

THE CIVILIAN

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No. 5

Civil Service Reform.

An Account of the Progress of the Bill Now Before Parliament. — Representations of the C. S. Association Upon the Subject.

On Monday, June 22nd, the Civil Service Association sought and obtained an interview with the Hon. Sydney Fisher, the Minister in charge of the Civil Service Bill. The purpose of the Association in seeking the interview, and presenting a memorial, was two-fold: first, to remove an impression which unfortunately had gone abroad to the effect that the service wholly disapproved of and condemned the measure,—an impression quite unwarranted by the facts; and, secondly, to solicit the aid of the Minister towards correcting certain apparent omissions and assumed defects. The result of the interview was, in the main, highly satisfactory in both the respects referred to. It will interest readers to see the actual text of the memorial, which was presented by the three members of the Executive whose signatures are appended, and accordingly, by the kind permission of the Association, the document is reproduced in substance below:—

To the Honourable Sydney Fisher,
Minister of Agriculture for Canada:

Sir,—

It has fallen to the lot of the Civil Service Association of Canada to follow with the closest attention the inquiry into matters appertaining to the Civil Service, which was begun somewhat more than a year ago. The ensuing determination of the Government to effect reforms in the Service

having culminated in the Civil Service Bill now before Parliament, the Association deems it a duty to offer, while there is yet time, the following observations.

The Association desires to place on record its hearty appreciation of the main principles upon which the Bill is framed. It unreservedly approves of those clauses which place the Service under an independent Commission, provide for entrance by competitive examination alone, and regulate promotions by a system based upon merit. The new classification scheme, with its clearer and more reasonable apportionment of duties, also deserves commendation, and the raising of the scales of salary is certain to be beneficial by attracting to the Service persons of talent and ability. These and other provisions of the Bill the Association supports without hesitation. In fact, if the exclusive object of the Bill were the inauguration of an entirely new Service, the Association would have no criticisms to offer save those of a very minor nature. But the Bill has another most important object: namely, to bring the numerous body of present day civil servants under the new measure, — not in letter merely, but in spirit, — and to adjust the salaries of the meritorious in accordance with modern needs. Unfortunately, certain of the clauses, in the judgment of the Association, are of such a nature as to

defeat this object: with the result that the present inequities will be continued, and the defects pertaining to the old, meaningless classification perpetuated through almost another generation. It is, moreover, to be feared that the ill-effects of permitting good and bad to exist side-by-side may seriously impair the usefulness of the whole measure.

Salary and Classification Provisions as Affecting Present Members of the Service.

If the view taken by the Association of the intent of these provisions is the correct one, there is grave danger that widespread injustice will be done. The fear, in short, is that Section 6 of the Bill will prevent the classification-readjustment which is so sorely needed, and also the increase in salaries to which deserving civil servants are upon every ground entitled. Upon these points the Association begs to submit the following considerations:

[The memorial then proceeded to enforce at some length the view of the Association that both of these desiderata should be given effect to. In support of the contention that increases of salaries, based on enhanced cost of living, should be made to deserving civil servants, the essential facts submitted to the Royal Commissioners by the Association, and the Commissioners' own findings and recommendations were presented. These indisputable facts and recommendations have already been referred to at length in THE CIVILIAN, and to include them again would not be profitable.]

The Association believes that the conclusions derivable from the above are obvious and unavoidable. The facts of the case, about which there can be no two opinions, and the clear recognition by the unprejudiced Commissioners of the corresponding need, point unmistakably to the necessity for adjusting salaries upon two distinct, though sometimes co-existing

grounds, namely, the pronounced increase in the cost of living, and, in individual instances, the adjustment of salaries to the duties performed.

