

THE CIVILIAN

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The Civil Service Federation of Canada

The call issued for a meeting to be held April 29th and 30th, 1900.

Final action has at length become possible in the very important matter of the formation of an organization to deal with interests common to the entire civil service of Canada. As is well known, the lead in the movement has been taken by the Ottawa Association, and the form of organization proposed is a federation of existing associations among civil servants. A provisional constitution for such a body was agreed upon some months ago. Since then the sub-committee having the matter in charge has been in constant communication with the outside organizations, upward of two hundred circulars and letters having first and last been sent out. Some fourteen of these bodies have expressed the fullest sympathy with the proposal, all or nearly all agreeing to send delegates to the initial meeting. At a special session of the local executive held on the 20th inst., it was accordingly resolved to issue a call for the first annual convention of the Civil Service Federation of Canada, to be held in Ottawa April 29th and 30th, 1909. The text

of the call is given in full on the following page.

If THE CIVILIAN'S foresight is to be trusted, this action marks the beginning of a new epoch in civil service affairs. The Federation can never achieve the ceaseless activity of discussion in open meeting possible to the local bodies. But its influence, though of a different order, and working in a different way, will be no less powerful, even from the most practical point of view. We do not hesitate to repeat and to emphasise the words of the call, to the effect that the underlying principle of the movement is the main consideration for the moment — that the spirit of unity and comradeship is so great a thing that to evoke it is to set in motion the strongest force in human affairs. Just as in Ottawa the month of April, 1907, saw the birth of a new spirit in the inside service, so we wish to go on record as predicting that the April of the present year will be remembered in days to come as the time when the service as a whole put off the garments of disorganization and half-hearted effort and put on those of brotherhood and right methods.

CALL TO BE ISSUED BY THE OTTAWA ASSOCIATION FOR THE ORGANIZATION OF A CIVIL SERVICE FEDERATION.

To the Civil Service Organizations of Canada.

For some time past the need of a more tangible bond of union between civil servants throughout Canada, and especially between such portions of the service as have already achieved organization, has been felt by a large and increasing number. Numerous questions of the utmost importance to each and every employee of the Government have arisen from time to time and will remain unsolved until the service finds a united voice. Recent events have proved the value of organization among groups and classes within the service. The time has undoubtedly come when the principle should be extended, and the entire civil service brought on a proper basis into the movement.

The Civil Service Association of Ottawa, representing the employees of the Government at headquarters, recently brought forward the suggestion that a federation of the existing organizations within the service should be formed. A provisional Constitution, of which a copy is enclosed herewith, was drawn up and submitted for approval to the various bodies interested. Nearly all of these have consented to join in the movement, on a basis to be finally determined by mutual consent, and this Association is by request authorized to call the first annual convention of the Civil Service Federation of Canada, to be held at Ottawa, Thursday and Friday, April 29 and 30, 1909.

In extending this invitation to your organization, the Ottawa Association feels that it may briefly indicate some of the leading objects which in its view might fitly engage the immediate attention of the proposed Federation:

(a) The extension of the principles of civil service reform, as defined in the Act of 1908, to all branches of the Canadian civil service, this object to be secured through the education of public opinion, direct representation to the Government, and such other means as may be found expedient and proper;

(b) The securing for the whole service of a scale of salaries adapted to modern living conditions. While this is primarily a part of the duty of the several class organizations, a federation could undoubtedly perform a very necessary service in directing the general movement and the co-relation of its several phases;

(c) The obtaining of a just and uniform principle of organization and classification throughout all branches of the service.

(d) The securing of an equitable system of superannuation for the entire service on the lines suggested by the recent Royal Commission. It would be impossible to exaggerate the importance of this boon, both to the Government and to the service. The Ottawa Association and certain sections of the service are at the present moment in conference with the Government on the question; but the subject is one which concerns the whole service and could be dealt with much more effectively by representatives able to speak for the service as a whole.

(e) The obtaining of an extension of the insurance privileges granted by the Government to its employees. The service as an organized body should endeavour to secure the enlargement of these privileges and to educate its members to the value of the benefits thus placed at their disposal.

(f) The proper settlement of the income tax question is one which affects all members of the service alike. Up to the present the fight has been en-

tirely borne by a few individuals in a single province. Business methods so inherently weak invite failure.

For the accomplishment of the foregoing, and many other not inferior objects, the first and indispensable requisite is a strong organization. The perfecting of some comprehensive and practicable plan for such organization, until if possible every member in the service, from the Atlantic to the Pacific, is brought in the proper way within its influence, is undoubtedly the first task which will confront the proposed federation. Once completed, the usefulness of such an organization may be depended upon to demonstrate itself in countless ways that cannot now be foreseen. It offers in fact the one and only means by which progress is possible. Above all it would foster the spirit of comradeship and self-respect throughout the service without which efficiency among any class is impossible, and so would move in the direct interest of the Government and people of Canada.

J. A. DOYON,
President.

R. H. COATS,
Secretary.

SUPERANNUATION.

Interview of Deputation from Outside and Inside Service with the Prime Minister.—Text of Memorial presented.

For some time past the subject of Superannuation has received more or less continuous consideration at the hands of the C. S. Association, with a view to the presentation of an appeal to the government to re-adopt that principle in providing for the retirement of its aged employees. A special committee of the executive was appointed in November last to report in full detail upon the matter and to suggest the best methods of procedure. THE CIVILIAN has already published a digest of the findings of this committee and of the action recommended.* Briefly it was resolved in the first instance to attempt to secure from the government the adoption of the general principle involved, leaving until a later stage the consideration of the various special interests which have arisen from

the government's varying treatment of the problem and from other conditions prevailing in the civil service.

Memorial Committee Appointed.

At a special meeting of the executive held in the closing week of February, final details in this connection were discussed and a committee appointed to draft a memorial setting forth the views of the Association, and to seek an early opportunity of bringing those views before the government. The committee appointed consisted of the officers of the Association and Mr. W. A. Found, chairman of the sub-committee on Superannuation. The following is the full text of the memorial as finally drafted and approved by the executive:

*See issue of Feb. 22, 1909, page 586.

The Memorial.

To the Rt. Hon. Sir Wilfrid Laurier,
P.C., G.C.M.G., Prime Minister
of Canada.

Sir,—

The undersigned have been commissioned by the Civil Service Association of Ottawa to make known to the government the wishes of the civil service with respect to Superannuation. We therefore desire respectfully to solicit the support of the government in a matter which bears upon the efficiency of the service in the most vital manner, and to urge that a Superannuation measure be introduced,—if possible without delay.

