a month, but, if so, they are so few as to be practically a negligible quantity.

Now, this is an exceedingly serious state of affairs for a large number of persons. If we here refer chiefly to those who follow the calling of civil servant, it is not because we have not sympathy for the large number of families in the other walks of life who must suffer correspondingly. But the large proportion of civil servants whose salaries range from \$900 to \$1,200 or \$1,300 must feel such a state of affairs keenly. And this applies to all who have to live in rented houses, and not merely to those who happen to be seeking modest homes just at this particular time; for it is clear that those who have houses are only able to keep them by paying what is demanded, and if, by any chance, rents were not increased last spring when most leases were renewed, they will infallibly be put up next spring.

Nor is it easy to suggest means for alleviating the situation that now presses so heavily. We spoke in our

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former article about acquiring land for civil servants, but some time must of necessity elapse before the relief that would result would become effective. Also, money in greater or less quantities is necessary, both for acquiring the land and for the subsequent necessary procedures. Whatever is done in this way should, in our judgment, be by private enterprise. It would be unfair to ask the Savings and Loan Society, when formed, to utilize its fund in such a manner because its relationship to the funds under its control will be virtually that of a trustee; and any scheme, the precise end of which could not be foreseen, ought not to be entertained by such a society, if the amount of money involved were considerable. A Tenants' Association of Civil Servants might serve useful ends, however. Such an Association could, at the very least, acquire information as to numbers, locations, costs, and so forth, of available houses, that would be a real convenience. As time went on, it might extend the field of its useful-

ness in ways that would suggest themselves naturally.

THE CIVILIAN would be glad to receive ideas upon this subject. A practical discussion would, we believe, have the effect of directing attention to some of the preventable hardships which tenants have now to face.

---

### ATHLETIC GROUNDS FOR THE SERVICE.

By F. H. H. Williamson.

A spirit of unrest now seems to pervade the athletic atmosphere of the service, due primarily, no doubt, to the exception which was taken a few weeks back by a member of parliament to the lawns on the hill being used for games.

I said primarily, but there is another deeper feeling which but wanted to be brought to a head, as it was by the afore-mentioned incident, and that was the feeling that, convenient and

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serviceable as the hill is, yet it is not altogether suitable for a body of persons who wish to do something more scientific in the way of games than to play, let us say, leap frog, no matter how interesting that game may be.

Anybody with the most elementary knowledge of tennis who has played on the hill will know that the courts there are not exactly of Olympic standard.

Anybody who has played cricket to any extent will be fully cognizant of the flaws in the pitches which cannot possibly be avoided under existing conditions.

Football players, too, are aware of the diminutive area of the ground.

Bowlers must feel that the rinks are not theirs to do with as they will, but that they play on common property.

We have reached or are close to reaching a climateric, and the athletic element of the service is getting into a state of ebullition.

The lawns on the hill have served their purpose admirably, and the Athletic Association has been of sterling worth to the service in Ottawa, but now we have reached a stage when a change has become essential.

Our powers in the world of athletics are limited by the scope we have to develop them in.

There should be no limited capacity in a large body of young men intermixed as they are by an element of older sportsmen, but such a fact exists at the present moment.

We cannot turn out finished players in any game; our best men join other clubs when they become too big for our humble association.

Such a state of affairs should not be, for we want the best men in every branch in the association.

The majority of the best cricketers in the Ottawa cricket club are civil servants; the majority of the best players in the Ottawa tennis club are civil servants; and so the tale continues; but give the service the best grounds, let them have the chance of perfect development, and we shall

have in Ottawa the finest sporting organization in Canada.

Does not the bowling alone prove this? A bowling club which can enter and come out nearly first in one of the premier contests in Canada, when it is but in its infancy, is a club which will do big things provided its amplitude of opportunity is bounded by no narrow horizon.

What, too, of the tennis! The service is first in the Ottawa league; the C. S. representative pulled off more than one event at the Montreal tournament last year; last year's Canadian champion is a civil servant.

What, too, of the cricket! We possess some of the best cricketers of the Capital, and men who have played in first class cricket in the Old Country and in the Dominion, and we could put up a good game against the best club in Canada, and maybe win.

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We could compete with the best at hockey, lacrosse, football, baseball, field and track events, and in every department of sport, outdoor and indoor, had we but a large ground and club-house of our own to do as we would with, and in a few years I venture to predict the association would be in a position through gate receipts, etc., to repay any capital outlaid in initial expenses.

We could easily become the premier amateur association of Canada, and there is no reason why we should not if the service will catholically and patriotically vote it into its own hands and do the necessary.

At the present time we are fortunately in the happy position of possessing a minister and ministry who are favorably disposed to our disporting ourselves on the parliamentary lawns, but a time may come, and I think almost must come, and maybe soon, when a Pharaoh will arise who knows not Joseph, and then where shall we be!