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The Association views with very great anxiety those sections of the Bill which prescribe the methods by which the present Service is to be transferred to the new classes. By virtue of those sections, the whole Service, seemingly, is to be removed from the old to the new order without changes of salaries other than such as arise from the adjustment of maximums and minimums, and even such cases will be infrequent, relatively speaking. Notwithstanding the provision that Ministers shall forthwith re-cast the organization of their Departments, it is feared that the terms under which the wholesale transfer is to be effected are too precise and definite to admit of much alleviation under such reorganization. The Association is advised by eminent counsel that its view is the correct one, and it therefore earnestly begs for such a reconsideration of those portions of the Bill as will in the clearest manner provide for a re-assignment of salaries to meet the present high scale of living, and at the same time allow of the needful re-adjustment between duties performed and salaries paid, as is clearly contemplated by the *spirit* of the new classification clause. The Association is convinced that if these changes are not made, the great mass of the faithful and deserving throughout the Service will continue, as individuals, to labor under the very real difficulties and discouragements which now confront them; while the betterment of the public service — the object of the contemplated reforms — will be deferred for many years.

Proposed Civil Service Commission.

The Association is of opinion that, while it is important that there should

be on the Commission a member having a broad experience of men and affairs, gained perhaps from business or professional life, it is equally as desirable, owing to the special conditions under which Government work is carried on, that one of the Commissioners should be a man possessing special knowledge of the public service. The Association believes that there are several persons now in the Service who are well qualified for the position of Commissioner. In making this recommendation, the Association is merely suggesting, under another guise, that the Commission be made a thoroughly efficient body.

Promotion.

The Association observes with pleasure the probability that the unsatisfactory promotion examinations are to be superseded, at all events as regards academic subjects, by a system of quarterly reports designed to show the conduct and efficiency of each member of the Service. If this system is properly supervised by the Commission, it will prove an important factor in maintaining a high standard of public service. In view of the very strict terms of Sec. 4, however, it is felt that there is need for one amending provision: namely, that means be devised whereby a civil servant may appeal to the Commissioners for a special investigation in any case where he believes he has been unjustly treated by superiors, whether in quarterly reports or otherwise. Such a system is now in operation among the officers of the Permanent Military Force of Canada, and the Association respectfully suggests that a similar reasonable safeguard be adopted in the new measure.

Special Cases of Importance.

The Association is strongly of opinion that the Messenger class deserves more consideration than appears to have been bestowed upon it. As to salary, it is manifest that men

with families cannot live in comfort on the salary of \$500 to \$700 attaching to this class. And this injustice is rendered the greater by the fact that many messengers now receive more than \$700 and that bank messengers receive in many cases from \$600 to \$1,000. As a matter of fact, most of the Messengers now in the Service are forced to eke out their exiguous salaries by extra-departmental work, which work to some extent renders them less fit for their regular duties. In the judgment of the Association, a permanent Messenger class, with more liberal salary allowances and regular increments within the class to the meritorious, should be established. This last provision should likewise be extended to Packers and Sorters.

The Association also recommends that all Junior Second Class clerks, who, at the time of the coming into force of the new Act, have passed the necessary promotion tests, be placed in Sub-Division B of the Second Division, and thus given the same standing as present Second Class Clerks will have under Sub-sec. 2 of Section 6. This recommendation has reference more particularly to some of the larger Departments, such as the Post Office Department, where the condition of such clerks under the present system is truly deplorable.

As to Superannuation, the Association notes with satisfaction that the question is now under consideration, and trusts that a Superannuation Bill will be brought down at an early date.

In making the representation herein contained, the Association has endeavored to avoid presenting an *ex parte* statement. They are convinced that the first requisite of a Civil Service Act is to provide the country with the most efficient means that can be devised for carrying on the business of the Dominion. It is their conviction that what will best secure this

paramount object will be in the best interests of civil servants also. Such of their representations as do not satisfy both of these conditions, they are prepared to see abandoned forthwith; but they earnestly request the most favorable consideration for such as satisfy both the conditions — or, in other words, for such as prove upon the closest examination to be at once just and reasonable.

We have the honour to be, Sir,
On behalf of the Association,
Your obedient servants,
(Sgd.) A. G. KINGSTON,
President.
(Sgd.) M. D. GRANT,
Treasurer.
(Sgd.) R. H. COATS.

After the reading of the Memorial, Mr. Fisher was good enough to consider in detail the several matters therein touched upon, and a full and free discussion followed, which was much appreciated by the Association's representatives.

