

PAGES

MISSING

THE CIVILIAN

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No. 23

"The Coming of the People."

A Review of the Work of the Immigration Branch of the Department of Interior, with some Reference to the Allied Work of the Mounted Police.

By L. M. Fortier, Chief Clerk.

Some forty-five years ago, when the Hon. Mr. Rogers' great predecessor, Thomas D'Arcy McGee, was Minister of Immigration, it was considered a subject of congratulation in the Minister's annual report to Parliament that in one year 27,084 European immigrants had landed in Canada, 4,303 of whom had declared their intention of remaining in this country — the rest being birds of passage to the United States. Steamers and sailing ships were both still employed in the passenger traffic between European ports and Canada, the steamers making average passages of 12 days from Liverpool to Quebec, 21 days from London and 15½ from Glasgow; the sailing ships averaging 33⅓ days from the United Kingdom and 50⅔ from continental ports!

The Scene Has Changed.

Contrast all this with the "floating palaces" and seven day passages of today, and with the arrival last year at our ocean ports and across the international boundary of over 300,000 immigrants declaring their intention of remaining in Canada!

Winnipeg is closer to Liverpool now than Quebec was at the time referred to, and the comforts of travelling are of course incomparably greater. Now, as then, however, we get our immigrants largely

by advertising. In the time of our poet minister the department published a periodical in England, known as the Canadian Emigration Gazette, and gave it a wide circulation through the penny post; today various other methods are adopted of disseminating information about the resources of this country. Attractive bills, maps and pictures are hung in schools and public places. School children are supplied with Canadian geographies, and their elders have pamphlets and handbooks to read, and Canadian free land advertisements stare them in the face in their daily and weekly papers. Our Government leaves no stone unturned in its endeavors to make Canada and its attractions and capabilities well known to the average "Britisher;" and the same efforts are put forth in other European countries likely to yield a good class of immigrants, and where we are permitted anything like a free hand. Everywhere, therefore, where it is possible to do so the invitation is being sent out to sturdy sons of the soil and their families to come and occupy our vacant lands and enjoy all the good things we have to offer them in Canada.

Personal Canvass.

Personal canvassing by agents is also resorted to, and the most suc-

cessful immigration agent usually has as a necessary qualification a fairly good knowledge of human nature. One of them said to the writer not long ago, in discussing his methods, "I never spend much time on 'the man of the house' when he comes to talk to me alone; I say to him, 'when may I come and see you and your wife and family at home?' My experience is that if you make a good impression in a family council you make real progress, but if you spend your time converting a married man to the idea of immigrating, ten to one your labor is lost, for he won't have the courage to broach the subject at home, or if he does the 'old woman' and the family, especially the daughters, raise such a storm that all further missionary work in that quarter has to be abandoned for at least a year or two!"

Much of the pathos of immigration centres around those family councils. It is hard to decide to sever the ties that bind; to give up the old home occupied by the family perhaps for generations—the old neighbors, friends and interests. The process of uprooting and transplanting is truly a painful one; but it is undergone by many a family to the great betterment of their prospects in life; and when the momentous decision has at last been reached the Canadian agent again steps in and renders assistance in the way of advice on transportation matters, "what to take," etc., besides offering various little attentions which as a rule are gratefully received at such a time.

Carefully Cared for.

At the port of embarkation the immigrants are seen safely on board ship with their belongings and on reaching port in Canada they are welcomed by Government officials, who direct them and see to their comfort in every possible way.

Comfortable accommodations are maintained by the Government at all distributing points, for the free temporary use of immigrants on their

first arrival, and for a limited period afterwards, while the men are looking for land and deciding where to settle. And so Canada gives no cold or niggardly reception to desirable settlers who seek her shores in response to her invitation. At the same time it is always well to have it understood that we fight shy of criminals and "undesirables" generally. Canada is not a healthy or inviting country for them to come to, and they are gently but firmly turned back, for their own good and ours.

At the Port of Landing.

The summer port of landing for all oversea immigrants is Quebec, and the winter ports are Halifax and St. John. At these places comfortable and commodious buildings are maintained, in which the immigrants spend the waiting time between landing from the ship and entraining for the railroad journey. The women and children have their own quarters and a matron and assistants to attend to them. If there is sickness medical aid and comforts are at hand, and if a contagious disease should develop the patient is promptly isolated and attended to.

The men look after the baggage, the exchange of money, and purchase of provisions, and when all is ready the journey inland by rail is begun, usually in "colonist" cars, which are clean and provided with facilities for cooking, eating, sleeping and spending the day in comparative comfort. To spend a little time in a colonist car and witness the scenes there brings forcibly to one's mind Dickens' observations in *American Notes* on the immigrants he saw travelling in Canada, winding up with these words: "Looking round upon these people, far from home . . . weary with travel . . . and seeing how patiently they nursed and tended their young children; how they consulted over their wants first, then half supplied their own; what gentle ministers of hope and faith the women were; how the men

profited by their example; and how very, very seldom even a moment's petulance or harsh complaint broke out among them; I felt a stronger love and honor of my kind come glowing on my heart, and wished to God there had been many Atheists in the better part of human nature there, to read this simple lesson in the Book of Life."

Westward Ho!

Cheerfulness and camaraderie mark the progress of the journey inland, helped out by many a joke, and amusing incident. Not long ago one of the government agents had great difficulty in dissuading a young fellow from investing some of his small capital in firearms and knives before starting for the West, to kill the buffalo, wolves and other wild animals which his fellow passengers had told him were to be encountered in the streets of Winnipeg!

One day an immigrant train was brought to a sudden stop by an alarm given by a Galician family that they had lost one of their children, a boy of eight, who had tumbled out of a window. All was interest and excitement, and the parents were loud in their expressions of dismay and grief, but as the train went slowly backward the young hopeful was discovered walking coolly along the track and was finally picked up, quite unhurt. On perceiving which the parents experienced a revulsion of feeling, and gave their offspring a vigorous whipping for the trouble he had caused everybody by his escapade!

The feat of tumbling off a train when in motion was performed successfully on another occasion by a little girl, who, however, was not immediately missed, and whose recovery necessitated a lot of telegraphing, etc., but when she was at length forwarded on another train and restored to her parents, she had been fitted out with new clothes from head to foot by kind people into whose hands she had fallen and was

scarcely recognizable as the same child.

At Winnipeg.

On approaching Winnipeg a party of Scotch immigrants were having their homesick feelings stirred up by singing the old songs, and somewhat sentimental speechifying. The women were in tears, and the men "lumpy about the throat," when a man at the other end of the car electrified the company and inspired new hope and cheerfulness by shouting out, "What the Di'el are ye dreein' about? Is't the pooverty ye've left ahint? Think o' what's afore ye!"

Arrived at Winnipeg our west-bound immigrants go into the Immigration Hall for rest and refreshment, and from there in due time all find "their own place" in the new land.

The majority are bent on farming, and those who have the necessary means and experience to make an immediate start on their own account are told about vacant lands and helped to a decision upon the momentous question of "where to settle." Others are directed to employment of various kinds and in various directions, and so party succeeds party from day to day.

The American Invasion.

Besides the ordinary overseas immigration we have two other kinds. First, there is the "American invasion." Last year, in round numbers 122,000 settlers came across the boundary. These people leave revolvers and bowie knives behind—if they ever had them—cheer the British flag, and settle down as peaceably and contentedly as any one could desire. Good laws, well administered, and an uncorrupt judiciary, are great attractions to them, and "things in general" as they find them, and as they frankly confess, are such a marked improvement upon what they have been accustomed

ed to that they are no advocates of "Americanizing" Canada.

British Juveniles.

The other class referred to are the "Juveniles" from British "Homes." The report of the Inspector of British Immigrant Children and Receiving Homes, is interesting reading. We have had a steady stream of immigration from this source for many years past, and the prejudice which once existed against it has gradually died out in the light of experience. Last year the number of Canadians who applied to the Homes for children to employ or adopt was 18,477, and the number of children brought out to meet this demand was 2,422. This gives an idea of the popularity in Canada of this class of immigration. The children undergo a process of selection and training before being brought to this country, and our government assures itself that all proposed to be emigrated are physically and mentally fit. Then there is an annual government inspection, up to the age of 18, to see that both children and employers or foster parents are kept up to the mark. These children, both boys and girls, practically all turn out well. There is, of course, an occasional lapse, but a departmental enquiry a few years ago established the fact that, taken as a class, they develop a smaller percentage of offenders against the law than do our native born children.

A Boy With a Sweet Tooth.