Panic-stricken, we shall look around for a suitable place, but none then will be forthcoming, and we shall dolefully chant the requiem over the ashes of the defunct C.S.A.A.A.

But whatever action be taken, one fact must not on any account be lost sight of, and that is that the association is firstly, lastly, and all the time an organization for the democracy of the service, and no other consideration whatsoever must change this underlying principle.

I venture these few tentative remarks in hopes that others may be led to express their sentiments in the matter, and thus may we learn of the true inner feelings which the service in general has in this all-important matter.

## CORRESPONDENCE.

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

To the Editors The CIVILIAN:

I trust that you will afford me a small portion of your space for a few words of good cheer and encouragement. I must confess that when the design of publishing a civil service periodical was first announced, I had my doubts of the project. I feared that, despite the best intentions and the most disinterested motives, the paper might not be truly representative of the service. Like many others who are favourably disposed towards liberal movements, I was yet jealous of our common good name. But you have now been before your public long enough to show the kind of mettle you are made of. In my judgment, you have conducted THE CIVILIAN with ability, judgment and tact, and every issue brings you additional supporters among the very persons who, like myself, shook their heads at the start. And so my main purpose in writing this letter is to state my appreciation of the manner in which a difficult piece of work has been begun and carried on, and to express my now deliberate conviction: that you deserve the cordial support of the entire service.

But managing a periodical of the style and quality of THE CIVILIAN is not all beer and skittles. However, if you can continue, as you have now begun to do, to tap the fund of knowledge of the genuine workers and thinkers of the service, your labours will be lightened and yourselves left freer for the important editorial duties of co-ordination and direction. But as faith without works is dead, I will confirm the precept by now and then contributing something of my own, if it would be of help to you. There are far too many among us who stand by, criticizing with a judicial air that sits not well upon them, while a few agon-

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COADJUTOR.

Ottawa, August 21st, 1908.

**ATHLETICS.**

**Annual Report of Treasurer of the Civil Service Amateur Athletic Association.**

The constitution of the Athletic As-

sociation provides that the treasurer's report as prepared for the annual meeting must be published in detail in at least one Ottawa publication.

The treasurer of the association has handed THE CIVILIAN a copy of this report with the request that the same be published in accordance with the constitution, and THE CIVILIAN has pleasure in complying therewith as below:

**Annual Statement, 1907-08, of Treasurer of Civil Service Athletic Association.**

RECEIPTS.

To Balance from last audit.....			\$209 36
" Membership fees,	Male	Lady	
	Members	Members	
Dept. of Agriculture .....	37	and 9.....	\$41 50
Auditor General .....	28	" 13.....	34 50
Customs .....	31	" 6.....	54 00
Finance.....	35	" 15.....	42 50
Geo. Survey.....	11	" 1.....	11 50
Gov. General's Sec'y ....	3	.....	3 00
Indian Affairs .....	12	" 3.....	13 50
Inland Revenue .....	6	" 1.....	6 50
Interior .....	67	" 9.....	71 40
Justice .....	10	" 1.....	10 00
Labour .....	1	.....	1 00
Commons and Senate ....	3	.....	3 00
Mar. and Fisheries .....	17	" 2.....	18 00
Mil. and Defence .....	51	" 2.....	53 00
N. W. M. Police .....	10	.....	10 00
Post Office .....	46	" 1.....	46 50
Prtg. and Stationery.....	3	.....	3 00
Privy Council .....	10	.....	10 00
Public Works .....	25	.....	25 00
Rys. and Canals.....	24	" 10.....	29 00
Trns. Ry. Comm'n .....	17	.....	17 00
Sec. of State .....	7	.....	7 00
Supreme Court .....	2	.....	2 00
Trade and Commerce ....	7	.....	7 00
	483	" 73	----- \$520 50
To sale wire netting \$6 90; rent of lockers \$7 75 .....			14 65
" " Rink supplies, hose, shovels, &c. ....			30 00
" Interest .....			2 60
			----- \$777 11

EXPENDITURE.

By Expenses for cricket \$117 45, less \$26 advance 1908-9 .....	81 45
" " " Baseball \$20 55; football \$18 18; tennis \$12 30 .....	51 03
" " " Lawn bowling.....	\$11 55
" " " " Tournament refreshments.....	12 68
	----- 24 23



By Expenses Quoits \$1 30; snowshoeing \$5 00 .....	6 30
" Services Secretary 1906 \$50 00; services for 1907 \$50 00 .....	100 00
" Membership C.A.A.U. ....	20 00
" Expenses of delegate to C.A.A.U. ....	21 36
" " V. Woodland to Montreal Tennis Tournament .....	11 00
" Wages \$117 00; work on grounds \$3 00 .....	120 00
" Printing \$31 00; advertising 75c; telegrams \$1 75; postage 75c .....	34 25
" Cleaning Cartier Square \$8 00; lumber \$1 75; transfer \$1 50 .....	11 25
" Expenses re lockers \$2 75; sundries \$5 05 .....	7 80
" Balance .....	277 95
	<u>\$777 11</u>

## ASSETS.

Balance current account Standard Bank .....	\$ 97 23
Amount rest account Standard Bank .....	152 68
Cash on hand .....	2 12
Advance for cricket supplies 1908-9 .....	25 00
	<u>\$277 95</u>

Examined and found correct,

J. S. STEVENSON, }  
E. L. BRITAIN, } Auditors.

**Civil Service Sports.**

On Saturday afternoon, September 26th, the Civil Service Athletic Association plans to branch out in a hitherto new direction.