In directing the attention of the government to a matter of such importance, we may be allowed to review very briefly the present situation. All members of the Permanent Service who were appointed since the year 1898, including all persons transferred from the Outside to the Inside service, are now without Superannuation. Exact figures are not available on account of the large number—some 1,570—recently transferred, but we are safe in saying that at least 75% of the Permanent Service are excluded from Superannuation at the present time. This large body of persons is subject instead to the Retirement Act. We are far from intending any disrespect to the framers of that Act, but we venture the statement that no one can examine the matter closely without becoming convinced that the Retirement Act will never accomplish the objects hoped for from it, and that it can never, in a word, take the place of a Superannuation measure. We will not attempt to demonstrate this, as we think it can be demonstrated, by the use of figures. That has already been done more than once, and

particularly for the Royal Commission, whose report contains some careful and convincing calculations bearing upon this point. If the savings bank principle which lies at the root of the Retirement Act be a proper substitute for Superannuation, why, it may be asked, have not our banks adopted it for their staffs?—for they possess unrivalled facilities for practising it within their very walls. And yet every important bank in Canada has its Pension Fund.

And not only have all the important banks their Pension Funds, — to say nothing of the vast majority of civilized governments,—but all the important railways and nearly all large industrial corporations likewise have theirs. During the last few years at least 75 large corporations doing business on this continent have declared for the principle by establishing Superannuation funds of their own. It is an unanswerable inference from these facts that the corporations in question must consider it good business to maintain superannuation funds; and as a matter of fact we know that it is not philanthropy that urges them to this course, but an assurance that thus only can the efficiency of their staffs be maintained.

All of the reasons that prompt private corporations to establish superannuation funds apply with even greater force in the case of such a body as the civil service. To re-establish superannuation is not to confer a boon upon civil servants alone; it will confer a much greater boon upon the civil service,—that is to say, upon the efficiency of the largest administrative and executive body in Canada. Parliament has recently passed a law which guards rigorously the efficiency of persons entering the service; but this excellent requirement will not accomplish the desired end unless the

persons who have become wayworn in service can be retired easily, humanely and with a decent regard to the claims of infirmity. All this can be accomplished, it is sincerely believed, only by bringing the whole service within the scope of a Superannuation Act; and it is upon these broad grounds, rather than upon grounds of selfish interest, that the members of the service solicit from the government the fullest consideration of this most important matter.

We have accordingly received specific instructions to bring the following matters to your attention, with a view, if possible, of having them made the subject of legislation at the present session of Parliament:—

1. The re-establishment of Superannuation by the enactment of the Bill recommended by the Royal Commission of 1908, and printed in their report; or by the enactment of some other Bill of similar general purport.

On grounds very similar in kind to the above we would also request:

2. An extension of the benefits of Civil Service Insurance by amending the Act to provide for:

(a) raising the amount of insurance from the present limit of \$2,000 to a maximum of \$5,000;

(b) admitting lady members of the service to the benefits of the Act;

(c) repealing section 16, which now discriminates in the matter of insurance against a section of the service.

We are firmly convinced that the specific requests above made will be found upon examination to be thoroughly reasonable; and that, if given effect to, they will result to the mutual advantage of the country and the civil service. —

We have the honour to be,

J. A. DOYON,
Pres.

R. H. COATS,
Secy.

G. S. HUTCHINSON, W. N. OSTROM,
Vice-Pres. Treas.

W. A. FOUND,
Chairman Sub-Com.

Negotiations With the Government.

Informal interviews were held with Mr. Fisher and Mr. Fielding by the president and the secretary of the Association, following the preparation of the above, but no final presentation of the case had been made up to the beginning of the past week. At this stage the Association was asked by telegram from Montreal to join hands with a deputation representing the outside service of Montreal and Quebec who had simultaneously had the matter of superannuation under consideration, and who had arranged to have an interview with the Prime Minister on Friday, the 19th inst. The local Association accordingly after consulting with Mr. Fisher accompanied the outside deputation and presented its memorial at the same time to the government. The memorial from the outside deputation differed only in detail from the above, except that a specific request was included that those at present on the retirement fund be permitted to date back the period of their service as under superannuation.

Interview with Sir Wilfrid Laurier.

The deputation which met the Premier on March 19th consisted of some twenty delegates representing the outside service, and two representing the inside. Sir Wilfrid was accompanied by the Hon. Mr. Lemieux and the Hon. Mr. Brodeur. Mr. Bickerdike, M.P., and Mr. Monk, M.P., accompanied and introduced the outside representatives, while Mr. McGiverin, M.P., did the same office for the inside. Mr. Ralph Smith, M.P. of Nanaimo; Mr. W. M. Martin, M.P., of Regina, and Mr. Lloyd Harris,

M.P., of Brantford, were also present and spoke in favour of superannuation.

The Premier's Reply.

Sir Wilfrid, who was in his office for the first time after his recent indisposition, promised that the arguments advanced by the delegations would receive the careful consideration of the government. He intimated that until the civil service measure at present before Parliament was disposed of no further legislation on the subject would be introduced. Whether or not the matter could be reached this session, he was not prepared to say.

The Future of the Movement.

For some few weeks at least, it would appear from the above, no definite action need be expected. The Association, however, will no doubt keep carefully in touch with the progress of events, and the session may yet see some definite progress made. In any case, a beginning has been made, and that, except for quite fortuitous and extraneous circumstances, under most favourable conditions. There can be no doubt that the government will lend the most careful attention to the service at the earliest moment possible and that the chances for superannuation were never so bright as at the present moment. At the latest the ministers will doubtless be able to go fully into the matter as soon as the House rises, and with a further and final series of representations in the late summer a comprehensive measure of superannuation should be among the first bills to be introduced during the autumn session of the present year. Meanwhile the Association will probably go fully into the question of those special interests of which mention was made

in passing above, so that when the matter is finally adjusted it shall be once and for all.

A NEW CIVIL SERVICE ACT FOR BRITISH COLUMBIA.

Provision Made for Public Competitive Examinations and the Grading of the Service by a Commission.

The civil service of the Province of British Columbia is to be placed upon an organized and permanent basis. A bill—somewhat after the pattern of the Dominion Act of 1908—was introduced in the legislature by the Provincial Secretary, and on the 9th instant, reported from the committee of the whole for its third reading.

The provisions of the proposed Act will apply to all persons employed in or under the several departments, branches and institutions of the government of the province and appointed by the Lieutenant Governor in Council.

Provision is made for the appointment of a board of three civil service commissioners and examiners, with duties which are to be defined by order-in-council.

Public competition examinations are to be held for future entrants to the service. It is provided, however, that appointments to positions requiring professional, technical or peculiar training, may be made without competitive examination upon the securing of a certificate from the Civil Service Commission, to be given, with or without examination, as is determined by the regulations of the Commission.

A most interesting feature of the

Bill is the provision for the appointment of a board of three commissioners, to be known as the Grading Commission. These commissioners must be experienced in the differentiating of office work, and their duties shall be to grade within six months after the coming into force of the Act—each member of the service according to his ability and efficiency for the work required. Any member of the service who is dissatisfied with the grade assigned him by the commissioners may appeal to the Governor-in-Council, whose decision shall be final.