Still, as Mark Twain would say, they are sometimes "very human," as witness the incident of the farmer's daughter whose wedding cake was secretly denuded of its "icing" by the "Barnardo boy" in the house, who had a taste for sweets. The little fellow was well liked and would readily have been forgiven and taken back into favor—even by the chagrined bride — if he had "owned up like a man," but he chose instead to run away, and refuse all enticements to return.

The Mounted Police.

An article of this kind would be incomplete without some reference to our faithful allies, the Royal Northwest Mounted Police. Colonizing the west would be a very different matter, both for the department and for the colonists, without the aid of this splendid organization. The country is so thoroughly taken care of by them that their patrol map looks like a spider's web.

A sharp lookout is kept for smugglers, horse-thieves, criminals, wandering Indians and such like gentry. Strangers are asked their business; note is taken of settlers' complaints, the state of the crops and the movement of cattle; strayed horses are looked up and restored to their owners, with every now and then a sharp ride for perhaps a hundred miles or more in pursuit of horse-thieves; prairie fires are watched for and put out if possible; the Indian Reserves are visited, and note taken of the doings there.

Each patrol makes a written report, which, with the diary kept at the outpost, is sent in weekly to the Divisional Headquarters. In this way a general supervision is maintained; the police know all the ins and outs of every district, and are in constant touch with the people. All this is trying work necessitating hard rides in all weathers and much roughing it.

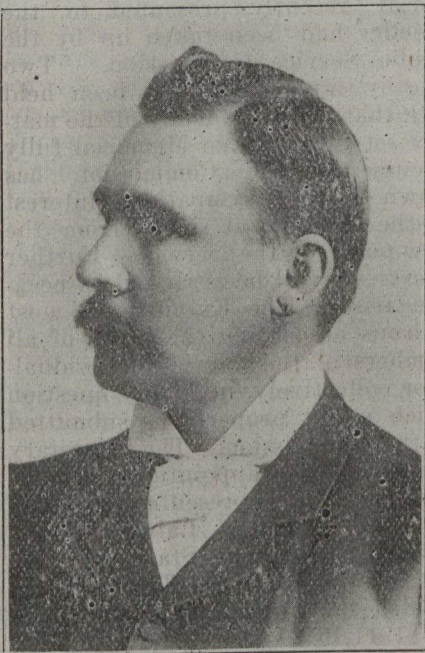
I cannot do better than close this branch of my subject by quoting the words of one of our American settlers, who, writing to his "home paper," said: "The agency of a mounted rural police has been tried in many countries, and here reaches its highest degree of effectiveness . . . while to European immigrants the use of such a force is familiar, to Americans it is a constant surprise to see how in the wildest and farthest removed districts life and property are guarded and injustice avenged." More and more the country where this useful force is

found grows in population and wealth, and more and more the people find the advantage of a guardianship as careful as that of a great city. And when the great west of Canada becomes what it promises to be, one of the greatest, richest and best governed of lands, it will owe much to the work of this efficient and well planned force."

OUR OUTSIDE SERVICE PORTRAITS.

NO. XV.

Mr. Archelas Bolduc, Post Office Inspector for the Ottawa Division,



MR. ARCHELAS BOLDUC.

was born at St. Francis de la Beauce, Quebec, on Nov. 27, 1858. He is the son of Captain A. Bolduc, a descendant of Louis Bolduc, who came to Canada in 1668 as the Procureur du Roi.

Mr. Bolduc was educated in his native village and at Quebec City. He

entered the service of the Post Office Department on Sept. 1st, 1879, and was appointed to his present position in July, 1887.

Mr. Bolduc is an obliging and painstaking official whose services are always at the disposal of the public. He is a brother of Hon. Joseph Bolduc, member of the Dominion Senate.

A SASKATCHEWAN CIVIL SERVANT HONOURED.

A modest, unassuming official of the Department of Agriculture was signally honoured at Saskatchewan on Feb. 6. For twenty-five years Angus McKay has been manager of the Indian Head experimental farm. The Agricultural Societies have subscribed for a life size oil painting of this "grand old man of Saskatchewan" which was presented to him on that date. Mr. McKay thereupon handed it to the new University of Saskatchewan (the agricultural faculty of which farms 1,300 acres.) The Lt.-Governor and Minister of Agriculture in making the presentation said they could not eulogize McKay too highly. President Murray accepted the portrait in behalf of the University, agreeing heartily with the suggestion from ex-Deputy Minister McKellar that the University would best honour itself by conferring its first honorary degree on Mr. McKay. Mr. McKay is still hale and hearty despite his continuous active service as superintendent for twenty-four years. The kindly forethought of the Saskatchewan agricultural societies in thus showing their appreciation of Mr. McKay and his work is in marked contrast to the usual characteristic which allows a man though ever so worthy to finish his work uncheered by the knowledge that his efforts are appreciated.

THE CIVILIAN

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of Canada.

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P. O. Box 484, Ottawa

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

Ottawa, March 8, 1912

CIVIL SERVICE LEGISLATION.

Mr. Borden's intimation given early in January that there would be little or no civil service legislation at the present session has been somewhat contradicted (and that to the general satisfaction of civil servants) by the events of the past three weeks. No less than four most important acts have been introduced, three of them being of the nature which the situation most demands, namely, in the way of salaries augmentation. The outside customs staff, the railway mail clerks, and outside postal clerks generally, are to receive new salary scales that will represent in most cases considerable advances upon the old. The private secretaries' bill is to similar purport. The act enlarging the commission will not only greatly facilitate the workings of the controlling machinery of a large part of the service, but foreshadows the bringing of the outside branches at an early date under the merit system of appoint-

ments and promotions. With these bills by way of introduction, and with the Premier's promise, (already in process of fulfilment in the appointment of the Royal Commission) that the whole subject of the civil service would be dealt with comprehensively at an early date, there would seem grounds for faith in our future as a working class.

CIVIL SERVICE ASSOCIATION OF OTTAWA.

The regular monthly meeting of the Executive was held on Friday the 23rd, 22 members being present. The President reported that the Memorial recently presented to the Premier had been taken up by the Public Service Commission. Two lengthy interviews have been held with that body and many of the matters set forth in the Memorial fully discussed. The Commission has shown the most sympathetic interest in the matters at issue from the view-point of the Service. Further interviews will be arranged as occasion arises. The Executive is most desirous of hearing the views of all members of the Service, individually or collectively, upon any question which might properly be submitted to the Commission. The Secretary announced the appointment to the Executive of representatives from the Department of Labor and the House of Commons Staff since the last meeting, and the Treasurer reminded the committee that all fees for 1911-1912 were past due and should be remitted as quickly as possible.

The delivery schedule of the Co-operative store is as follows:—

Centre Town, 9 a.m., 11 a.m., 3 p.m., 5 p.m.; Glebe and Ottawa East, 9 a.m., 3 p.m.; Sandy Hill and Lower Town, 11 a.m., 5 p.m.; Ottawa South, 9 a.m.; Rockcliffe and New Edinburgh, 11 a.m., 5 p.m.

The Text of the New Act Affecting Outside Postal Employees.

BILL 106.

An Act to amend the Civil Service Act.

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

1. That part of Schedule B to the Civil Service Act, chapter 16 of the Revised Statutes, 1906, which relates to clerks in City Post Offices and the Offices of Post Office Inspectors and Superintendents of Railway Mail Service, and section 1 of chapter 6 of the statutes of 1909, are repealed and the following is substituted for the said part of Schedule B, and such repeal and substitution shall take effect and become operative as from the first day of April, one thousand nine hundred and twelve:

“Clerks in City Post Offices, in Offices of Post Office Inspectors, in Offices of Superintendents of Railway Mail Service, and in the Money Order Exchange Office.

“Clerks in City Post Offices.

“Salaries.

“Third class clerks—

Grade B, on appointment, \$500, with annual increases of \$100 to \$800.

Grade A, on appointment, \$800, with annual increases of \$50 to \$1,000.

“Second class clerks—

Grade B, on appointment, \$1,000, with annual increases of \$50 to \$1,200.

Grade A, on appointment, \$1,200, with annual increases of \$50 to \$1,400.

“First class clerks—

Grade B—

In post offices having a revenue of seventy-five thousand dollars and over—

On appointment, \$1,400, with annual increases of \$50 to \$1,600. There shall be not more than one clerk in Grade B for every complete unit of seventy-five permanent employees, employed in any office.