In reference to the omission from the Bill of any provision for a general increase of salaries to meet the higher cost of living, Mr. Fisher pointed out that the Bill was framed with the primary object of instituting permanent reforms in the service, and that an Act of Parliament which aimed at establishing a new order of things ought not to deal with any matter, however important, which was of temporary, non-recurrent nature. Such was the matter of an increase of salaries to meet present-day economic conditions. On the other hand, the salary-scales themselves, as distinct from any readjustment of actual salaries, were of permanent nature, and accordingly had been specified in the Bill itself. If it should be decided to grant increases to the salaries of the *deserving* (the inflection is the Minister's this time), provision ought to be made by a separate enactment. But the Minister was careful to say—and we as carefully repeat—that he could give no assurance of such increases being granted.

As to the fear expressed in the Memorial that the Bill would not permit of the much-needed readjustment of salaries in accordance with the relative importance of duties performed. Mr. Fisher stated that the Bill had certainly not been framed with a view to preclude the carrying out of this reform. Within the course of the then last few days, it had been pointed out to him that such, nevertheless, might be the effect of section 6, notwithstanding the manifest intention disclosed in section 8, of providing for a re-organization of departments. If it should be the opinion of the law officers of the Crown that the Bill as it then stood would prevent the carrying out of the intention, it would be amended on the second reading.

In speaking of the subject of *Promotions*, the Minister conveyed the impression that when the new Act shall come into force the old system of examination tests upon academic and official subjects will be *almost entirely* supplanted by the proposed system of quarterly reports upon the conduct and efficiency of each clerk. This will be good news to the service. The academic promotion examinations heretofore set by the C. S. Examiners have been as stupid a solecism as ever existed,—enough to shake the midriff of the world with Olympian laughter. What profits it that a man of twenty years' official experience shall know how many fish can swim abreast through the Straits of Juan de Fuca? Bearded men have been pestered in this pedantic fashion for many a long year, and, with a view to giving the new Act a chance, we would respectfully advise the Government to bid the present examiners to cease from troubling, in the name of God. But to our story: Mr. Fisher appeared to view not unfavorably the safeguard suggested by the Association in connection with quarterly reports, but whether this should be given effect to by formal enactment or by regulation, he was not prepared to say. If we may add a word in support of the As-

sociation's contention, let it be this : that life is altogether too precious a thing to be marred by the caprice or malice of anyone, and that whatsoever protects the individual against possible injustice must needs be sane and sound.

In reference to the strongly-urged recommendation on behalf of the Messengers, the Minister promised that thorough consideration would be given. This should be satisfactory, since the claim advanced is well-founded and will bear the fullest investigation.

On Thursday, June 25th, the Bill came up for second reading in the House. The day was given over to a discussion of Civil Service Reform, the debate being characterized by an almost complete absence of the partisan spirit. It is a happy augury when both sides of the House unite with the common object of securing the best possible legislation upon such a subject. There was no quarrel as to the essential principles which should be followed; the only question was how to give effect to them in the best possible manner. In this spirit it was suggested, and the Government accepted the suggestion without hesitation, that the Commissioners should be given a completely independent tenure of office, similar to that of the Auditor General and of judges. The recommendation of the Association that any clerk adversely reported against by his superiors be given the right of appeal to the Commissioners was adopted by the Minister. Important amendments to sections 5 and 6 of the Bill were also proposed by him, but were allowed to stand over for future consideration. The Civil Service Association, after thorough deliberation, deemed it its duty to make further representations to the Minister in respect to these amendments, and accordingly sent him the following letter :—

Ottawa, June 29th, 1908.

The Honourable Sydney Fisher,
Minister of Agriculture for Canada,
Ottawa.

Sir,—

On the 22nd instant you were good enough to receive the representatives of the Civil Service Association, and to discuss with them certain features of the Civil Service Bill which were made the subject of the Association's brief memorial, then presented. Your courtesy and manifest desire of furthering such of the recommendations as seemed to you to be just and reasonable are greatly appreciated by the Association, and, we may add, by the whole Civil Service. Such being the spirit in which you then received us, we are emboldened to again address you briefly upon the same subject.

Since the occasion above referred to, the Bill has come up for second reading, and certain amendments to sections 5 and 6 were then proposed by yourself, but were for the time being allowed to stand. The Association desires, with your permission, to say a few words upon the subject of these suggested amendments.