Members of the service are to be classified as Deputy Heads of Departments, Officers, Agents, Chief Clerks, Clerks, Stenographers and Permanent Employees.

Officer shall mean every member of the service who, for the performance of the duties of his office, requires professional skill and training of a legal, medical, literary or scientific character or the skill and training of an accountant, or such special experience as may, by order-in-council, be scheduled to rank such member as an officer.

Agent shall mean every person employed as a government agent, assessor, recorder, registrar, chief clerk and such other appointments as the Lieutenant-Governor may by order-in-council decide.

Clerk shall mean every person employed in an established clerical capacity other than the capacity of a deputy head, an officer, a chief clerk or a stenographer.

Stenographer shall mean every member of the service employed solely as an amanuensis.

Permanent employee shall mean every member of the permanent service not employed in any of the capacities above defined.

Officers, agents and clerks shall be graded into four or more classes, according to skill, training, competency and length of service. The lowest class shall be known as the junior class.

Stenographers may be appointed at 16 years of age at a salary of \$420 per annum, and shall be entitled, after the second year, to an annual increase of \$48 until the maximum of the class (\$900) is reached.

The minimum salary of third class clerks shall be \$960 per annum, and an annual increase of \$60 may be given until the maximum of \$1,200 is reached.

Second class clerks shall be paid a minimum salary of \$1,272 and the maximum shall be \$1,500. The annual increase shall be \$72.

The minimum salary of a first class clerk shall be \$1,584, with annual increments of \$84 until the maximum of \$1,800 is reached.

Chief clerks shall receive a minimum salary of \$1,900 and may be eligible to biennial increases of \$100 until they reach the maximum of \$2,500.

When exceptional ability, zeal or invention has been proved by exemplary service, in any of the above grades, the Lieut.-Governor-in-Council may encourage the same by advance in classification, special gratuity or salary increases as the merits of the case may call forth.

Promotions may be made from the fourth class to the third, and from the third to either the second or first. No person shall be appointed a chief clerk unless at the time of such appointment he is a clerk of the first or second class, or is eligible for appointment as a clerk of the second class.

The Act comes into effect on the 1st day of April, 1909.

THE CIVILIAN

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

Ottawa, March 26th, 1909

"STATE PAPERS."

THE CIVILIAN has felt on more than one occasion a sense of pride on behalf of the service in what may be called its "state papers." Two of such papers occupy a prominent position in our space to-day—the call for the Civil Service Federation of Canada and the memorial on Superannuation. Both are documents of which it may be said that they are equal to their purpose, which in either case is a very high one. They are of the kind that makes history, and we deem it a very special privilege to be the first means of giving them to the service at large. May their success be as great as the merits of the

causes which they advocate,—causes conceived in no narrow or selfish spirit, but in the conviction that they serve not alone the interests of a class but those of the whole country as well.

REORGANIZATION?

In a certain branch of a certain department nine clerks sit at nine similar desks in the same room doing absolutely the same kind of work. One is ranked in the \$1,600—\$2,100 class; seven stand in the \$800—\$1,600 class; and one is in the \$900—\$1,200 class. Is the \$1,600—\$2,100 clerk the senior in years of service? By no means. Is the senior by chance one of the seven? Wrong again. The clerk who is placed in the \$900—\$1,200 class is the senior of them all, and he has never received a word of intimation that his work is not as good as the best. THE CIVILIAN does not know whether the \$1,600—\$2,100 man is the junior, but plainly in the interests of poetic justice and of a good story he should be.

BY WAY OF EXPLANATION.

Some misunderstanding has been created by recent statements in the press as to the position which the C. S. Association holds with the government in the matter of the reclassification and the re-organization. It has been stated, for example, that in cases where clerks may feel that their office has not been given its proper standing in connection with the recent transfer, adjustment might be made through the good offices of the Association.

A statement of this kind is of

course erroneous. It was probably based upon the fact that, at the time of the final ratification of the \$150 increase as between the government and the Association, a promise was extended that in cases where clerks on their transfer from the old to the new found themselves without increase at the maximum of their class, every consistent effort would be made to correct the situation by and through the reclassification. Inasmuch as the maximums of the various classes were raised by the previous act by at least \$100, cases of this kind could occur only where the clerk affected was in the outside service at headquarters. As a matter of fact it has since appeared that only 35 were found in that situation. Representations on behalf of the lower salaried among these have since been made by the Association.

Just here a word may be in order as to terminology in this connection. During the negotiations between the Association and the government it was agreed that as a matter of expediency the automatic transfer from the old to the new should be referred to as "reclassification," whereas the term "reorganization" should apply only in such cases where a definite attempt was made in connection with the transfer to properly appraise the nature of the duties of the clerk.

It will be seen that up to the present time practically all that has been accomplished is the "reclassification." It is true that in the case of the chief clerks alone, the ministers and deputy ministers had the option, under the automatic clause of the Act, to place a clerk either in grade A or grade B of Division I. Prior to the transfer of certain outside employees, also, an advance of salary was granted in certain cases on re-organization grounds. In only

a very few departments, however, was either of these opportunities taken advantage of. The "re-organization," therefore, is still a matter of the future. The Association has the statement of the Minister of Agriculture that it will be carried out with due care and at the earliest moment possible. Clerks, therefore, who feel that in the "reclassification" the importance of their duties was not recognized have no reason to believe that the action of the government is final in the matter. Quite the opposite is the case. The "reorganization" can easily set such matters straight. Where the Association can be of value under the present circumstances is, not by concerning itself with specific claims except where these are typical, but by keeping the matter before the attention of the government, so that the importance of the issue is not overlooked or action unduly delayed. THE CIVILIAN'S attitude in this latter connection is of course well known. We want to see the whole matter of re-organization frankly declared by the government to be so important and so serious that they relegate the duty, whether directly or indirectly, to the Commissioners. To this topic we hope to be able to return with renewed vigor at an early date.

CONCERNING THE INCREASE.

There has been at one time or other during the past month some exercise of partizanship by newspapers styling themselves friendly to the service which might well have been dispensed with. The civil service, inside and outside, is learning pretty well how to manage its own affairs, and in good truth would prefer to be entrusted with that man-

agement in matters which, like the present, primarily involve the opinion of civil servants themselves. There have been eager claims on behalf of the outside—every one of which this journal wishes to endorse. But no more potent way of jeopardizing the chances of the outside could be found than to delay the increase granted to the inside. Next to receiving an increase in pay yourself, it is best that your neighbour should receive it. The labour unions learned that three-quarters of a century ago. Similarly, in connection with the apportionment of the increase already agreed upon for the inside: there has been an incipient attempt to provoke jealousy because some of the outside-insides had their salaries increased before their transfer. These should not, it is declared, now receive the \$150. For our part we are ready to agree that spasmodic and partial favours are demoralizing to the service. But it should be remembered that the complete reorganization promised by the government still lies in the future, and that these increases are professedly only a part of that larger whole. Moreover, the above is in any case to criticize, not the \$150 increase, but whatever of impropriety was involved in the granting of the increases to the outside-inside prior to September 1. As we said a few weeks ago such increases were the final kick of a dying anomaly. The anomaly is since stone dead. Its last fling, define it as you will, was no worse than has preceded. It should cause, not jealousy of the men who may have been favoured, but resolution to make of such favour the basis of a strong plea for careful re-organization, in which these recent increases may justly be cited as an index. To let it in any way impede the ratification of the general increase is to set a very dismal ghost a-walking. As

for this whole outside-inside question, with the earth so fresh on its grave, let the motto be *requiescat in pace*.