Grade A—

In post offices having a revenue of one hundred thousand dollars and over—

On appointment, \$1,600, with annual increases of \$50 to \$1,800. There shall be not more than one clerk in Grade A for every complete unit of one hundred permanent employees, employed in any office.

“Chief clerks—

In post offices having a revenue of five hundred thousand dollars and over

On appointment, \$1,800, with annual increases of \$100 to \$2,200. Such clerks shall have specific duties, and there shall be not more than one chief clerk for every complete unit of two hundred permanent employees, employed in any office.

“Office superintendents—

In post offices having a revenue of eight hundred thousand dollars and over—

On appointment, \$1,800, with annual increases of 100 to \$2,500.

“The salary of any superintendent who was appointed prior to the first day of April nineteen hundred and twelve may be increased by an amount equal to the difference between the salary he is receiving on the first day of April, nineteen hundred and twelve, and the salary he would have been receiving on that date had he been given an annual increase of \$100 from the time of appointment, provided the amount does not exceed the maximum of the class, as established by this Schedule, or his

salary may be increased by such lesser amount as the Governor in Council determines.

“Clerks in Offices of Post Office Inspectors, in Offices of Superintendents of Railway Mail Service, and in the Money Order Exchange Office.

“*Salaries.*

“Third class clerks—

Grade B, on appointment, \$500, with annual increases of \$100 to \$800.

Grade A, on appointment, \$800, with annual increases of \$50 to \$1,000.

“Second class clerks—

Grade B, on appointment, \$1,000, with annual increases of \$50 to \$1,200.

Grade A, on appointment, \$1,200, with annual increases of \$50 to \$1,400.

“First class clerks—

Grade B, on appointment, \$1,400, with annual increases of \$50 to \$1,600.

Grade A, on appointment, \$1,600, with annual increases of \$50 to \$1,800.

“Any stamper and sorter in a city post office, and any clerk in any of the said offices, who, on the first day of April, one thousand nine hundred and twelve, was in the fourth or junior third class, shall rank as a third class clerk, Grade B, from that date.

“Any clerk in any of the said offices, who, on the first day of April, one thousand nine hundred and twelve, is—

(1) in the senior third or junior second class shall rank as a third class clerk, Grade A from that date;

(2) in the senior second class, and who has had less than fifteen years' service, temporary and permanent, shall rank as a second class clerk, Grade B, from that date, and if his salary is less than the maximum of the grade;

(4) in the first class, and whose salary is less than \$1,400, shall rank as a first class clerk, Grade B, from

that date, and his salary shall be raised forthwith to the minimum of the grade;

(5) in the first class, and who is in receipt of a salary of \$1,400 and under \$1,500, shall rank as a first class clerk, Grade B, from that date, and his salary shall be raised forthwith to the maximum of the grade;

(6) in the first class, and whose salary is \$1,500 and over, shall rank as a first class clerk, Grade A, and if his salary is less than the minimum of the grade, it shall be raised forthwith to that minimum.

“First class clerks, who, on the first day of April, one thousand nine hundred and twelve, are employed in city post offices, shall be clerks in the first class, under this Schedule, notwithstanding any limitations as to revenue or number of permanent employees heretofore expressed.”

2. Any clerk referred to in that part of Schedule B, as amended by this Act, who has been for a period of one year and upwards in receipt of the maximum salary of his class, as heretofore established, and whose salary is less than the maximum of the grade in which he is placed under this Act, shall be eligible for the increase of salary as provided by the said Schedule B, as amended by this Act, from the first day of April, one thousand nine hundred and twelve, and, if he has served for any period less than one year at such maximum salary, he shall be eligible for the increase as soon as he has completed one year's service at such maximum salary.

3. No person shall be eligible for the position of third class clerk in a city post office unless he has passed either the Civil Service preliminary or the qualifying examination, or is a graduate of the Royal Military College or of a university in Canada, and, except as to persons in the Civil Service at the time this Act comes into force, no third class clerk, who, on appointment, had passed the preliminary examination only, shall be eligible for promotion to a higher

class until he passes the qualifying examination, or unless he is a graduate of the Royal Military College or of a university in Canada.

4. No person shall, hereafter, be eligible for the position of third class clerk in the offices of Post Office Inspectors, Superintendents of Railway Mail Service, or in the Money Order Exchange office unless he has passed the Civil Service qualifying examination, or is a graduate of the Royal Military College or of a university in Canada.

5. Any person may be employed temporarily in a city post office, in the office of a Post Office Inspector, Superintendent of the Railway Mail Service, and in the Money Order Exchange Office, who has not passed the Civil Service examination for the outside service, for a period of not more than one year, at a salary of five hundred dollars a year.

6. Temporary helpers may, hereafter, be employed in any branch of the outside service of the Post Office Department, when necessary, irrespective of age and who have not passed the Civil Service examination, at a per diem allowance to be fixed by the Postmaster General, but not to exceed two dollars and fifty cents a day, but no temporary helper shall be employed for more than six months in any one calendar year.

7. Except as provided in sections 5 and 6 hereof, no temporary clerk or other temporary employee shall, hereafter, be taken into employment in the outside service of the Post Office Department.

8. Section 4 chapter 30 of the statutes of 1909 is repealed and the following is substituted therefor:—

“4. No person over thirty-six years of age, other than those at present temporarily in the post office service, shall be eligible for appointment as a third class clerk in a city post office, or as letter carrier or box collector.”

9. Any person employed temporarily in the outside service of the Post Office Department at the time

this Act comes into force may, if his services have been satisfactory and if recommended by the head of the office in which he is employed, be appointed to the permanent staff at a salary not exceeding the amount he is then receiving, irrespective of age, and notwithstanding the fact that he has not passed the Civil Service examination, but he shall not be eligible for an increase until he passes the said examination.

10. All persons appointed under this Act shall be on probation for a period of one year, and if not recommended for permanent appointment at the expiration of that period, their services may be dispensed with.

11. Schedule B to the Civil Service Act is further amended by adding after the words “Railway Mail Clerks” in the first line of the paragraph which relates to mileage allowance for railway mail clerks, the words “and other post office employees when employed as sorters in the postal cars.”

12. That part of the said Schedule which relates to Post Office Inspectors, Assistant Post Office Inspectors and Superintendents of the Railway Mail Service, as the said part is enacted by section 10 of chapter 8 of the statutes of 1910, is amended by adding thereto the following paragraph:—

“The salary of an Inspector, Assistant Inspector, or Superintendent of the Railway Mail Service, who was appointed prior to the first day of April, one thousand nine hundred and ten, may be increased by an amount equal to the difference between the salary he is receiving on the first day of April, one thousand nine hundred and twelve, and the salary he would have been receiving on that date had he, on appointment, been given the minimum salary as established by section 10 of chapter 8 of the statutes of 1910, with an annual increase of one hundred dollars, or his salary may be increased by such lesser amount as the Governor in Council determines.”

13. Section 10 of chapter 8 of the statutes of 1910 is amended by striking out the second and third paragraphs under the heading "Post Office Inspectors, Assistant Post Office Inspectors, and Superintendents of the Railway Mail Service," and substituting therefor the following:—

"The salary of an Assistant Post Office Inspector, on appointment, shall be one thousand eight hundred dollars, with increases of one hundred dollars per annum up to a maximum of two thousand five hundred dollars. If the salary of any assistant post office inspector is at present less than one thousand eight hundred dollars it shall forthwith be increased to that minimum.

"The salary of a superintendent of the railway mail service, on appointment, shall be one thousand eight hundred dollars, with annual increases of one hundred dollars up to a maximum of two thousand five hundred dollars. If the salary of any such superintendent is at present less than one thousand eight hundred dollars it shall forthwith be increased to that minimum."

CIVIL SERVICE CLUB NOTES.

The second billiard and bridge whist tournament are now on in full swing.

* * *

Mr. A. W. G. Wilson and Mr. John Blizzard of the Department of Mines have been elected as members of the Club.

* * *

Mr. J. M. Challifour of the Department of Public Works has been appointed to the Board of Directors.

* * *

Mr. J. P. Crean, one of the Directors of the Club, has had a signal honour conferred upon him in having recently been elected a Fellow of the Royal Geographical Society of Great Britain, on account of his ex-

ploration work in the vicinity of Hudson Bay. Considering that there are not more than half a dozen persons in Canada enjoying this distinction, the honour is much to be prized.

* * *

The Club was visited on Saturday afternoon by several of the gentlemen from the Grand Opera Company, who concluded their delightful week's programme on that day.

* * *

Another Club dinner is to be held on Saturday, the 9th inst.; a jolly evening is anticipated.