SECTION 5, SUB-SEC. 3: The amendment proposed by the Minister is as follows :—

“The second division shall consist of certain other clerks, having technical, administrative, executive or other duties which are such as may qualify them for holding positions in the first division.”

The Association is convinced that the object of the suggested amendment is a good one. At the same time, they believe that the distinction between Division I and Division II is not drawn with sufficient clearness to prevent some of the classification evils that now exist from being continued. For example, there is a considerable number of technical and administrative officials whose duties are very important, but who are now ranked as Second or First Class

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

Ottawa, July 3rd, 1908

"NO POLITICS."

THE CIVILIAN is much indebted to Mr. Roe, of the staff of the Royal Mint, for the good counsel contained in his most interesting article, published in the last number. Mr. Roe advises THE CIVILIAN to refrain from trenching upon matters political, and no well-wisher of this journal would have it otherwise. One of the first resolutions come to, decisively and without hesitation, by the Board of Editors was to the like effect, and we venture to think that even the most inveterate smeller-out of offences cannot accuse us of having transgressed in this respect in our first five issues. As earnest of our conviction that the welfare of THE CIVILIAN depends upon an adherence to this policy, we have only to state that, besides the question of propriety, the Editors have

had burned into them during their comparatively brief residence in Ottawa how ungovernable a fire they would be kindling on their own hearth-stone were they to give the slightest cause for an appeal to party passions. Thus would fail the very purpose which they had set before them in inaugurating THE CIVILIAN. For if civil servants are to become, and remain, united for purposes of the splendid work that can be done only through union, it is essential that they travel upon a firm highway, broad enough to include them all.

We trust, however, that THE CIVILIAN will always be accorded the freedom of debating any question which directly concerns the Civil Service of Canada. Less than that would mean an impaired usefulness; more than that, license.

While upon this subject, we desire to thank the Service on behalf of THE CIVILIAN for the hearty support which they are according it. That support is more sincere and more widespread than we had dared to hope for; but we believe that the straightforwardness of our purpose, rather than any special ability in the field of journalism, justifies the result. THE CIVILIAN aims to be the organ of the Civil Service. In that sense, it is the property of the Service—theirs to shape to their uses, always remembering that we must never discredit ourselves in the eyes of the people of Canada. Let us have the benefit of every good thought, of every well-counselled plan, to the end that the Service may come to that faith in itself, which only needs the touch-stone of a common purpose to be awakened into full life. We solicit your aid, then,—not merely as subscribers, but as active participants, in making THE CIVILIAN all that it ought to be.

CIVIL SERVANTS AND THE INCOME TAX.

The Hon. Dr. Pugsley, Minister of

Public Works, has written the city council protesting against the proposal to levy an assessment upon the incomes of the officials of the government. The Minister's protest is based upon the agreement entered into some years ago by the government and the city, the terms of which included the exemption from taxation of civil servants' incomes.

The city solicitor, as reported by the daily papers, stated that the agreement was entered into upon the assumption that these incomes were not assessable, but that this had been proven to be wrong by the decision of the highest court of the land and that the city had consequently gone beyond its power in the matter by granting such exemption. The solicitor expressed his reluctance to discuss the matter in view of the possibility of the government making the question one of litigation.

Mayor Scott stated that if an agreement had really been entered into with the government, the city would have to stand by it. In any event, it was probable that if an attempt were made to collect the taxes, the civil servants would carry the matter to the courts for a decision.

The council disposed of the matter in its usual prompt and business-like manner. No definite action was taken with reference to the letter of the Minister, which was ordered to be filed.

The government is to be congratulated upon its evident determination to discover whether the city really intends to live up to the terms of the agreement or not. There is a well-founded suspicion that its attitude at this time is inspired by a desire to obtain further concessions from the government. At all events it would appear from the report of the discussion which took place at the meeting of the Board of Control that the city is not altogether certain as to the strength of its position, notwithstanding the steps which have been taken to make the assessment.

The decision of the Supreme Court in the appeal of the government employees of St. John, N.B., will probably influence future action to a degree and until that is given there is not likely to be any further developments. It might be well, just here, to point out the incorrectness of the city solicitor's statement to the effect that the highest court of the land had decided that these incomes are assessable. It is true that the Judicial Committee of the Privy Council has decided that the municipalities of the Commonwealth of Australia have power to assess the incomes of federal officials, but there are sufficient points of difference as between the Canadian and Australian cases to warrant the belief that a more favorable decision can be looked for in the event of our service having to carry the matter to the Privy Council.