CO-OPERATION.

There is a somewhat hazy view abroad that co-operative distribution, while beyond a doubt legitimate for the ordinary citizen, stands on a different footing when the civil servant proposes to adopt it. The service, it is held, is employed by the community, and it is decent that it should throw the favours of its business patronage in the way of the community, its employer.

Such a position is based on a fallacy. The money that a civil servant earns is his own, to spend as he will within the law, precisely as the earnings of a retail grocer are his own. The community has no more right to enforce what would be nothing but a glorified "truck" system than has the commonest individual employer. The battle against the "company store" has been fought and won long ago. Nearly every province in the Dominion has enacted legislation against that evil. The principle is no different whether a community or an individual be involved. That it can be sagely advanced is only a sign of the loose thinking that prevails on such subjects.

On the other hand, the co-operative store does not avoid the payment of any legitimate tribute to citizenship. The producer, the wholesaler, the transportation agent, the customs officer and the whole army of men involved under the modern system in bringing goods to the consumer will be affected not one whit — that is to say, from the general viewpoint. The work has to be done and it will continue to be done. Even the individual who is displaced can

surely have no recourse under any standard of justice if a certain body of men resolve to do for themselves what they have previously paid him to do for them. A mistress of a household having two servants dispenses with the services of one and does the work herself. Has the servant under ordinary circumstances a grievance?

But the main point in favour of civil service co-operation is this: Co-operation very appreciably raises the morale of the co-operators. It will make the civil service of Canada a more self-respecting, a more efficient body of men. Looking at the matter strictly from the country's interests: could any one wishing to benefit the country by and through the conditions prevailing among its employees undertake a work that acknowledges a higher aim than that? A Civil Service Co-operative Association, rightly managed and prosperous, will prove a national asset, just as any other undertaking of the kind will prove an asset.

A NEW WORK TO DO.

Mr. A. C. Campbell's suggestion in our correspondence column that the Civil Service Association undertake an active canvas among its members on behalf of the government insurance scheme is, apart from its intrinsic interest, of importance as showing the feeling of permanency with which the Association is now regarded in the service, and the never-ending uses to which its activities may in thought be turned. Briefly, the suggestion is that every civil servant induced through the offices of the Association to take out a policy from the government, should in sheer gratitude for having his attention directed to so advantageous a stroke

of business be willing to pay to the Association the commission which under ordinary circumstances he would have to hand over to the agent who captured him. As Mr. Campbell says, the matter is one involving detail. It is certainly a good subject for discussion. One point to be remembered is this: There are perhaps 7,000 or 8,000 persons in the field to be worked, scattered from the Atlantic to the Pacific. That at once brings it within the ken of the proposed Federation rather than of our local body; and indeed a special clause in the call quoted in our opening article of to-day takes cognizance of this opportunity. As only three or four hundred have as yet taken advantage of the government's offer (to the shaming of the service in the eyes of every business man of the country be it spoken!) the field is to all intents virgin soil. Again: the ceaseless comings and goings in so large a body render the work a permanent one. The C. S. executive recently voted the sum of \$80 to be expended in printing a circular to civil servants with the object of removing the reproach which the neglect of so excellent an opportunity involves. Our criticism of that is, that it will be limited to the inside service, and that even if it be successful in the highest degree it will require to be repeated periodically as the personnel of the service changes. Practically, therefore, if the government system is to be advertised and taken up as it should be, the organization of a permanent canvas is necessary. The idea that this should on a wholly voluntary basis be made to yield a revenue is ingenious, is conceived in the true co-operative spirit, and might easily prove most valuable.

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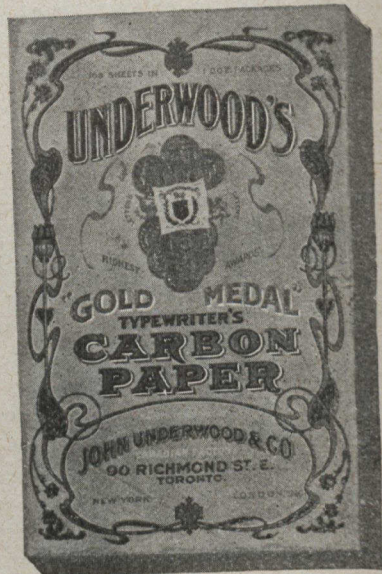
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CONSIDER IT AGAIN.

By MERCUTIO.

(In imitation somewhat of Arthur H. Clough)

I fain would sing a brighter song
Than these that dwell on human wrong ;
The truth I tell is so, so plain,—
And yet consider it again.

Let X and Y be any two
Who have their daily work to do ;
Let Y advance and X remain,—
Come now, consider it again.

X knows no rest from day to day ;
Y shirks, yet holds the right of way.
Thus Pull outwits the finer brain.
Ah, yes consider it again.

The ready hand and furrowed brow
Are good and fine ; the "knowing-how"
Is better still ; this thought gives pain ?
Ah, yet consider it again.

Consider it and turn it round,
Toss it and bounce it on the ground.
The truth is old and so, so plain,
But come, consider it again.

CIVIL SERVICE REFORM AS AN ISSUE BEFORE THE CAN- ADIAN PUBLIC.

Mr. John A. Cooper, editor of the Canadian Courier, and first president of the Canadian Club of Toronto, has recently returned from a trip to Western Canada, during which he delivered a series of addresses to various Canadian Clubs of the west, including Port Arthur, Fort William and Regina. It is a sign of the times that the subject of Mr. Cooper's addresses was Civil Service Reform. Earlier, in January, Mr. Cooper had spoken before the Canadian Club of Hamilton on the same subject. The following is the report of Mr. Cooper's address at Port Arthur as it appeared in the Morning Herald of that city, dated March 16th:

The banquet of the Canadian Club held at the Algoma hotel last night, at which Mr. John A. Cooper was the speaker, was a great success.