DOMINION CIVIL SERVANTS' ASSOCIATION OF BRITISH COLUMBIA.—ANNUAL MEETING.

At the annual meeting of the Association on Feb., the following resolutions were passed:

"Resolved that a communication be sent to the Secretary of the Civil Service Federation requesting that a representative of the Dominion Civil Servants Association of British Columbia wait upon the Civil Service Commission at Ottawa or should Commissioners come to British Columbia that then our representatives be permitted to lay our case before them when there.

"Resolved further that the committee of the Civil Service Federation, which meets the Civil Service Commission be requested to press our claims of a provisional allowance to all Civil Servants in British Columbia to offset the difference in cost of living in further West as compared with the East.

The following executive was elected: President, J. R. Greenfield; vice-presidents, J. M. Bowell, (Vancouver); W. P. Winsby (Victoria); A. Munn (New Westminster). Secretary-Treasurer, A. B. Sowter; Delegate to convention of C.S. Fed., Rev. A. E. Vert.



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3,000 lbs. Fresh Mixed Biscuits. Regular 12c to 15c a lbs. Special Sat. 3 lbs.	25c
3,500 lbs. Eastern Townships Creamery butter. Regular 40c. Special Sat. 200 Sides, Finest Breakfast Bacon, regular 22c a lb. Special Saturday, in 2 to 4 lb. strips, per pound.....	37c

BREAKFAST CEREALS

6 lbs. Rolled Wheat or Cream Wheat.....	23c
2 Packages Shredded Wheat or Triscuits.....	25c
2 Packages Corn Flakes.....	18c
6 lbs. Buckwheat Flour or Craham Flour.....	25c
7 lbs. Gold Dust Corn Meal.....	25c

SOUPS AND ACCESSORIES

3 Tins Campbells Soups (assorted).....	37c
3 Packages Macaroni or Vermicelli.....	25c
5 lbs. B. Rice.....	24c
6 lbs. Pot Barley.....	25c
5 lbs. Split Peas.....	23c

SPECIALS IN JAMS

7 lbs. Pail Strawberry, Peach, Plum or Raspberry Jam.....	63c
Wagstaffe's Fig and Lemon Marmalade, per bottle.....	25c
Pure Orange Marmalade, per bottle.....	20c
Pineapple or Ginger Marmalade, per bottle.....	25c
Candied Ginger, per pound.....	23c

SPECIALS IN SAUCES AND CATSUPS

Finest Tomato Catsup, regular 15c a bottle. Saturday.....	10c
3 Bot. Pattersons Worcestershire Sauce.....	25c
Parisian Essence for flavoring and coloring, per bottle.....	25c
Holbrook's Worcestershire Sauce, per bottle.....	25c and 35c
Mushroom Catsup, per bottle.....	23c

LAUNDRY SUPPLIES

3 lbs. Best Laundry Starch.....	23c
3 bottle Ammonia.....	25c
3 Packages Borax.....	13c
6 Bars Comfort Soap.....	25c
Pure Castile Soap, per pound.....	12c

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Legislation for the Mail Clerks

Extracts from the Discussion in the House of Commons of the Bill Affecting this Class.

Mr. PELLETIER moved the second reading of Bill (No. 106) to amend the Post Office Act. He said: This Bill is to provide for an improvement in the railway mail clerk service, which is not at present in a satisfactory position. The railway mail clerks now receive a salary of \$500 a year on appointment. We have to get them from the outside, and we have a good deal of difficulty in getting good men for the reason that they are not paid as they ought to be.

The first clause provides that any person may be employed temporarily as a railway mail clerk for a period of not more than one year at a salary of \$500 a year and mileage allowance. The present law provides for the temporary employment of clerks for a period of only six months. We extend that period to one year. This gives the clerks two chances instead of one of passing their examination. When we find some of these men to be good employees, understanding their work, we do not want them to go and take other places. We are allowing them mileage allowance and I am sure that the ex-Postmaster General (Mr. Lemieux), will agree with me that this is a wise provision. We cannot expect railway mail clerks to do good work at \$500 a year at the present cost of living. Permanent clerks receive a certain mileage, and these men who are in the service of the department are doing the same work, but they are not now given any mileage allowance. It is hoped that the granting of the mileage allowance will help to retain these men in the service. The experience of the department is that if we do not take better care of our employees we are simply training boys who, when they know something about the service, leave the de-

partment to take other situations and we thereby lose some of our most promising employees. We intend to try to keep these men in our employ by paying them decent salaries.

The second clause is one which will appeal to the House. A great number of temporary mail clerks have not passed the examination. The law says that they must pass the examination in order to be appointed permanently. I do not want to reflect on the Civil Service Commissioners, but I will frankly say that I could not pass their examinations nor could many gentlemen in this House. For this very inferior position, and this small salary, men are expected to answer questions which a young man fresh from college might be able to answer, but which a grown up man would be unable to answer. I ask the authority of the House to appoint these men permanently if their services have been satisfactory, and if they are recommended by the superintendent and the controller of the Railway Mail Service. They will have to pass only the preliminary examination, and I have no hesitation in saying that the passing of that examination is a sufficient qualification for the position of railway mail clerk. If they pass that examination they will go up, step by step, to \$1,000. They will stop there if they do not pass the full examination. I felt disposed to be even more lenient, but I suppose progress has to be made little by little, and I think this will appeal to the House as being a just and fair measure, both to these railway mail clerks, who have a great deal of heavy work to do, and to the public service.

Mr. LEMIEUX. I quite agree with the general lines of this Bill

and I concur in the remarks just made. The cost of living is increasing immensely. I remember, although I am not very old myself, that some years ago, a man could bring up a family on a salary of \$1,000 a year, but now-a-days it is practically impossible to do so, living even in the poorest way. The railway mail clerks are most excellent officers of His Majesty's service, and as I have told the House on many occasions, they have to incur risks in the discharge of their duties, which other civil servants do not incur. They are obliged to travel at all times of the year, during the heat of the summer and the cold of the winter. They have to take out insurance policies for the protection of their families, and they have to contend with difficulties not experienced by other members of the Civil Service. Will the provision providing for the raising of the salaries of railway mail clerks up to \$1,000 if they pass the preliminary examination apply to any railway mail clerk who is in the service at present regardless of the number of year of his service?

Having said so much about what is being done in favour of the railway mail clerks, I wish to emphasize once more before this House, the urgent necessity of extending the provisions of the Civil Service Act to the outside service. It would save my hon. friend or any minister of the Crown much time and worry, if there was one general law applied to civil servants, whether they are in the inside or in the outside service.

When I was in the government, I advocated it, speaking for myself only, but there were some who did not believe that this reform should be accomplished then. However, a bold step must be taken some time, and it is time to take it now. The life of a minister is not worth living if, whenever he moves from Ottawa to Montreal or Quebec, he is to be constantly surrounded by a crowd of office seekers, as I understand my

hon. friend the Postmaster General is and as I was when I was Postmaster General. Would it not be better to have the same principle of competitive examination for the outside service as we have now for the inside service. My hon. friend (Mr. Pelletier) was not here before the days of the new Civil Service Act, and I can assure him that he is living in Paradise now, because he will never have so many visitors looking for employment as we had before that Act was passed.

Mr. BENNETT (Simcoe). How many temporary clerks will come under this, and how much mileage per day would be represented.

Mr. PELLETIER. The mileage will amount to \$250 or \$300 a year each. I will get the information later as to the number of miles.

Mr. ARMSTRONG (North York). I wish to say a word or two with regard to the railway mail service of this Dominion, and, by way of explanation, I may be frank enough to tell the House that I spent four or five years of my life in that service. I am pleased to know that the Postmaster General realizes the importance of that branch of the department under his charge; I am pleased to know that he realizes that he has good and efficient servants in that branch, and I am pleased to know that the hon. member for Rouville (Mr. Lemieux) has been able to testify from past experience that the railway mail clerks were faithful and efficient officers during the time he was in charge of the department. I would like to refer now to a Bill affecting the railway mail clerks introduced when the hon. member (Mr. Lemieux) was Postmaster General, and I do so for the sole purpose of making a plea for the railway mail clerks and for that reason alone. In my humble judgment the railway mail service has been sadly neglected in the past and the following quotation from the Bill I refer to will, I think show that:

3. Paragraph (a) of section 32 of

the said Act is repealed, and in lieu thereof it is enacted that a railway mail clerk shall be appointed on probation for a period of at least one year, at a salary at the rate of five hundred dollars a year, with an additional allowance or mileage, and on the confirmation of his appointment he may be paid at the rate of six hundred dollars a year, and mileage, with annual increases of one hundred dollars up to eight hundred dollars, and an increase of fifty dollars a year thereafter until the maximum of one thousand four hundred dollars is reached.