In the meantime the position of the civil servants of Ottawa is clear and definite: If the city is prepared to abandon its agreement with the government, and it can be shown by "the highest court of the land" that they are under legal obligation to pay an assessment upon their incomes, they will meet the additional burden of citizenship cheerfully and without complaining. It may be taken for granted, however, that until this is done not a dollar of any assessment upon the salaries of civil servants will find its way into the coffers of the city treasurer.

TEMPORARY EMPLOYEES.

An element of uncertainty obtains in some quarters as to the precise intent of the bill with reference to the temporary employees now in the Service. It is specifically stated that all such who are now paid out of civil government contingencies shall be taken into the permanent establishment. It happens, however, that a majority of these clerks are not paid from this

source, their salaries being charged to various special appropriations and accounts, and the fear has been expressed that it was not the intention of the bill to give such clerks a permanent standing.

A number of our friends, directly interested, have asked THE CIVILIAN for an expression of opinion upon this point. We had not looked very far into the matter before it was discovered that the Hon. Mr. Fisher had made a statement in the House of Commons, on the 25th ultimo, which we believe will dissipate any fear which may exist in this connection. Mr. Fisher said:

"The Bill as proposed brings in all the departmental services in Ottawa which to-day are not in the inside service. In round figures, there are some 1,400 or 1,500 civil servants in Ottawa belonging to what is called to-day the inside service; there are something like 800 who are doing practically the same kind of work in the various departments, but who are paid, not out of votes for civil government, but out of votes made by Parliament of lump sums partly for the payment of salaries and partly for other services. The instance which comes most naturally to my mind is one in my own department. In that department there is the dairy service. This is paid out of a lump vote. The salaries of employees here in Ottawa, salaries of men all over the country, whether temporarily or permanently engaged, are paid out of this vote; expenses of all kinds in connection with the service are paid out of the same vote; incidental expenses, sometimes large, for printing, holding meetings, organization of associations and things of that kind, are all paid out of the same vote. The vote as now taken does not indicate how much is provided for salaries, and how much for other services connected with the administration of this branch. Under this Bill, it is proposed that employees in the outside service who are working at Ottawa, or whose headquarters are

here, shall be brought into the inside service under the operation of this Act."

"Mr. Foster: Where will they be placed?"

"Mr. Fisher: In the inside service, according to the salaries which they are now enjoying, and fitting them into the classifications established by this Act—that is, speaking in round terms. . . . I think it is in the interest of the service, especially here in Ottawa, and incidentally in the interests of the whole service throughout the country, that there should not be in one department, sometimes even in one room, and working side by side, a certain class of officials and clerks who are under one set of rules and regulations, and who have opportunities of increase and advancement which other persons working with them do not possess. It is therefore important in the interest, not only of the service, but of efficiency and good feeling, that these people should be brought in."

In order to avoid a confusion of terms, it will be well to bear in mind that all temporary clerks paid out of civil government contingencies are now ranked as being in the inside service, and those paid from special votes as being in the outside service.

NO SULKING, PLEASE.

Speaking of "frosts," has any reader observed the extreme frigidity of the reception accorded by the newspapers of Ottawa to this fledgling? It is no exaggeration to say that the weather-gauge of their regard has thus far stood steadily at zero; for, as zero means nothing, so their regard for us is as nothing — at least they have said nothing about us. We do not count as anything a sort of blow-hot, blow-cold reference to THE CIVILIAN which appeared in the Saturday evening edition of the "Free

Press" of a few weeks ago. The Civil Service page of that edition is well known to be contributed, and by a civil servant at that. Even so, the reference must have been a little outside the scope of the tri-partite agreement. Contrast this with the kindly, exuberant welcome of the rest of the Canadian press, and readers will begin to ask why the press of Ottawa should lag behind so far.