This day is to witness a grand athletic meet, comprising field and track events open to all members of the C. S. A. A. A.

A detailed account of the proceedings cannot be given in this number, although the programme has practically been settled on, and this is appended, though it is open to additions.

It is hoped that the meeting will be honored by the presence of some dignitaries, though the names of these must also be withheld until the next number of THE CIVILIAN.

There should be some keenly contested events as some of the best sprinters and runners in the Capital have applied for information already.

The 100-yards veterans' race with a handicap according to years, should be patronized by all the old sports belonging to the service, and a record is anticipated.

The ladies' race is expected to need many heats so big will the entry be. This will be a run of 50 yards,—no handicap, for the scratch is feared.

No prize has yet been received for this event, but the fair ones need have no alarms; they shall have something useful and pretty.

The departmental relay race of 4 men from each department possessing a minister should evoke keen rivalry. The distance is one lap for each man and the colours of each department will be published in the next CIVILIAN.

The following are the various departments to be represented: Inland Revenue, Finance, Public Works, Interior, Customs, Marine and Fisheries, Post Office, Militia, Agricultural, Justice, Trade and Commerce, Railways and Canals, Privy Council.

The committee appointed by the executive to manage the field day is composed of: F. H. H. Williamson (chairman), Surveyor General's Office; W. W. Moore, R. S. Stronach, G. H. Wattsford and F. Grierson. To cooperate with this committee, a sub-committee will be formed consisting of one man from each department. These sub-committee men will endeavour to organize teams to compete in the inter-departmental relay race and the tug-of-war as well as to arouse interest in the individual contests.

Running costumes, consisting of short pants and vest, must be worn,



and if possible running shoes, though rubber-soled footwear will be allowed.

Boots will be allowed in the tug-of-war, which is inter-departmental, and running costumes are not compulsory in this, though for the sake of appearance it is hoped that competitors will turn out in flannels at least.

This latter hope also applies to the veterans' race, in which running shoes or rubber-soled footwear must be donned.

To make this meeting a success, the co-operation of the whole civil service is solicited.

It has been suggested that a caterer be engaged for the afternoon to dispense refreshments and that a band be also engaged, but neither of these suggestions has been finally decided upon by the committee.

There is to be no entrance fee, either for the sports or for admittance to witness them, and a very large crowd is anticipated; should the weather be unpropitious, the meeting will be postponed until the following Saturday. Among the competitors is R. S. Stronach, who won the 120-yds. hurdles at the Amateur Athletic championship meet of Great Britain for 3 years, the Scottish championship for 6 years, the International for 5 years, and who still has the Scottish record of 15 4-5 seconds for this race. He also won the Scottish broad-jump championship, and these two events should form very great attractions. Mr. Stronach is now engaged in the Surveyor General's office.

The following is the programme of events, not necessarily placed in order of running:

One mile.  
Half mile.  
Quarter mile.  
100-yards dash.  
High jump.  
Broad jump.  
120-yards hurdles.  
Putting the weight.  
Veterans' 100-yards handicap.  
Ladies' 50-yards.  
Team race of 1 mile.  
(4 men from each department.)  
Departmental tug-of-war.  
(7 in team.)

### Tennis.

The standing of the City Tennis League is as follows:—

	Won.	Lost.	To play.
Civil Service... ..	9	1	2
Ottawa ... ..	5	3	4
Cricket ... ..	2	6	4
Y.M.C.A. ... ..	1	7	4

### Cricket.

Since the last issue of THE CIVILIAN the following games have been played:—

The West Block defeated the Langvein Block by 41 runs to 25.

The East and Mint defeated the Militia by 88 runs (for 5 wickets) to 35.

The Outside Blocks defeated the West Block by 58 runs (for 5 wickets) to 57 runs.

A game was played on Saturday, the 22nd inst., between the Civil Service and the Ottawa Cricket Club, and ended in a draw very much in favour of the Civil Service. The Civil Service scored 152 runs and the Ottawa Cricket Club 74 for 6 wickets.

## A Real Live Snap.

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The match arranged with the Almonte Cricket Club had to be postponed owing to the death by drowning of Mr. John Rosamond. All cricketers in the civil service deeply sympathize with Mr. Rosamond's family in their bereavement.