Now, I want to point out the injustice of that Bill. Whom does it affect? It affected primarily only the men who had been appointed by the late administration, because it will be noticed that the men who had just been a short time in the service received one hundred dollars a year increase instead of fifty dollars a year, and in the second place it affected that class of men who had been in the service practically for a lifetime and who had already reached the maximum salary of twelve hundred. Thus the great backbone of the service the men not included in those two classes received no immediate benefit whatever from that legislation. The men receiving over eight hundred dollars a year and under twelve hundred received no benefit, because their increase went along at the rate of fifty dollars a year as formerly. I cannot conceive by what process of reasoning any man could decree that a clerk shall receive one hundred dollars a year increase the first year he is in the service when he knows nothing about it whatever, and that after he had been three years in the service and learned the business from start to finish, that that increase should be dropped to fifty dollars a year. That is one phase of the question I cannot understand. I would appeal to the Postmaster General to, if he possibly can see his way clear, right the wrong that was done by this legisla-

tion, and a great wrong it is. There is another phase of the question to which I would direct attention. There has been a tendency in past years to place the railway mail service in a lower grade than other post office officials in the outside service. I want to tell the House that the railway mail clerk takes second place to no class of post office employees. There is not a branch of the department in which the men have to work harder or in which more experience is required. Further, it was the first branch of the post office service in which the employees were forced to go through a very strict examination on the duties of office in order to get their annual increase. Until a few years ago the railway mail service was the only service in which the employees had to undergo a yearly examination and take ninety per cent. before they were pronounced entitled to their fifty dollars a year increase. I mention these facts in the hope that the Postmaster General will, when the case is fairly and squarely presented, take steps to right the injustice that has been done the railway mail clerks who are, I would say, possibly the most faithful officials in his department. It has been claimed that a railway mail clerk received a salary of fourteen hundred dollars a year and mileage, but when you come to consider the question of salary the mileage should not be taken into account because the mileage is paid only by way of compensation for the extra risk, and the unnatural conditions under which he has to discharge his duties.

I would like to remind the hon. the Postmaster General that only three or four days ago three of his men went down in a wreck in the Toronto division; and I could mention many cases in which men go out three or four times a week taking their lives in their hands. Surely these men are entitled to more consideration than men who work in offices. I hope the case of the rail-

way mail clerks of this Dominion will be looked into thoroughly, and that they will receive the justice they deserve; and I am satisfied that they will receive it at the hands of the most just and reasonable Postmaster General that I think this country has ever had.

Mr. NESBITT. I see that a clerk, no matter how long he has served, cannot get over \$1,000 without passing a qualifying examination. Is that a special examination for railway mail clerks?

Mr. PELLETIER. No. The railway mail clerk is practically a stamper and sorter. He has to pass what is called a case examination and the annual office examination required by the Civil Service Commission. The limit of \$1,000 is for the men who have passed the preliminary examination, to distinguish them from those who have passed both examinations, and whose salary does not stop at \$1,000.

Mr. NESBITT. Is the qualifying examination an examination within the department?

Mr. PELLETIER. No, by the Civil Service Commission.

Mr. NESBITT. Especially for the railway mail clerks?

Mr. PELLETIER. Of course.

Mr. NESBITT. The reason I ask is that a man who has had experience might not be able to pass the civil service examination, and still be a very well qualified railway mail clerk. If it is an examination into his special qualifications for his work, it is all right; otherwise, I do not think it is.

Mr. PELLETIER. I may say to my hon. friend that I fully expect before long to go further than this Bill is going. While it is very satisfactory to find that this Bill is so well received by both sides of the House, it does not go as far as I would have liked it to go. But we have to make progress little by little. Railway mail clerks are very good men, and I am happy to see that one who started his career as a railway

mail clerk, is now a member of the House of Commons, and one of the best. With regard to the qualifying examination, if it is kept on the lines on which it exists now, and we extend the Civil Service Act to the outside service, it will be very difficult for the Postmaster General to find employees. The preliminary examination is all right, but I think the qualifying examination is too severe. It should be such as a certain number of people will be able to pass. Now we are obliged to go outside of the Civil Service Commission to get employees, because they have none to give us.

Mr. LEMIEUX. You mean for the outside service?

Mr. PELLETIER. Yes.

Mr. LEMIEUX. You are obliged to violate the law.

Mr. PELLETIER. Yes, we overstep the law all the time.

Motion agreed to, Bill read the second time and House went into committee thereon.

Mr. MACDONALD. I quite agree as to the desirability of the legislation in that regard. It has always seemed to me to be a hardship that where you have perfectly competent young men who have passed the preliminary Civil Service examination and who perform their duties—onerous and responsible as they are—very efficiently, should be prevented from becoming permanent officers because of having to pass a qualifying examination. That examination, as the Minister says, has undoubtedly been too severe and in my view the Civil Service commissioners or those who prepare these examination papers, with all due deference to them, do not apprehend what ought to be the qualifications of those who offer themselves as candidates. That erudition, or knowledge of technical subjects, such as one acquires at school is not going to make a man who passes the preliminary examination for railway mail clerk any more qualified to perform his duties; and the fact that he is not in a posi-

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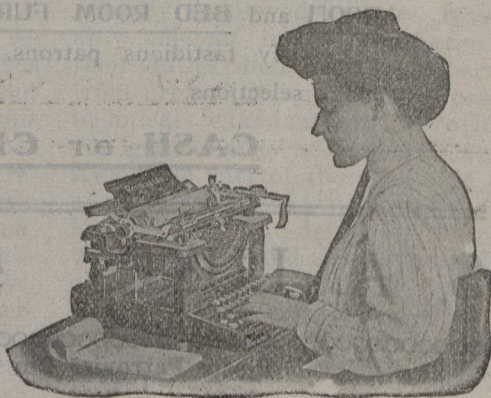
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tion to pass this purely technical qualifying examination ought not to debar him from permanency of employment. In that connection I am aware of a great many cases of hardship which have occurred within the past few years, and I think that the Minister should have some discretionary power. The evil will not be removed if the position of these men, who were admitted to the service temporarily, is confirmed and the hindrances to them getting increases under the Act, which I have mentioned as being a difficulty in the way, is also removed. I quite agree with the ex-Postmaster General in the proposition that there should be an extension of the Civil Service reform generally to the outside service. In a great many branches of the outside service, if there were proper examinations greater efficiency would be secured and the evils of patronage would be removed to a very great degree. We are all I assume—although there has been a lot of talk about the matter, and we are making but very slight progress towards attaining the desired end—in favour of causing the Civil Service to so improve as in some degree to approach the high status the Civil Service occupies in the mother country. I suppose patronage is an alluring thing to hon. gentlemen opposite, who have been without that privilege for so long, but they will find it becomes a very great burden after a while; and I think we ought to reach the stage in this country when both parties can unite in a reasonable and sensible proposition of Civil Service reform for the outside service. That is a general proposition which is not rightly before us perhaps at this time, but it is a deduction from what I was anxious to see done with regard to the aptness and the sensible character of the qualifying examination, because some of the papers submitted to men who occupied temporary positions in the railway mail service and who desired to be made permanent, on presenting them-

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selves for examination, have been shown to me, and as questions calculated to test their fitness or capacity for their duties were in my opinion absolutely ridiculous. It would appear impossible that educated people responsible for the Civil Service of this country would set papers of the kind, and there certainly requires to be a remedy in that respect both as regards the inside and outside service, if Civil Service reform is going to apply. Men who have been temporarily employed and are reasonably efficient in the discharge of their duties should not be debarred from promotion by failure to pass a technical examination. Provided you get integrity and general capacity on the part of the candidate the examination should take regard of a knowledge of the details of the particular service and the responsibility of the party affected. The possession of the necessary degree of intelligence can be very readily ascertained without exceptional educa-

tional test. At the first blush the Bill would seem to propose that one should be a graduate of the Military College, or of some university of Canada, but that is of course only an alternative qualifying position and would really dispense with the necessity of a graduate of either of these institutions having to go up for examination again. I hope that the minister, acting in conjunction with his colleagues, will see that a qualifying examination of a practical character is established, and the present examinations done away with, so that we may have a practical and sensible test of the qualifications of those who seek to enter the service.