Civil Service Reform was the topic of Mr. Cooper's concise and powerful speech. He said a Winnipeg alderman had said to him that if they were to run their business in Winnipeg as the government did theirs, they would be out of business in six months. Mr. Cooper dwelt on the apathy of the people regarding the methods of the government, pointing out that the success of a country depended on the earnestness of its citizens. "Every one of you must be an agitator," said the speaker. Each individual should help to form public opinion. Politicians and preachers should not have a monopoly. He estimated that by wasteful methods the administration of the dominion and provincial governments was costing 33 1-3 to 50 per cent. more than if the work was performed by private companies. Mr. Cooper cited the C.P.R. as an example of how things should be, pointing out that deserved promotion and permanency of position were assured to the men who did their work. He showed how the thorough training made for efficiency in all departments of the C.P.R.

The evils of patronage in the civil service were dwelt on at length, Mr. Cooper showing how impossible it was to attract the best men to the civil service under the existing conditions and how many of the best men were leaving the civil service on that account.

The appointment of political workers to important positions for which they had no qualifications whatever, was severely scored. He cited a number of recent cases of this nature and in sarcastic vein told how a fur-

niture manufacturer became postmaster of one of our largest cities, how another man secured a like position at the age of 74 years, how a journalist secured an important Customs appointment for no other reason than that he had been defeated in two elections. The progress of civil service reform in Great Britain and the United States were briefly dwelt on, and the beneficial results to those countries from the movement pointed out. Mr. Cooper thought that there was no fear of the party system breaking down with the abolition of the patronage system.

The Civil Service Act of last year was then touched upon. Mr. Cooper showed that already this act was making itself felt in the betterment of the service, and that Canadians should be grateful to the leaders of both political parties for help-

ing the bill along.

Mr. Cooper concluded his address by quoting Burke's famous remark: that there was never long a corrupt form of government over a virtuous people:

CORRESPONDENCE.

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

Civil Service Insurance and a Civil Service Club.

To the Editors of THE CIVILIAN:

One who mentally compares the present position of the Civil Service of Canada with the position of the same service four or five years ago must be struck with the improvement that has taken place. This improvement, in my opinion, is attributable

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wholly to the work of the civil service organizations and the publication of THE CIVILIAN. The rank and file of the service owe an incalculable debt to the leaders who have so vigorously and so wisely conducted the affairs of the service thus far.

It seems to me that progress in the same direction is to be made by a further and more elaborate organization. Even those who take this view may easily differ in opinion as to the projects of organization that ought to be taken up at this time. My own opinion — submitted for what it may be worth—is that what is needed more than anything else is a home for the Association. Just what should be the character of the headquarters of the Association is mainly a matter of taste, and therefore I do not argue it. But, as the Association is partly a business body and partly a social organization, I would suggest that the needs would best be met by the establishment of a club house, a place that could be so divided and adapted as to be a workshop for the several activities and organizations of which the Civil Service organization movement is made up, and also a social meeting-place.

The majority of those who do me the honour to read these words will say at once—and perhaps with some impatience—"All very fine, but how are you to provide so expensive a home as this would call for?"

It is in order to make a suggestion on this point that this letter is written. I do not pretend to have a scheme so complete that the Civil Service Association can bank it and draw cheques against it, but I believe that if skilled financial inventors took up my idea, they could work out the mechanism and make the scheme practically successful.

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Practically every male member of the Civil Service who is not debarred by age or unfavorable condition of health carries insurance either in the regular insurance companies, or in fraternal societies, or in both. Every such insurance must bear its share of the expense of operation, so that, in the aggregate, the civil service, with its thousands of insurable persons, must pay an immense sum toward the expense of running insurance concerns. Strangely enough, when we examine the returns of the operations carried on under the Civil Service Insurance Act, we find that less than 300 lives are insured under the government's scheme, notwithstanding that the rates are exceedingly favorable.

Why are so many civil servants insured in concerns in which they have to pay expenses, and so few insured in a concern which, so far as management expenses are concerned, costs them nothing?

There is only one answer—the insurance agent and the fraternal society organizer tell civil servants, as they tell everybody else, of the advantages their concerns offer and induce people, who would not other-

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wise do so at the time, to actually take out insurance, while the government scheme has nobody to canvass for it and represent its advantages.

Of course, these agents and organizers are paid out of the funds devoted to the management of the companies. And they earn their pay, for the work they do is of undoubted benefit to those whose business they secure, and to the community as a whole.

Now, why should not the Civil Service Association, or some committee, or an allied body, take the place in relation to the civil service insurance that is held by the agent and organizer in relation to the ordinary insurance? Why should it not present to the thousands of people all over Canada who are eligible for it the advantages of this government scheme, and induce them to join?

And, if this work be undertaken by the Association, why should not those who get the benefit of it, that is those who are induced to take out policies, pay toward the expenses of the Association, just as they pay now toward the expenses of the insurance companies?

Here, it seems to be, is a possible fund which might be used for the general work of the Association, especially the making of a headquarters for the whole service of the whole Dominion.

A. C. CAMPBELL.

An Inspection System for the Service.

To the Editors of THE CIVILIAN:

I had expected some reference in your recent issues to a speech made in the House by Mr. R. L. Borden on Feb. 2nd, when the civil service was under discussion. He advocated

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a system of inspection of the service by the Commissioners or through them and along the lines followed by our banks, in order to find out if every officer and clerk is able to perform the duties assigned to him, and if he is faithfully performing such.

Now to my mind, that criticism hits very near the mark. If that suggestion was carried out, both the service itself and the country would benefit immeasurably. It might be objected that under our classification the duties of only a small proportion of the clerks are specified, and that the Inspectors could not state whether any clerk was doing properly the work assigned to him. But that is not the fault of the Act, but of the heads of the departments, only three of whom seem to have realized that section 8, sub-section 2 of the Act of 1908 required them to state the duty and title of each clerk, as well as the rank and salary. But even with that omission, there remains a wide scope for the usefulness of inspectors.

Now Mr. Borden considered that the case of a clerk who read novels during office hours was sufficient to justify some departure from our present system of supervision. But that clerk was wasting no man's time but his own. He was not interfering with the work of any other clerk. I have in mind a more grievous sinner. In one department is a clerk who seldom gets settled to work before 11 o'clock in the morning, and he usually wastes half the afternoon hours as well. Every morning he has his regular round of friends to visit. He must tell them the very latest of his sporting exploits and discuss the games in general. One of his friends is a chief clerk drawing \$2,100 a year who sees no wrong in listening by the hour. In the after-

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noon this clerk has his rounds to make again. The number of kindred spirits in his own department is limited, so he visits other neighboring departments and devotes his time and energies to the discussion of stocks and mining companies. It has been questioned by clerks in the same department if that man really does two hours' solid work in the day. Besides, he interferes with the work of 3 or 4 others, and the government of this country would be saving money if they retired him on full salary and prevented his entering the buildings.