The following is the standing of the teams to date:—

	Played.	Won.	Lost.	To play.
Outside Blocks.	7	6	1	2
East Block ...	9	7	2	—
Militia & D'ce.	8	4	4	1
Langevin Blk..	8	3	3	1
West Block ...	8	2	6	—

The cricket series approaches its close. The Outside Blocks have clinched the championship, and the East Block takes second place. The season was all that could be desired as regards the happy relations of all the teams and the individuals thereon. The pitch was not always adapted for the making of high averages, and un-

til the ground gets more rolling and a closer cut on the grass, the quality of cricket can improve but slowly. Appended will be found a list of those who made an average of ten or more runs compiled to Aug. 22nd:—

	Ttl.	In.	Av.	Out.
1. H. Ackland (o)...	202	6	33.6	0
2. F. Campbell (o)...	49	5	24.5	3
3. F. Pereira (e and m) ... ..	158	9	19.7	1
4. G. C. Webb (o).	38	4	19.0	2
5. I. H. H. Wil- liamson (o) ...	89	7	17.8	2
6. P. Wilkinson (o)	47	4	15.6	1
7. Crean (l) ... ..	57	4	14.2	0
8. Nelson (l) ... ..	27	4	13.5	2
9. White (m) ... ..	86	7	12.2	0
10. Bradley (e and m) ... ..	82	8	11.7	1
11. J. Turcotte (l)...	43	6	10.7	2
12. F. Grierson (e and m) ... ..	60	7	10.0	1

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### Lawn Bowling.

On Monday last there began on the Parliamentary lawns the annual inter-departmental bowling tournament. Fourteen rinks entered and two afterwards withdrew. The twelve rinks represent the following departments: Customs, four rinks; Agriculture, three rinks, with one rink from each of the following, viz.: Railways and Canals, Auditor General, Topographical Survey, Trade and Commerce, and Mounted Police.

On Monday, 31st, will begin the group series. A novel innovation was introduced in the picking of the rinks for this match, the skips and No. 3's being elected by ballot by the bowlers at large.

### An Athletic Home for the Ottawa Service.

We would draw attention to an article which appears elsewhere in this number from the pen of Mr. Frank

Williamson, of the Topographical Branch of the Interior Department, on the subject of the future of the athletic association. Since joining our ranks, Mr. Williamson has evinced uncompromising enthusiasm for all things contributing to the good of the service as a whole, especially in the athletic sphere. Last autumn, although having no status on the executive, he organized and carried out a very successful season of Association football. He has lately brought to the attention of the athletic executive the desirability of the association conducting a meeting of field and track athletics confined solely to civil servants.

The article in question is offered to the serious consideration of all members of the service in Ottawa. It should not be read and thrown aside, but conned over and talked about. We are told that the service has not the necessary backbone to face the problem of acquiring their own playground, but would accept a listless

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obfuscation of their athletic name if Parliament should decide to withdraw the privileges of the past three seasons. There are a great number of men in the service who will repudiate this charge, who see in their mind's eye a large field in the suburbs of Ottawa filled with hundreds of energetic members of the service; the young engaged in the hardy and aggressive games peculiar to Canada's virile climate; the old and superannuated sitting beneath their own vine and fig tree, smoking the pipe of

peace or "shouldering the crutch to show how fields were won."

There is little doubt that the question of the permanency or death of civil service athletics will at no distant date be formally brought up for the consideration of the members of the Civil Service Athletic Association. *THE CIVILIAN* hopes that the members may prove themselves possessed of the necessary courage to meet the crisis, and would welcome any contribution to these columns on this most vital of subjects.

**THE CIVILIAN** is published exclusively in the interests of the Civil Service of Canada, based upon a broad interpretation of all important questions affecting that body. It is designed to be thoroughly democratic in spirit and the views of high and low alike, presented with discretion and moderation, will receive ample attention.

It is under the management of a Board of Editors, composed of four Civil Servants, who are in touch with the various Departments of the Service, and will endeavour to exercise the utmost possible care in their management.

It has as a prominent feature a strong Editorial page, dealing with important questions and matters of policy in a comprehensive manner.

It will make a feature of dealing in a special way with all interesting questions of the moment. At the present time, as always, there are very many such.

It will make a specialty of reporting the doings (and commenting thereon) of important Service organizations, such as the Civil Service Association and the Athletic Association. One or more of the Board of Editors will be members of the Executive Committees of both these Associations, which will ensure special facilities for obtaining full and correct information.

It will publish a Personal column chronicling well-selected personal incidents of general interest to all Civil Servants, their families and friends.

It will conduct a Correspondence column,—always a feature of great interest and value.

It will also endeavour to serve the interests of Civil Servants elsewhere than in Ottawa, keeping in touch with organizations in the Outside Service.