Mr. PELLETIER. Why put questions about irrelevant matters to a man who is going to sort letters or to become a railway mail clerk? I am strongly of opinion that the preliminary examination is all that is necessary to test the capacity of a man seeking to become a railway mail clerk. We must not advance too rapidly along the path of progress; this is the first instalment. I shall come with other instalments if the present law affecting all the departments is not amended. I shall take care of my own railway mail clerks and my own employees in such a way that they will be able to perform their duties efficiently, and that ridiculous questions shall not be put to them. As far as railway mail clerks are concerned if, having had the opportunity of taking two examinations in one year, they are not able to pass one such examination, they are not qualified to be railway mail clerks, because that examination is not a difficult one, but it proves whether they have the requisite knowledge to fill the office.

Mr. MACLEAN (Halifax). I hope the minister does not contemplate the abolishing all tests of educational accomplishments. I do not think you could fairly restrict the examination to what are the routine and practical duties of the railway mail

clerk. There must be some educational standard that a man must reach before he can be appointed.

Mr. PELLETIER. There is no question about that.

Mr. MACLEAN (Halifax). I agree with the minister that in the past the papers set for candidates entering this particular branch of the service have been unduly severe. At the same time I trust he will maintain an educational standard of some kind.

Mr. PELLETIER. Certainly. What I meant was that the examination to be undergone should bear some relation to the work which the candidate has to perform. Of course the educational attainments must bear some relation to the work. However, it is not necessary for a sorter or stamper in the post office to possess the same degree of education as a man whose duties would require him to engage in correspondence and write letters in proper language. There should be some sort of a sliding scale by which the examinations will be based on the importance of the work the man is going to do. That will be one of the difficulties in extending the control of the Civil Service Commission to the outside service. A proper sense of proportion must be maintained in order to make the idea practicable, but I hope that we will be able to realize the object which the hon. member for Rouville (Mr. Lemieux), and I think everybody in this House, has in view.

Mr. LEMIEUX. There is no question but that some years ago people were quite satisfied with small salaries in these positions. But to-day, at least so far as this department is concerned, employees are required to pass an examination before promotion.

I quite agree with the Postmaster General that the standard of educational test should be reduced. What is the use of asking a young man who seeks to enter the railway mail service, questions on the history of



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Greece or Rome, questions involving knowledge of Greek or Latin? I see it stated here, for instance, that those who pass the examinations of the Royal Military College or of any university in Canada are accepted without examination. But such men are too high a standard to seek entrance to the railway mail service. It is not that I wish to minimize the status of the railway mail clerk, but we must recognize facts. The man who acts as railway mail clerk between Montreal and Quebec, for instance, needs to be a good stamper and sorter, he needs to know the geography and topography of this section of the country, and of the country generally; it would be an advantage if he knows both languages, and he must read and write well. But the test of the university examination is too high for this position. If the Postmaster General wishes to find enough of the right men for this service he will have to lower the standard of the examination. At present he is obliged to violate the law—to overstep it, as he says—because men who can qualify under the present standard of examinations will not accept a position of \$500 a year. My hon. friend from North York (Mr. Armstrong), raises objection to the legislation I introduced last year providing for an increase of \$100 a year for mail clerks until they reach \$800, and \$50 a year after that until they reach \$1,200. Well, Mr. Chairman, any employer of labour will find that it is when the young employee is on the lower rungs of the ladder that he needs help. Men enter this service usually at the age of twenty or twenty one, or it may be twenty-five or even thirty. Most of them are not married. Well, at twenty-five, it is about time a man should think of being married. And so it is in these earlier years of his service that he needs help, and I think this increase of \$100 until \$800 is reached is quite reasonable. I do not object, in view of the high cost of living, to an in-

crease of \$100 until he reaches \$1,200. What I say is that it is at the beginning of his career that he must be helped. It is to be noted also that he does not receive the \$100 increase unless he passes certain examinations every year.

CUSTOMS SALARIES.

Hon. Dr. Reid, Minister of Customs, is to be congratulated on the new salary schedule for the outside customs service which he has laid before parliament, and in which he is following the example of his predecessors. The proposed measure will be a great boon to customs officers. Many who had worked up to the maximum of their class and were admittedly underpaid, could go no higher. They are to be relieved by means of the improved classification and enlarged salary scale. We are sure all will be grateful for that.

But we would suggest to Hon. Dr. Reid that the members of the outside service should be given the \$150 direct or flat increase received by the inside service in 1908 when it was shown that the increased cost of living justified a special rise in salary. The flat increase was given in addition to a favorable readjustment of salaries and provisions for annual increases. We believe that efficiency in the outside service is just as necessary as in the inside service and it is obvious that the high cost of living must press just as hard.

The conditions which warranted the increase made to the inside service were shown in their true light in 1908. Since then these conditions have become more marked, that is, the cost of living is still higher.—Ottawa Free Press.

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CIVIL SERVICE FEDERATION.

A special meeting of the Executive of the C. S. Federation was held at Ottawa on Monday, March 4. A full discussion of the Federation's programme took place, and arrangements were completed looking to the presentation of the various items to the Royal Commission, with whom an interview was held on Tuesday, beginning at 10 a.m. Dr. Smith (Windsor) as president, introduced the executive in his accustomed happy manner. Mr. Watson then took up the question of superannuation at some length, outlining the principles involved and the methods necessary to insure efficient and stable legislation. An excellent preliminary view of the whole problem was thus obtained. Following, Mr. Miller of Hamilton took up the question of the equalization of salary standards throughout the service—with special reference to the outside branches. Dr. Smith in conclusion presented a plea for the extension of the merit system of appointment and promotions throughout the service. The concluding remarks of Mr. Morine, chairman of the commission, were of a most encouraging nature, and the executive feels that the next session at the latest should see an end to most of the grievances that have operated so injuriously in the service in the past several years.

THE CUSTOMS RESOLUTIONS.

Resolved that it is expedient to amend the Civil Service Act and the Acts in amendment thereof, and to provide as follows:—

1. (As section 39, subsection 2), that a person who has served seven years as a chief clerk in the outside service of the Customs may be appointed to the rank of senior chief clerk, subject to such examination on the duties of office and other qual-

ifications as is prescribed by the deputy head in a report to be concurred in by the head of the department. The salary of such senior chief clerk shall be from \$2,200 to \$2,800 per annum.

2. (As section 39, subsection 3), that a person who has served over three years as a clerk in the outside service of the Customs may be appointed to the rank of senior clerk, subject to such examination on the duties of office and other qualifications as is prescribed by the deputy head in a report to be concurred in by the head of the department. The salary of such senior clerk shall be from \$1,200 to \$1,600 per annum.

3. That the part of schedule 'B' of the Civil Service Act which relates to Customs be repealed and the following substituted therefor:—

SCHEDULE 'B' CUSTOMS.

Higher Classes.

Collectors, salary per annum	from \$ 300 to \$4,500
Chief inspector, salary per annum	" 3,200 " 4,000
Inspector of ports, salary per annum	" 2,000 " 3,000
Assistant inspectors, salary per annum	" 1,600 " 2,000
Chief clerks, salary per annum	" 1,200 " 2,200
Senior chief clerks, salary per annum	" 2,200 " 2,800
Surveyors, salary per annum	" 1,200 " 2,800
Assistant surveyors (comprising tide surveyors, chief waiters and chief lockers), salary per annum	" 1,200 " 1,600

Technical Officers.

Dominion appraisers, salary per annum	from \$2,200 to \$2,600
Appraisers, salary per annum	" 1,200 " 2,200
Assistant appraisers, salary per annum	" 900 " 1,600
Gaugers, salary per annum	" 900 " 1,600

Other Classes.

Senior clerks, salary per annum	from \$1,200 to \$1,600
Clerks and landing waiters, salary per annum	" 400 " 1,200
Examining officers (including preventive officers whose duties are not chiefly clerical, and lockers), salary per annum	" 100 " 1,000
Packers and messengers, salary per annum	" 400 " 800

Organization and Scope of the Enlarged Civil Commission.