Mr. Fisher says it is the duty of the deputy minister or head of the branch to put a stop to this sort of thing. But it has not been stopped and has been going on for years. Though such cases are few in number, as Mr. Fisher states, these clerks have a bad influence on the others, the continuance of it has a bad moral effect upon the clerks themselves who practice it, and besides it gives a bad name to the whole service. These things reach the public somehow, and the whole service is made to suffer for the sins of the few. It does not matter if 99 clerks work faithfully every hour, and overtime as well; the tendency of those on the outside is to observe the actions of the rooth man and judge the whole by him. In a time like this when we are to have our claims for just treatment recognized by a general increase it would seem appropriate that we should advocate that steps be taken to remedy this abuse. Our office hours are not too long, and we should work faithfully during these hours. There is no use appealing along these lines to the drones themselves. The old methods of supervision do not cure the evil. Then the only thing left for us to

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advocate is an improved system of supervision.

If section 40 of the Act of 1908 is observed and an accurate record of the conduct and efficiency of all clerks below the first division be made regularly to the commission, some improvement will take place, but it cannot effect a perfect cure.

We have now started under the guidance of a commission. Let us not rest satisfied with seeing the commissioners working with a good Act, but let us advocate their being equipped with a perfect Act. And until we have discarded the perfunctory stereotyped reports of the deputy heads and adopted some better system of inspection than now in force, we are deceiving ourselves with a supervision that is no supervision and the service is still far from being on the best working foundation.

I know there is an aversion to a system of this kind. There always is to anything new. But do we think less of bank clerks and school teachers because they are under such a system. The loafers will not approve of it, but they in the end will reap the greatest advantages, for it will force them to change their habits of life. And to the great majority what advantage will it bring! They will then know that their work is being valued at its true worth, that the inspectors are not classing them under the same general terms as the drones, and they will then have a further incentive to do better work.

PLODDER.

An Attic Philosopher Heard From.

To the Editors of THE CIVILIAN:

How true to fact is that quotation in the last CIVILIAN which says civil

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servants are divided into two classes, "either the man who, accepting his obscurity, finds joy in the sense of work well done for the nation to which he belongs; or one of those unhappy beings who ultimately seek out of life only as much loafing and as much money as can be safely extorted from a neglectful, indolent and absent-minded employer, as the nation always is." Which is to say, that the *sine qua non* of the good civil servant's qualifications is conscientiousness as it is of no other class in existence.

By "life" in the foregoing quotation is no doubt meant "official life," for among those who do not shine as civil service successes must be some who not being able to fall into that ruck of "loafing" to which their environment invites them are fortunately able to avoid rust and total deterioration by turning into other outside channels those latent energies which under more suitable circumstances would be better concentrated in their country's service.

The private employer will, according to his intelligence, take care that he is faithfully served or very soon

terminate the employment; and although there may be more room for miscarriage with a company or corporation, yet the lack of efficiency in causing dividends to be withheld will very soon find out the incompetent official. But in the government service there is no such test; in Canada, in addition to the ordinary conditions which obtain in such employment, there are the added factors, foreign in most cases to efficiency, of race and religion securing appointments and determining promotion, the most deplorable result of all which, perhaps, is the elevation of unworthy individuals to positions of authority and control. Fortunately, prospects generally are improving now, and I for one would cordially acknowledge the indebtedness of the service for the voluntary and self-sacrificing efforts of those who have striven and are striving to promote our well-being.

By the way, speaking of usury in the last CIVILIAN, you referred to fifty cents paid for a ten days' loan of thirty-five dollars as 150 per cent. interest. There is no need to paint the Devil blacker than he is, and, al-

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though I am not in one of the statistical departments, I venture to assert this is only about 50 per cent. per annum interest for the loan in question. However, the Loan and Savings Association will serve to prevent the victimizing of deserving borrowers, and if the usurers are now having their cynical enjoyment in the privation of those who resort to them for the purpose of keeping up in many cases an unwarrantedly pretentious style, the result may be to purge the service of a scandal of which many of us have heard only too often.

S.

LENT.

(By *Bourgeois*)

Pa's awful glad this last few days,
Don't owe a cent of rent,
The reason why is very plain
For muther's keepin' Lent.

He plays with me, it's plain to see
His troubles has all went,
He has no long kid gloves to buy
Sence sister's keepin' Lent.

He treats me fine, an' t'rows at me
Mos' ev'ry nite a cent,
He allas feels so flush with change
All thru the time of Lent.

No Op'ra tickets has he to git,
Ner Gowns (Gee! pa's content)
Ner paint, ner no pink tees to buy;
Ma's awful stric' in Lent.

My pa, tho not a churchy man,
I'm sure he's ofen sent
His secrut thanks to that good man.
Who first invented Lent.

Pa says "Of all the blessed times
That Heaven to earth has sent,
The only season wurth a darn
Is that one known as Lent."

ATHLETICS.

The ice-gods held high nocturnal revels in Ottawa on Monday evening the 15th inst. The revelry was not unmixed with some good-natured dare-deviltry. A visitant from another world alighting on this goodly frame, the earth, might be led to suppose that the ice-stage in the Arena Rink was occupied by rival parties, one of which was carrying on a war of extermination and the other defending its native hearth-stone from the desecration of a barbarous invasion. The sincerity of the attack and of the defence, and the prodigious acts of valour performed, needed but little to liken it to the siege of Troy or the battle for supremacy between the Titans and the Olympians in the mountains of Thesaly. One departure there was perhaps from the usual equanimity of gods, one moment of temporary loss of temper, but it only served to remind the spectators of the fact that the serpent entered Eden; that Pandora's box was opened; that the Beelzebub of a mercenary, money-loving kingdom had sojourned for a term in the glorious paradise of Amateurism and left his stain be-

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hind. Hard checking there was; there was the fierce impact of body against body, but there was nothing malicious or malevolent. When the eighty minutes of body-racking toil was over, the 4,000 spectators wended their way homewards confirmed in the opinion that our shores and boundaries are safe in the hands of our athletic generation from the assaults of an insolent invader.

For the benefit of the unsophisticated, it may be necessary to explain that the foregoing has reference to a game of hockey between Queen's University and our own Cliff-sides of Ottawa, for the possession of the Sir Montagu Allan cup.

* * *

The Allan cup, as it will be colloquially called, comes into public view under unique circumstances. In the first place the donor appears as the long-looked-for prophet of amateurism. Developments show that he has followed, not listlessly, the fluctuating fortunes of that great national cause. By the wording of the deed of trust he reads a lesson to the past magnates of sports; especially to the fathers, god-fathers, trustees and beneficiaries of the Stanley cup. The Allan cup will not be allowed to pass out of the possession of the amateurs, nor can it ever become a medium for the dissemination of avarice or graft as has the older cup. All gate

receipts from Allan cup games over and above expenses go to charity. In the case of the two clubs taking part in the initial game, this condition comes as the irony of fate. Both of these clubs would use such gate receipts in the furtherance of high athletic ideals. But under all the circumstances, no one can blame Sir Montagu Allan. Thus is brought to pass the law of the prophets; thus is verified the mandate that the sins of the fathers shall be visited upon the children into the third and the fourth generation.