In short, **THE CIVILIAN** will appeal to an exclusive constituency of Government employees, their friends and families. With an efficient Board of Editors, and its connection with the leading men of the Service, it will be able in process of time not only to deal with matters pertaining chiefly to the Service, but also to furnish articles of general interest from the pen of some of the ablest writers in Canada.



# The Civil Service Amendments Act, 1908.

THE CIVILIAN has received numerous requests during the past ten days from subscribers and others for a statement in detail of the various amendments made to the Act from the time of its introduction in the House of Commons, in which form it was published in THE CIVILIAN of June 19th. It has appeared more serviceable for practical purposes to re-publish the Act in full, with the amendments included in their proper place, in the form in which it will finally appear in the Statutes for the year. At the present moment a copy of the Act should prove of value to almost every one in the Service, and THE CIVILIAN very gladly embraces the opportunity of supplying the need.

## CHAP. 15.

### An Act to amend the Civil Service Act.

(Assented to 20th July, 1908.)

His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

#### SHORT TITLE.

1. This Act may be cited as *The Civil Service Amendment Act, 1908.*

#### INTERPRETATION.

2. In this Act, unless the context otherwise requires,—
  - (a) "Commission" means the Civil Service Commission hereby constituted;
  - (b) "deputy head," in addition to the officers mentioned in paragraph (b) of section 2 of *The Civil Service Act*, includes the Clerks of both Houses and the Librarians of Parliament;
  - (c) "head of a department," in addition to the Ministers mentioned in paragraph (a) of section 2 of *The Civil Service Act*, includes the Speakers of both Houses;
  - (d) the word "now" when used in this Act, shall mean the date of its coming into force.

#### CONSTITUTION.

3. The Civil Service shall be divided into two divisions, namely,
  - The Inside Service, which shall consist of that part of the public service in or under the several departments of the Executive Government of Canada and in the offices of the Auditor General, the Clerk of the Privy Council, and the Governor General's Secretary, employed at the city of Ottawa, or at the Experimental Farm Station or the Dominion Astronomical Observatory near Ottawa, but not including the officers, clerks, and employees employed at Ottawa in the second or outside departmental division as defined by paragraph (b) of section 4 of *The Civil Service Act*, or in any office of a purely local character; and

The Outside Service, which shall consist of the rest of the Public Service.

2. So much of this Act and of *The Civil Service Act* as relates to appoint-



ment, classification, salaries and promotions shall apply to the permanent officers, clerks and employees of both Houses of Parliament and of the Library of Parliament.

4. Sections 5 to 26, both inclusive, and 28 to 40, both inclusive, of this Act apply only to the Inside Service.

2. As regards the Inside Service only, the following sections and schedule of *The Civil Service Act* are repealed: 4, 16 to 26, both inclusive, 32 to 37, both inclusive, 40, 41, 43, 46, 61 to 78, both inclusive, 80, 82, 84, 85, 90, 91, 94, 97, 98 and 99, and schedule A.

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

5. The Inside Service under the deputy heads, excluding messengers, porters, sorters and packers, and such other appointments and employments in the lower grades as are determined by the Governor in Council, shall be divided into three divisions.

2. The First Division shall be divided into—

Subdivision A, consisting of officers having the rank of deputy heads but not being deputy heads administering departments, assistant deputy ministers, and the principal technical and administrative and executive officers;

Subdivision B, consisting of the lesser technical and administrative and executive officers, including the chief clerks now holding office and not eligible for subdivision A.

3. The Second Division shall consist of certain other clerks, having technical, administrative, executive, or other duties which are of the same character as, but of less importance and responsibility than, those of the first division. This division shall be divided into subdivisions A and B.

4. The Third Division shall consist of the other clerks in the Service whose duties are copying and routine work, under direct supervision, of less importance than that of the second division. This division shall be divided into subdivisions A and B.

6. Clerks now holding the rank of first class shall be placed in subdivision A if the Second Division.

2. Clerks now holding the rank of senior second class shall be placed in subdivision B of the Second Division.

3. Clerks now holding the rank of junior second class shall be placed in subdivision A of the Third Division.

4. Third class clerks and temporary clerks paid out of Civil Government Contingencies shall be placed in subdivision B of the Third Division.

7. Except as herein otherwise provided, all persons now employed in the first or inside departmental division, as defined by paragraph (a) of section 4 of *The Civil Service Act*, including temporary clerks paid out of Civil Government Contingencies, shall, upon the coming into force of this Act, be classified according to their salaries under this Act.

8. As soon as practicable after the coming into force of the Act, the head of each department shall cause the organization of his department to be determined and defined by order in council, due regard being had to the status of each officer or clerk as the case may be.

2. The order in council shall give the names of the several branches of the department, with the number and character of the offices, clerkships and other positions in each, and the duties, titles and salaries thereafter to pertain thereto.



3. After being so determined and defined, the organization of a department shall not be changed except by order in council.
4. Copies of such orders in council shall be sent to the Commission.