Mr. BORDEN moved on Feb. 19, the second reading of the Bill to amend the Civil Service Act, by enlarging the scope of the C. S. Commission. He said: The purpose of this Bill is expressed on its face. At the present time there are two Civil Service Commissioners. Inconvenience has been found to arise in more than one instance by reason of the members of the commission being equally divided, in which case no action can be taken. For that reason it has been thought desirable to introduce this Bill to enable the government to appoint another commissioner. There is another reason which I mentioned on the introduction of the Bill. It is hoped that the provisions of the Civil Service Amendment Act, 1908, will be extended in the early future to some portions, at least, of the outside service. The leader of the opposition, who was present when I introduced the Bill, alluded to some positions in the outside service, such as post-masters in cities, to which he thought the Act might be extended almost at once. Inasmuch, however, as we do not know how soon this can be accomplished, or how soon the services of another commissioner may be required for that purpose, it has been thought best to introduce a provision in section 2 of the Bill that it shall not come into force until proclamation by the Governor General in Council.

Mr. KYTE. Is it the intention of the Bill to make appointments to the outside service subject to competitive examination?

Mr. BORDEN. I have said that it is the desire and intention of the government to extend as rapidly as possible, to some parts of the outside service at least, the provisions of the Civil Service Amendment Act, 1908.

How rapidly that can be done, what progress can be made in putting it into effect, I cannot say, for the reason that we have not been able, owing to the very numerous matters pressing upon our attention during this session, to give much consideration to it.

Mr. MACLEAN (Halifax). It can be done by order in council.

Mr. BORDEN. It can be done by order in council; but we must have regard to some other considerations. I imagine that there would have to be some departmental inquiry necessary in every case to enable the government to form a just conclusion as to how far the provisions of the Civil Service Amendment Act could be brought into operation in any particular department.

Mr. OLIVER. What position will the new appointee take? Is he to be chairman?

Mr. BORDEN. We have not given any consideration to that at all. We merely provide that there shall be three commissioners instead of two, and that one of them should be chairman.

Mr. OLIVER. What is the salary?

Mr. BORDEN. The same as before, no change.

Mr. MACLEAN (Halifax). Does the chairman receive a larger salary than the other members?

Mr. BORDEN. It is not so provided in this Bill.

Mr. MURPHY. Will the chairman be designated by order in council?

Mr. BORDEN. The Governor in Council may appoint one of the members of the commission to be its chairman.

Motion agreed to, Bill read the second time, and House went into committee thereon.

The Fortnight in Sport.

A Review, with comments, of the leading events in current Canadian Athletics.

By "Cashel Byron"

It was possible in England this year to bring off the outdoor skating championships—after the lapse of 3 minutes was made some 15 years ago by the famous 'Fish' Smart. This year it was broken, severely, by two competitors. For the first time amateurs and professionals raced together. They did not actually run against each other, but against time. The amateur champion, Mr. F. W. Dix did the mile in 2.27 and the professional holder, Greenhall in 2.32. This is of course several seconds slower than the American and Canadian records.

The figure skating championships of Canada took place in the Arena Rink, Ottawa, on Thursday, Feb. 26th and resulted in a clean sweep for the skaters of the Minto Club, Ottawa. Mr. D. H. Nelles, a civil servant in the Dominion Observatory Branch won the gentleman's single and Miss Kingsford the lady's championship. These two also took the mixed double and a Minto quartette got the 'fours', thus making a "possible."

Much interest was added by the presence of eight ladies and gentlemen from Boston who did some very graceful evolutions. The severe weather kept the attendance down, Their Royal Highnesses the Duke and Duchess of Connaught not being able to be present. However, the affair was a pronounced success. Miss Kingsford won the cup presented by Mr. Louis Rubenstein of Montreal, ex-champion of the world.

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The hockey situation is now narrowing down to 'cases'. Out of the mass of leagues and clubs one is able to get a line on the probable winners of the various schedules from Atlantic to Pacific. The following is fair resume:—

PROFESSIONAL LEAGUES.

Maritime Championship.....	Moncton, N. B.
National Hockey Assoc.....	Quebec, Que.
Pacific Coast.....	New Westminster.

AMATEUR LEAGUES.

Ottawa Valley	Stewartons, of Ottawa
Lower Ottawa	Rockland
Ontario Hockey Assoc.....	Eaton Club, of Toronto
Manitoba League.....	Victorias, of Winnipeg
Western	Saskatoon
Intercollegiate League.....	McGill University
Ottawa School League.....	Glashan School Team

In addition there are a host of commercial, bank, and church leagues scattered all over the country. This has indeed been the greatest winter for the game in its history.

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The ski competitions for the Canadian championships took place on Saturday, Feb. 24th in Montreal. The two principal events went to Olsen of Montreal, a Norwegian. The majority of points were won by the team of Norwegians from New Hampshire, U.S.A. Ottawa sent down three of her club, but they failed to get 'into the money'. The meet will do a great deal for the sport and next year will probably witness a great impetus.

The Ottawa Ski Club are planning a meet in the near future at which several of the Montreal Club will be present. The local club are making their slide much higher and longer.

which will give greater acceleration at the 'take off'.



It has come at last. A curling bonspiel is to be held on the Pacific Coast! The Vancouver Club has announced one for the 12th March. No doubt several entries from Eastern Canada will be made. This is of course the first time in history when this has been possible. Some day in the near future we will see curlers going from St. John's, Newfoundland, to Vancouver to compete.



The McGill Hockey team came to Ottawa last week and cleaned up the Ottawa College seven to the tune of 8-3. They followed this up three days later by annihilating the same club on Montreal ice 17-2. While in the Capital the McGill boys became so jubilant over their victory that they tried to put the town 'on the hike' until the police gathered in two of them, who paid nearly \$100 into the local exchequer in fines for damage done. As the College boys have a 'fund' out of which these fines are paid, no one got hurt much.



The Good Roads associations all seem anxious that those who receive the most benefit from the improved highways—the owners of automobiles—should contribute a fair proportion of the cost of improvement. It is proposed to levy a tax on each machine. This would be hardly fair to the city men who scarcely ever use the country roads. Something in the nature of a toll gate might be tried; but the words 'toll gate' have an unpleasant sound in these modern days.



There is an agitation in the Old Country to make it obligatory that a uniform make of golf ball should be used in all amateur competitions; i.e. as to material. Formerly the gutta percha ball was the only one used; now they are made from sev-

eral different materials. This change however, would have to be ratified by the Royal and Ancient Golf Club, which is to that game what the Royal Caledonia Club is to curling or the M. C. C. to cricket.



Basket ball has had a great run this winter. The Ottawa Y. M. C. A. have placed a splendid team on the floor, who have given a good account of themselves.

Speaking of the local Y.M.C.A. it may be said that the public owes much to it. Its bowling alleys, swimming baths, recreation and residential quarters are a distinct benefit to the Capital.



Things seem to be progressing well with the proposed local baseball club in the Canadian League. Mr. Shaughnessy, the promoter has secured a franchise, grounds and a number of players. So far, so good. The only fear *The Civilian* has is that the long rail jumps from Ottawa to the small cities in the league will make too great a hole in the box office receipts. Small places like Brantford and Berlin will find it difficult to get the attendance to pay the large transportation and salary list. However, if it can be done so much the better for Ottawa. The local management should see to it that the home club is in Ottawa on the numerous Civil Service holidays, which will ensure the maximum attendance.



The English cricket team touring Australia have won the fifth Test match, thus giving them four out of the five contests. This is a most signal victory. Altogether there have been 88 Test matches between teams of these two countries, of which England has won 38, Australia 33, and 17 have been drawn. This shows that the colonies have not yet outstripped the Old Land in their national game.

TORONTO CUSTOMS NOTES.

The staff, which was for a long time less than it should be, has recently been augmented by the addition of 16 new men, who have been distributed where their services were most required. As many more could be used to advantage, the number on the sick list necessitating this. During January no less than 54 members of the staff were off on account of illness, for periods ranging from 1 to 31 days.

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The collections at this port keep up the high average that has been established during the year, those for January amounting to about \$1,400,000, or nearly \$200,000 more than for the same time last year.

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The Customs Civil Service Association is planning to hold a banquet in the near future, or perhaps during the parliamentary recess at Easter. It is believed that such an event would at least have a good social effect in bringing the members closer together, and if the Minister himself or some of the Federal members could spare time to attend, it would add very much interest thereto.

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The intention of the government to spend several hundred thousand dollars in enlarging and improving the Examining Warehouse, is one that should heartily commend itself to every one who knows the actual condition of affairs. The present building, erected many years ago, is altogether too small, the handling of goods being done with considerable difficulty, while appraisers have been more or less handicapped in their work.

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Mr. A. G. Elson, on the locker's staff, has been laid up for three weeks, first with a painful carbuncle on his neck, and later with the mumps. He was just over the lat-

ter when he had a relapse. He certainly "got it in the neck" with a vengeance. His friends are glad to see him back at work.