* * *

The departments of Finance and the Auditor-General have indulged, since pre-historic times, in many heroic encounters. The late Auditor-General and the ex-Deputy Minister of Finance took part in many fierce and bloodless engagements. Questions of principle, policy and privilege were at stake and much powder and ink were consumed in the struggle. In order to settle their differences and to establish for all time the supremacy of one party or the other, seven married men of the Finance Department decided to challenge seven married men of the Audit Department to mortal combat in a game of hockey: They played. They fought. No words which have survived the ravages of time and ethnology can describe it. The Finance

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would certainly have won had not one of their married players by way of demonstrating how he practises the domestic virtues at home, been banished from the game for tripping. The Auditors won. The Finance Department, however, in accordance with its traditional custom, appealed the case to the Justice Department for adjudication. Justice allowed the appeal on the grounds that the Auditors had not attempted to kill any of their hated rivals and had violated thereby the rules both of precedent and religion. The game was ordered to be played over, and the teams were to be composed of the most experienced exponents of the national game to be found in the two departments. "Who will stand at my right hand?" was the clarion call to battle

of the respective captains of industry who assumed to manage the busy affair of honor about to take place. The Honourable Robert Pringle was appointed by the Justice Department to hold the scales of justice. Home and home games were determined upon. The first result was 3 to 2 in favor of Audit. The second 4 to 3 in favor of Finance. Six all. On Saturday the 20th instant a deciding game was played amid scenes of the wildest excitement. A feud of generations old was to be decided. There was not room in the Gladstone Ave. rink for all who, on account of sickness or other causes, were unable to attend. The goal-keeper of the Auditors used as a breast-plate a number of Auditor-General reports. The Finance goal-keeper made himself as

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invulnerable as Achilles by padding his shins with copies of Treasury Board minutes, glancing the while at his distant rival with the hauteur of conscious superiority, "as might an old Castilian noble upon a mushroom rich civilian."

But *mirabile dictu*, nothing came of it. The game ended in a tie, 3 all, and the superiority of the two departments is still a matter for future settlement.

* * *

"What a piece of work is man? In form and moving how express and admirable." Dr. Black, M.P., has produced comparative statistics to show what a piece of work is the hog! He asks why half a million dollars should be spent in stamping out hog cholera and not a cent to stamp out tuberculosis, and he reasons that it is better to be born a hog than a man, and thus be worth saving. Basing judgment upon the lives of the submerged masses in our great cities, the comparison is severe upon the hog.

From these facts and premises two co-relative briefs may be argued. 1st, that, left to voluntary enterprise, the people will not indulge sufficiently in out-door life, and therefore the government might well interest itself, quite apart from the clamours of socialism, to make attractive out-door pastimes within the reach of all, and to organize and control them within reason. 2nd, in order to cater to those who are willing and anxious to keep their breathing tubes fresh

and pure, either the Daylight Life Saving Bill should be adopted, or the working hours of the people so adjusted that they may have the maximum amount of outdoor life. As far as the service is concerned, this matter will be brought forward at a special meeting of the C. S. executive to be held shortly.

* * *

A letter has been forwarded to the Secretary of the C.S.A.A.A. requesting a special meeting of the executive to discuss harrier, or hare and hound running for the service this coming spring. The number of entries in the athletic meet last September, especially in the relay and long-distance races, guarantees a large list of entries. The spring running will be great preparation for the service sports which will, it is hoped, become an annual affair.

* * *

The Courtney Cup.

Many in the service may be aware that there is a departmental challenge cup for curlers in the civil service. Very few, however, know the history or concurrent facts in this connection. It is desirable to have a matter of such large interest upon record, and a brief account of the cup since it was donated follows:

The cup was donated by Mr. J. M. Courtney, then Deputy Minister of Finance, in January, 1894. The cup was intended by the donor to be a perpetual inter-departmental cup, the sole stipulation being that no matches

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should be played during office hours. At the instigation of the donor, Mr. C. W. Treadwell of the Finance Department, convened a meeting of representatives of the service on the 17th January, 1894. Eight departments attended. Drawings were made and the first game took place 26th January, 1894, being won by the Geological Survey. Contests for the cup have continued each season. The last game was played Thursday, 18th March, 1909, between combined Customs, Trade and Commerce and Inland Revenue against the Finance, the latter winning 22 to 10.

The following is a record of the games since the donation of the cup to the present time:—

1894.

January 26—Geog. Survey 17, Militia 14.

January 29—Finance 17, Interior 10.

February 1—P.O.D. 19, Railways 7.

February 12—P.O.D. 16, Justice 11.

February 13—Finance 22, Geog. Survey 9.

February 27—Finance 26, P. O. D. 12.

1895.

January 16—Finance 25, P.O.D. 20.

February 2—Finance 30, Geog. Survey 5.

February 16—Justice 17, Finance 14.

March 7—Justice 14, P.O.D. 11.

March 12—Interior 20, Justice 9.

March 16—P.O.D. 19, Interior 8. 1896.

January 10—Geog. Survey won from P.O.D. by default.

January 20—Geog. Survey 18, Finance 10.

January 29—Geog. Survey 22, Interior 8.

February 12—Justice 12, Geog. Survey 11.

March 7—P.O.D. 21, Justice 9.

March 13—Finance 15, P.O.D. 13.

March 25—P.O.D. 16, Finance 12. 1897.

January 6—P.O.D. 25, Finance 6.

January 13—Finance 23, P.O.D. 15.

January 26—Finance 28, Geog. Survey 9.

February 3—Finance 18, P.O.D. 7. December 23—P.O.D. 17, Finance, 16.

December 27—P.O.D. 17, Finance 16.

1898.

January 13—Finance 17, Geog. Survey 12.

January 17—Finance 16, Interior 15.

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January 25—Justice 12, Finance 10.
 February 5—Finance 21, Justice 8.
 February 26—Finance 15, P.O.D.
 10.
 1899.
 January 9—Finance 24, P.O.D. 9.
 January 20—Finance 22, Interior 9.
 February 1—Finance 18, P.O.D. 13.
 February 24—Finance 20, P.O.D.
 11.
 March 13—Finance 28, P.O.D. 10.
 1900.
 January 10—Finance 23, P.O.D. 11.
 February 23—Finance 22, P.O.D.
 9.
 March 21—Finance 28, P.O.D. 6.
 1901.
 March 6—P.O.D. 16, Finance 15.
 March 14—Finance 18, P.O.D. 11.
 March 19—Finance 15, P.O.D. 12.
 1902.
 January 15—P.O.D. 18, Finance 17.
 January 28—Finance 16, P.O.D. 7.
 February 12—Justice 17, Finance 9.