#### CIVIL SERVICE COMMISSION.

9. There shall be a Commission, to be called the Civil Service Commission, consisting of two members appointed by the Governor in Council.

2. The rank, standing and salary of each commissioner shall be those of a deputy head of a department; and each commissioner shall hold office during good behaviour, but shall be removable by the Governor General on address of the Senate and House of Commons.

10. The duties of the Commission shall be—

(a) to test and pass upon the qualifications of candidates for admission to the service, and for promotion in the service, and to issue certificates with respect thereto where required under this Act or regulations made thereunder;

(b) of its own motion to investigate and report upon the operation of *The Civil Service Act* or of this Act, and upon the violation of any of the provisions of *The Civil Service Act* or of this Act or of any regulation made under either of the said Acts, and upon the request of the head of a department with the approval of the Governor in Council, to investigate and report upon the organization of the department, the conduct and efficiency of its officers, clerks and other employees, and any other matter relative to the department; and in connection with, and for the purposes of, any such investigation the Governor in Council may invest the commission with all or any of the powers vested in a commissioner appointed under Part II. of *The Inquiries Act*;

(c) such other duties as are assigned to it by the Governor in Council.

2. Such duties shall be performed in accordance with regulations made by the Commission and approved by the Governor in Council.

3. A commissioner shall not hold any other office or engage in any other employment.

11. The present Civil Service examiners shall continue to hold office during pleasure, and shall be under the direction of the Commission.

2. The powers of the Civil Service examiners as a board under sections 7 to 15, both inclusive, of *The Civil Service Act* shall be vested in, and may be exercised by, the Commission; and for the purposes of the said sections, either member of the Commission may exercise any function or power vested by the said sections in the chairman of the board.

3. The said sections shall, so far as they are applicable and with the necessary modifications, apply to examinations under this Act.

4. Such further examiners as are deemed necessary may be appointed by the Commission.

12. Each commissioner shall, before entering upon the duties of his office, take and subscribe, before the Clerk of the Privy Council, an oath that he will faithfully and honestly perform the duties devolving upon him as commissioner.

#### APPOINTMENTS.

13. Except as herein otherwise provided, appointment to positions in the Inside Service under that of deputy head shall be by competitive examination, which shall be of such a nature as will determine the qualifications of candidates for the particular positions to which they are to be appointed, and shall



be held by the Commission from time to time in accordance with the regulations made by it and approved by the Governor in Council.

14. No person shall be admitted to such an examination unless he is a natural-born or naturalized British subject, and has been a resident of Canada for at least three years, and is, at the time of the examination, of the full age of eighteen years and not more than thirty-five years, and presents the required certificates as to health, character and habits.

15. Before holding any such examination the Commission shall require each head of a department to furnish it with the number of additional permanent officers or clerks likely to be required in his department within the next six months.

2. On this basis, and having regard also to the requirement of the several departments for temporary services, a computation shall be made by the Commission of the number of competitors to be selected at the next ensuing examination.

3. If there remain from a previous examination successful competitors who have not received appointments, their number shall be deducted in making the computation, and their names, in the order of merit, shall be placed at the top of the list to be prepared in accordance with section 17 of this Act.

16. Thereupon due notice of the examination shall be given by the Commission, stating the character and number of the positions to be competed for.

17. Immediately after the examination the Commission shall make out a list of the successful competitors thereat for each position, in the order of merit, up to the number computed in accordance with section 15.

18. From the said list the Commission, on the application of the deputy head, with the approval of the head, of any department, shall supply the required clerks, whether for permanent or temporary duty.

2. The selections shall be, so far as practicable, in the order of the names on the list, but the Commission may select any person who in his examination shows special qualifications for any particular subject.

3. The Commission shall forthwith notify the Treasury Board and the Auditor General of the name and position in the service of each clerk supplied to any department and also of the rejection of any such clerk during his probationary term.

4. Assignment for temporary duty shall not prejudice the right to assignment for permanent duty.

5. No clerk supplied for temporary duty shall be so employed for more than six months in any year.

19. The head of the department, on the report in writing of the deputy head, may, at any time after two months from the date of assignment, and before the expiration of six months, reject any person assigned to his department.

2. The cause of the rejection shall be reported by the deputy head to the Commission, who shall thereupon select another person to take the place of the one rejected, and decide whether the latter shall be struck off the list or allowed a trial in another department.

20. After a person so selected has served a probationary term of six months he shall be deemed to be permanently accepted for the service.

21. If the deputy head reports that the knowledge and ability requisite for the position are wholly or in part professional, technical or otherwise pecu-



liar, the Governor in Council, upon the recommendation of the head of the department based on the report in writing of the deputy head, may appoint a person to the position without competitive examination and without reference to the age limit, provided the said person obtains from the Commission a certificate, to be given with or without examination, as is determined by the regulations of the Commission, that he possesses the requisite knowledge and ability and is duly qualified as to health, character and habits.