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Several members of the staff received substantial increases of pay this month. They were in every case richly deserved, and the Minister of Customs is to be congratulated for his generosity. It is hoped this is but an indication of the Minister's intention to equalize salaries generally. Many of which are not at all commensurate with the work performed and length of service.

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Mr. James Beale, a member of the staff for a great many years, and one of the most highly yesteemed, is off on sick leave and will probably retire in a few months. He has been a great sufferer from ill health for a long time.

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Mr. Kenny, who for some time has looked after Dominion Express matters in the Customs, has been added to the staff of the Chief Inspector, his place as Dominion Express representative being taken by Mr. Miller.

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The sympathy of the staff is extended some of our number who have had severe bereavement. Mr. J. V. Horne lately lost his mother, and Mr. P. Kennedy a brother. Messrs. Fowler and Kidd, both former members of the staff, also passed away lately.

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Miss McCosh, one of the genial assistants in the Cashier's Office, and who has the distinction of being the only lady employed in the building, has been laid up with a mild attack of diptheria. The boys are all anxious for her return, and hope for her speedy recovery.

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The staff will be glad to learn that our worthy friend John Slean,

Chief of the King's Warehouse, who has been confined to his bed for several weeks is now almost convalescent. The last "sale" was pretty hard on Johnny.

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Mr. Appraiser Cuthbert, Secretary of the Dominion Appraisers' Association, visited Ottawa recently in the interests of the Association. Judging by the broad smile on his countenance, he is evidently quite satisfied with his mission.

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The appraising staff at this port was increased recently by the promotion of two of the most capable and deserving of its officers, viz., Messrs. Jas. Green and John Thompson, who received the congratulations of the entire staff.

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Mr. Martin J. Healey died on Feb. 25, after only a brief illness, though his ailment is said to have been cancer of the stomach. Though only a minor officer at the port, there was not a more faithful worker than he. He leaves a wife and family, one of the latter being in the priesthood.

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Mr. J. R. McCaffrey, Chief Clerk, has gone on a three weeks' visit to Hamilton, Bermuda. He has been with the service longer than any other member of the staff here, and his knowledge of tariff intricacies and departmental rulings make him literally a walking encyclopaedia on customs matters. Bon voyage.

LOST LETTERS.

At an old post office in Frankfort-on-Main, a mail bag full of letters has been discovered. It was hidden in the rafters three hundred years ago.

What happens when a mail-bag is lost? To calculate the possibilities in such a case, it is necessary to mul-

tiply the possible effects of the loss of a single letter by the number of letters which the pouch contains. The altered train of circumstances which might result from the disappearance of a single bag of mail-matter is unthinkable in its ramifications.

There might be lovers' quarrels, perhaps never to be forgotten. There might be misunderstandings between friends and life-long heart-burnings. There might be business failures. A single promise of financial help delayed or gone astray might mean the crash of some great industry. Destinies might be altered and lives embittered.

The Postie with his arms full of mail-matter is the bearer of glad tidings and of bitter sorrow, but, good or ill, it is important that his messages go not astray, and it is wonderful how seldom they do. The man who carries the mail should be well-paid, whether he handles it upon the city streets, in the post-offices, or upon the boats and railway trains.

But most of the letters which are "lost" were never written. Many an old mother waits in vain for the missive from her wayward son, but it went astray before it reached his pen. Many a sore heart waits for the word of forgiveness which was lost forever because it died in some cold heart before the hand could set it forth. Many a misunderstanding remains unsolved because pride is an evil postman who feeds good letters to the flames.

These are the real lost letters—the missives which were never penned.—The Toronto Star.

In a recent issue of *The Civilian* Miss Edith McKell's name was omitted from the list of those who have successfully passed the qualifying examination in the Inland Revenue.

The Problems of Filing.

Practical Suggestions on a Subject of Primary Interest to Civil Servants

An interim report just published by President Taft's "Economy and Efficiency" committee is of particular interest to a large body of civil servants. It deals with the subject of methods of filing correspondence, always a large and important item of work in a government department. We print below a few instructive extracts from the report.

Nature of the Problem.

The problem of devising filing systems which will meet all conditions is not a simple one. There is no ideal way of filing correspondence which can be followed with success in all offices with their diversified business and needs. Methods perfect in one office might be loose for another and too elaborate for a third. The system must be adapted to the conditions of each particular office.

It appears the main distinction to be made between the average filing system in the government and those in commercial concerns is that in most branches of the government too great effort seems to be made to devise a system which will provide against every contingency, no matter how remote. Commercial concerns surround their affairs with proper safeguards, and keep sufficient records of their business transactions to provide against those embarrassments which under a reasonable estimate of probabilities may occur, but they do not waste their time in devising systems so elaborate as to provide against every contingency which might by ingenious conjecture be conceived as possible.

The inquiry of the commission included every office of the nine executive departments in the District of Columbia and a number of services outside the departments. It has also gone into the practices of certain pri-

vate corporations, some of which handle as many as 15,000 pieces of correspondence a day. The commission has also had access to the data collected in connection with previous government inquiries on the subject. The conclusions arrived at, therefore, are based on a consideration of a wider range of data than has been brought together in the past.

Requirement of a Filing System.

The essential requirements of a filing system, in the approximate order of their importance, may be stated as follows:

(a) Certainty of obtaining a particular paper or of obtaining all the papers relating to a particular subject; and this certainty to be independent of the time that has elapsed since the filing of the paper.

(b) Rapidity of obtaining a particular paper or of obtaining all papers relating to a particular subject; and this rapidity to be only slightly affected by the time which has elapsed since filing.

(c) Rapidity with which documents may be filed.

(d) Cheapness of operating the system.

(e) Simplicity.

(f) Reduction to a minimum of the space required for documents.

(g) Miscellaneous minor requirements and desirable features, such as cross references, numbering, etc.

Recommendations.

As the result of the inquiry, and after a study of the needs of the various offices in the executive departments and other establishments, from the standpoint of an economical and efficient dispatch of the public business, the commission arrived at

the following conclusions concerning the principles that should govern in the matter of handling and filing correspondence and preparing and mailing communications:

1. That the system of folding correspondence and filing in document files should be discontinued, and that all correspondence should be filed flat in vertical files.
2. That the briefing of correspondence should be discontinued.
3. That all correspondence, both incoming and copies of outgoing, should be filed upon a subjective classification arranged as nearly as possible upon a self-indexing basis, and where numbers are regarded as essential that a logical arrangement of numbers under a decimal or analogous system should be employed.
4. That no book or card record of incoming or outgoing correspondence should be made except where absolutely essential, and that all bound-book registers of correspondence received and sent should be discontinued.
5. That carbon copies should constitute the record of outgoing correspondence and that press copying should be discontinued.
6. That the employment of the dictation machine for the preparation of correspondence should be widely extended in the government service.
7. That "window" envelopes should be used whenever possible, in order to eliminate the cost of addressing envelopes, assure accuracy of addressing mail, and facilitate its dispatch.
8. That circulars issued by the government should be wrapped and mailed by machinery as far as possible, in order to reduce the cost at present sustained by hand methods.
9. That the forms to be filled in on the typewriter should be arranged so as to facilitate the making out and reviewing of them.
10. That the salutation and the complimentary close should be eliminated from "service" correspondence; that is to say, correspondence

originating in and addressed to offices of the same department, and that the title below the signature on such correspondence should be omitted and the title of officials addressed abbreviated.

A statement of the considerations which guided the commission in reaching the above conclusions, with the detail as to the elements which enter into the estimate of saving of expense, is set forth in the report.

Since the inquiry on the subject of handling and filing correspondence was entered upon, a number of changes in methods of handling correspondence and in filing systems have been made in conformity with the recommendations herein stated. Many of these changes are attributable, directly or indirectly, to the efforts of the commission. It is not possible at this time, however, to ascertain the full extent to which such changes have been made, but those which have come to the attention of the commission, or which have been effected in cooperation with the efforts of the commission, have resulted in a saving estimated at from \$50,000 to \$75,000 per annum.

According to report, says *The Civilian*, the postmen of Pasadena, a growing town in California, received a unique kind of Christmas Box. On Christmas morning they assembled with the expectation of performing a laborious day's work, but found themselves preceded by a lengthy row of motor-cars, the latter under the guidance of the best known residents of the town. Some twenty superfluous cars had to be turned away with thanks; the remainder were at the service of the burdened postmen, whose Christmas task was thus made a pleasure by the novel idea which had struck the local pastor and the success of the appeal he made in secret to his car-owning congregation.