1903.
 January 27—Finance 17, Justice 11.
 February 25—Finance 22, P.O.D.
 15.
 1905.
 Feb. 20—Finance 16, Marine 15.
 March 8—Finance 22, P.O.D. 12.
 March 16—Finance 21, P.O.D. 8.
 1906.
 February 28—Finance 25, Marine 11.
 March 24—Finance 23, Cus., T. and
 C., In. Revenue 12.
 1907.
 March 6—Marine 17, Finance 11.
 1908.
 January 17—Marine 16, P.O.D. 12.
 1909.
 February 23—Marine 18, Railways
 10.
 March 3—Agriculture 12, Marine 10.
 March 9—Cus., T. and C. and In.
 Rev. 17, Agriculture 16.
 March 18—Finance 22, Cus., T. and
 C. and In. Rev. 10.

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Ten Pin Bowling.

In the words of the race-track "tout"—"Now we're in the stretch," with Militia and Mint jogging comfortably home in the lead, while the race is now for second place with Customs pressing Public Works closely for the honors. True, the unlooked for might happen. If Public Works win their two remaining games, and M. and M. lose their two games, the series ends in a tie. But it is doubtful if the latter combination will again be found with the small end of the score, after the exhibition they gave on Saturday last with the Bureau sextet. Their team total of 2,910 pins, 1,596 being contributed by Messrs. Archambault, Lapointe and Howe in the last half, is easily the best work that has been seen in the C. S. League this season. This score may be better appreciated when it is stated that five men bowling at this rate would have beaten the score made by the M.A. A.A. team at the Pittsburg Bowling Congress.

As remarked previously, Public Works or Customs may defeat them, but their chances are about as good

as the civil servant who tried to realize on his "flat increase" in salary at the Bank of Montreal.

A meeting is called for this week for the appointment of a prize committee to purchase and distribute prizes to the victors. At the same meeting arrangements will be made for the annual euchre and dinner, to be held by this club some time early in April. This will by no means be confined to the members, but is open to all civil servants and their friends that may desire to attend.

The standing to March 22nd follows:—

TEAM STANDING AND AVERAGES.

Team.	W.	L.	To P.	Aver.
Militia and Mint	18	2	2	2663.4
P. W. and Agr.	16	4	2	2629.9
C. T. and C. etc.	16	5	1	2659.8
Interior...	14	6	2	2668.8
Bureau ...	13	8	1	2621.3
Railways ...	10	10	2	2566.1
Topographical ..	8	13	1	2530.5
Geographers	7	14	1	2457.1
Post Office	7	15	0	2432.8
Marine ...	6	15	1	2418.4
Audit ...	5	15	2	2420.2
Cus. Statistics ..	4	17	1	2524.

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Best 6 scores in last half for mineralite ball, presented by The Brunswick-Balke-Collander Co. Five leaders and scores:—

Blair	Hutton	Shore	Birtch	Lapointe
548	575	486	485	520
516	500	548	490	490
540	556	486	554	469
514	479	482	541	469
581	490	581	483	521
506	527	...	483	532
3205	3127	2583	3036	3001

Best average in 16 or more matches—6 leaders:—

Hutton, Int.	19	481.5
Bain, P. W.	14	473.2
Stewart, P. W.	20	470.
Shea, P. W.	14	466.5
Lapointe, M. and M.	19	463.6
Howe, M. and M.	20	461.9

High cross alley:—J. Howe and P. Foster tie—589.

High single string:—A. N. Payne—265.

Note.—Just at the time of going to press, we have learned that there seems to be no hope of an amicable settlement of affairs between the Agriculture and Customs Departments. Once again history will chronicle that the peaceful vocation of the farmers have been disturbed by the blood-thirsty war whoop of the Hurons and Micmacs. It is expected that the opposing forces will collide in the neighborhood of the O.A.A.C. on March 30 about 4.30 p.m.

* * *

At a special meeting of the Athletic Association held last week, several amendments were made to the constitution, of which the following are the most important:

1st. Only those who pay their annual subscription on or before July 15th of each current year shall be eligible to vote at elections or general meetings of that year, except in the case of new members who are exempt from this clause.

2nd. The hour for closing the poll on election day is changed from 11 p.m. to 9.30 p.m. Votes may now be polled between 4 and 6 p.m. and 7.30 and 9.30 p.m.

3rd. The annual meeting takes place on the day following polling day.

4. Nomination papers may now be signed by five instead of ten members as formerly.

Nominations take place on March 30th, closing at 12 o'clock noon on that day. Polling by ballot takes place on Tuesday, April 6th, and the annual meeting on Wednesday, April 7th.

* * *

Headquarters.

An unavoidable delay is preventing the immediate launching of the headquarters' club scheme. The delay is due to the difficulty in getting storage accommodation for the material stored at present in No. 75 Mac-

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Kenzie Ave. Arrangements may not be completed until the first week in May.

THE TORONTO GLOBE ON CIVIL SERVICE REFORM.

The Toronto Globe of Feb. 25 contained the following as its leading editorial:—

“The Ministers at Ottawa are already beginning to appreciate the relief which the Civil Service Commission promises to secure for them. Ordinarily the near-sighted and power-loving politician clings to patronage. He thinks it a source and a sign of his power. The power of appointment to offices in the civil service swells him with the pride of a petty autocrat. To take from him the right to grant one office-seeker's request and to refuse another's would be to reduce him to the status of his real self, and then not even the office-seekers would do him reverence. That is because he is near-sighted and petty in his political range.

“It is for personal reasons, rather than for reasons of party, that the ordinary politician desires to retain the patronage in his own hands. The politician must be very inexperienced or very dull-witted who regards patronage as a source of power. The late Hon. C. F. Fraser understood the real situation when he expressed his desire to be rid of all responsibility for the filling of offices under the government. But some politicians are stone blind to the party curse of patronage, because they have a lively sense of the feeling of personal importance and power which fills their own minds when applicants seek favors at their hands.

“At Ottawa, as the inside service is being brought under the new regu-

lations, and the recommendations for appointment are being made by the Civil Service Commission, the wise men among the Ministers and deputies are getting rid of the burden and vexation, and are turning over to the Commission all applicants. By so doing they save themselves and the government much worry, and avoid the political discontent and estrangement which accompany every refusal. As the Commission's recommendation is based on an open examination success or failure depends on the candidate's own fitness for the position. The Ministers would be guilty of folly beyond all excuse if they did not, for their own sakes, for the sake of the service, and for the sake of the party refuse to consider any application not recommended by the Commission. The only way the party can be rid of the evils of patronage, the source of many other political evils, is by the Ministers and their deputies using to the very utmost limit and with the frankest honesty the provisions of the legislation of last session. Professor Shortt and Mr. LaRochelle are known to be thoroughly capable and incorruptible, and both the government and the country will rely on their decisions.”

THEOLOGICAL.

The bishop was dining some of his clergy.

“Covers for six to-night, James,” said the prelate.

“Igh or Low, my Lord?”

“What difference does that make, James?”

“Only this, your Lordship. If there Low they eats a lot, and if there 'igh they drinks a lot, and I horders myself accordingly.”

—Collier's Weekly.