22. Appointments to the positions of messenger, porter, sorter and packer, and to such other positions in the lower grades as are determined by the Governor in Council, may be made by the Governor in Council upon the recommendation of the head of the department based on the report in writing of the deputy head, and accompanied by a certificate of qualification from the Commission, to be given with or without examination, as is determined by the regulations of the Commission, that the person applying for the appointment possesses the requisite knowledge and ability and is duly qualified as to age, health, character and habits.

23. When, from a temporary pressure of work, extra assistance in excess of those whose names are on the list of successful competitors is required in the Inside Service of any department, the Governor in Council may, upon the recommendation of the head, based on the report in writing of the deputy head of the department that such extra assistance is required, authorize the employment of such number of temporary clerks as are required to carry on the work of the department.

2. Every such clerk shall, however, before appointment obtain a certificate of qualification from the Commission, to be given with or without examination, as is determined by the regulations of the Commission, that he possesses the requisite knowledge and ability and is duly qualified as to age, health, character and habits.

3. No such temporary clerk shall be employed for more than four months in any year.

#### PROMOTIONS.

24. Promotion, other than from the third to the second division, shall be made for merit by the Governor in Council upon the recommendation of the head of the department, based on the report in writing of the deputy head and accompanied by a certificate of qualification by the Commission to be given with or without examination, as is determined by the regulations of the Commission.

25. Except as herein otherwise provided, vacancies in the first division shall be filled by promotions from the second division.

26. Clerks in the third division shall be permitted to enter for the open competitive examination for the second division, after such term of service and under such other conditions as are determined by regulations made by the Governor in Council, on the recommendation of the Commission.

2. Any person placed in the third division upon the coming into force of this Act, may, by the Governor in Council, upon the recommendation of the head of the department, based on the report in writing of the deputy head, and accompanied by a certificate of qualification by the Commission, to be given with or without examination, as is determined by the regulations of the Commission, be promoted from the third division to the second division without an open competitive examination.



## SALARIES.

27. The salary of a deputy head shall be five thousand dollars per annum.

2. Sections 53 to 57 of *The Civil Service Act*, both inclusive, are repealed.

28. In the first division, the minimum and maximum salaries shall be as follows:—

In subdivision A, \$2,800 to \$4,000;

In subdivision B, 2,100 to 2,800.

29. In the second division, the minimum and maximum salaries shall be as follows:—

In subdivision A, \$1,600 to \$2,100;

In subdivision B, 800 to 1,600.

30. In the third division, the minimum and maximum salaries shall be as follows:—

In subdivision A, \$900 to \$1,200;

In subdivision B, 500 to 800.

31. The salary of a temporary clerk shall be the minimum salary of the grade or division for which he has successfully competed: Provided that the salary of a temporary clerk employed under section 23 of this Act shall be the minimum salary of subdivision B of the third division.

32. For the position of messenger, porter, sorter, packer, and such other positions in the lower grades as are determined by the Governor in Council, the minimum and maximum salaries shall be \$500 and \$800, and, unless the official record, to be kept as hereinafter provided, shows him to be undeserving thereof, there may be given to every person holding such a position an annual increase of fifty dollars until the maximum is reached.

2. Every person now holding such a position in the service, whether permanent or temporary, shall be continued in the like position under this Act at his present salary with the same tenure of office as if appointed to the said position under this Act, and shall be eligible for annual increase as in the section provided.

33. The salary on appointment shall be the minimum salary attached to the position: Provided that, in case the qualifications required for the performance of the duties of a position are of an exceptional character, a further sum, not exceeding \$500, may be added to the said salary by the Governor in Council upon the recommendation of the head of the department, based on the report in writing of the deputy head accompanied by the certificate of the Commission that the person proposed to be appointed possesses the qualifications required for the performance of the duties of the said position: Provided always that such salary shall not exceed the maximum salary of the subdivision to which the appointment is made.

34. If a person, on his appointment or promotion to any office or position, is in receipt of a salary in the service greater than the minimum salary of the office or position to which he is appointed or promoted, he may be appointed or promoted at the salary which he is then receiving if it does not exceed the maximum salary of the said office or position.



35. Nothing in this Act shall be held to reduce the status of any officer, clerk or employee in the service; and if the salary of any such officer, clerk or employee is less than the minimum salary of his subdivision or position under the provisions of this Act, his salary may forthwith be increased to such minimum.

2. Any person (whether permanent or temporary) who is in receipt of a salary at or above the maximum, as heretofore established, of the class (permanent or temporary) in which he is then serving shall, on the expiry of one year from his having first been in receipt of such salary, be eligible for the increase of salary provided by this Act.

36. Except as herein otherwise provided, the salary of any person placed in the Inside Service by or under this Act or to whom the provisions thereof are made applicable, shall be that which he is then receiving, and the said salary shall determine his classification: Provided that where the amount of the salary is common to two subdivisions, the classification shall be determined by the Governor in Council.

37. There may be given to every officer in the first division an annual increase of one hundred dollars, until the maximum of his subdivision is reached.

2. Unless the official record, to be kept in the manner hereinafter set forth, shows him to be undeserving thereof, there may be given to every officer, clerk, or other employee in any subdivision of the second or third divisions an annual increase of \$50, until the maximum of his subdivision is reached.

3. In case of exceptional merit a further increase, not exceeding \$50, may be given in the second and third divisions.

4. The said increase shall only be authorized by the Governor in Council upon the recommendation of the head of the department based on the report in writing of the deputy head and, in case of officers, clerks, and other employees of the second and third divisions to whom a further increase is recommended, accompanied by a certificate of merit from the Commission.

38. No salary or additional remuneration beyond the regular salary of the office he holds shall be paid to any deputy head, officer, clerk, or employee in the Civil Service, or to any other person permanently employed in the public service, except by a special vote of Parliament, in which the name of the person who is to receive the remuneration shall be given; and no vote expressed to be made generally, though qualified by the words "notwithstanding anything in *The Civil Service Act*" or any words to like effect, shall be deemed sufficient to authorize the payment of any such additional salary or remuneration.

#### GENERAL.

39. Any person chosen by a Minister to be his private secretary may, without examination and irrespective of age, be appointed for a period not exceeding one year, and paid as a clerk in subdivision B of the second division, and after one year's services as such secretary he shall be deemed to be appointed to such rank.



40. A record of the conduct and efficiency of all officers, clerks and employees below the first division shall be kept in each department.

2. Such records shall be established by means of reports, to be furnished to the deputy head at least every three months by the chiefs of branches.

3. At the end of each year, and oftener if required by it, copies of these reports shall be sent to the Commission by the deputy head.

4. Such reports, if adverse or unfavorable, shall be shown to the persons respecting whom they are made.

41. If a person dies while in the public service, after having been at least two years therein, an amount equal to two months of his salary shall be paid to his widow or to such person as the Treasury Board determines.

42. No person shall, directly or indirectly, solicit or endeavour to influence a member of the Commission with respect to the appointment of any person to the service, or with respect to the promotion of, or an increase of salary to, any officer, clerk, or employee in the service.

2. Any person who, directly or indirectly, solicits or endeavours to influence a member of the Commission in favour of his appointment, promotion or increase of salary, shall be deemed to be unworthy of such appointment, promotion or increase, and it shall not be accorded him; and if he is employed in the Civil Service, he shall be liable to immediate dismissal.

43. No officer, clerk or employee in the Civil Service shall be debarred from voting at any Dominion or Provincial election if under the laws governing the said election he has the right to vote; but no such officer, clerk or employee shall engage in partisan work in connection with any such election.

44. The Secretary of State shall be charged with the administration of this Act and shall lay before Parliament, within fifteen days after the commencement of each session, a report of the proceedings of the Commission under this Act during the preceding year.

45. Wherever under sections 5, 8, 10 (paragraph *b* of sub-section 1), 21, 22, 23, 24, 26 subsection 2), 32, 33, 36 and 37 (subsection 4), of this Act or under *The Civil Service Act*, any action is authorized or directed to be taken by the Governor in Council or by order in council, such action, with respect to the officers, clerks and employees of the House of Commons or the Senate, shall be taken by the House of Commons or the Senate, as the case may be, by resolution, and with respect to the officers, clerks and employees of the Library of Parliament, and to such other officers, clerks, and employees as are under the joint control of both Houses of Parliament, shall be taken by both Houses of Parliament by resolution, or, if such action is required during the recess of Parliament, by the Governor in Council, subject to ratification by the two Houses at the next ensuing session.

46. Nothing in this Act or *The Civil Service Act* shall be held to curtail the privileges now enjoyed by the officers, clerks, and employees of the House of Commons or of the Senate or of the Library of Parliament with respect to rank and precedence, or to attendance, office hours, or leave of absence, or with respect to engaging in such employment during parliamentary recess as may entitle them to receive extra salary or remuneration.



47. All sums of money voted by Parliament for the financial year ending on the thirty-first day of March, 1909, and applicable to the payment of the salaries or the increases to the salaries of any persons in the public service, shall, in the event of the promotion of any such persons to higher divisions or grades, or on their transfer to other positions in the public service, or on their becoming entitled to, or being granted, increases of salary under the provisions of this Act, be applicable to the payment of the salaries or increases to the salaries of such persons so promoted or transferred, or becoming entitled to, or being granted, such increases; and during the said financial year there may be paid out of the Consolidated Revenue Fund of Canada such sums of money as have not been voted by Parliament but are required for the payment of such salaries and increases of salaries as are authorized by this Act.

48. This Act shall come into force on the first day of September next.

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