Nevertheless, we grow; we prosper. Loved at home, and respected abroad (forgive these prideful utterances!) we foresee for THE CIVILIAN a long career of usefulness, with just enough of trouble ahead to keep it from an unhealthy introspection. Imitation is the sincerest flattery, and we have attained even to the dignity of having an imitator, as witness that same Civil Service page of the Saturday "Free Press," which surely owes its being to our humble selves. Is not the good of the Civil Service of Canada a high goal for ambition? Is there not worthy work to be done in raising the tone and standard of the public service? In a word, ought not the Canadian Civil Service to have a periodical of its own? These interrogatories we ourselves have long since answered; and, if it were not ungentlemanly to be so rudely insistent, we would solicit replies from our coy brother-editors of Ottawa. Never mind; we love you just the same, and, really, there is plenty of *advertising* for both you and THE CIVILIAN. Live and let live is a good rule; but, above all, dear fellow-editors, let us "keep sweet." Here's a flowing bowl to our future good understanding, anyway!

THE SALARY QUESTION AGAIN —AND CIVIL SERVICE REFORM.

The Montreal Star the other day did us the honour to quote, somewhat at length, from the article dealing with the salary question which ap-

peared in our last issue, and in which we had thought to have said our final say, in the way of exposition at least, on this absorbing topic. The *Star* said:

"Criticism of the new Civil Service bill by members of the Civil Service is a feature of the last issue of THE CIVILIAN, 'a fortnightly journal devoted to the interests of the Civil Service of Canada,' and edited by civil servants. The specific aspect dealt with is that of salaries, and the views expressed bear out, in even stronger terms, the *Star's* advice of Saturday as to the attitude of the service. The cream of the article is in the last paragraph."

The *Star* then went on to quote the conclusions of the article to the general effect that although the new classification raised the maximums and minimums of the several classes, the clause of the bill providing for an automatic transfer of the old order to the new *en bloc* would not allow provision to be made on the score of cost of living and would perpetuate the old meaningless classification of the service under which there is no necessary correspondence between the nature of the duties performed and the salaries paid. The article ended by advocating an amendment of the bill whereby consideration might be made in the process of transfer both of the necessities of the civil servant and of merit, in the way recommended by the Royal Commission.

* * *

We have re-stated, in this way, our position of a fortnight ago in order to emphasize such modifications as the events of the interval may have rendered necessary. Incidentally, we would wish also to correct the thought-going impression conveyed by the *Star* that the bill does not largely commend itself to us.

During the two weeks' period that has elapsed since our last article, the interview of the Civil Service Association with Mr. Fisher and the second reading of the bill in the House

of Commons have taken place. Full statements covering both of these important occurrences are published elsewhere in this issue. Briefly, their bearing on the salary question is to remove that portion of it which hinges upon cost of living from the discussion in connection with the present bill. The cost of living question, we are told, is one that must be dealt with in a separate measure as being wholly a matter of present circumstances and as being dissociated altogether from the scope of an act which seeks to provide more or less permanent machinery for the governing of the service in years to come. The adjustment of ranks and salaries to duties, we are assured, will be carried out under the clauses which define the new classification and provide for the organization of the service in accordance therewith, Mr. Fisher having declared it the intention of the government to so amend clause 6 that such re-organization would be possible.

Assuming that the above amendment is accomplished, the salary question, *in so far as the bill is concerned*, is not unsatisfactorily disposed of. It is a grievous thing that no allowance on cost of living grounds has yet been made; but if it was frankly never intended to do so in this measure then the measure itself cannot be blamed, especially as it is declared to cover the other great plea on which the demand of the service for an increase is based—the necessity of a fairer adjustment of salaries to duties.

* * *

But while we admit all this, let us be sure that the issue is not beclouded by the new phase on which, from the legislative aspect, the cost of living question appears to have entered.

We have no desire, whatever, in the first place, to quarrel with the opinion of the government that the cost of living question should be dealt with in a separate measure. But if this difference in method implies

that the two matters are necessarily distinct in thought, that civil service reform is a field that lies outside of, and beyond, the present cost of living question, that the one, in short, is possible without the other, then we most emphatically dissent.

The truth is that an equitable adjustment of salaries to the enhanced cost of living must be, under the present abnormal circumstances, in the very fore front of the whole subject or reform. It is the *sine qua non* of an efficient service. Without it, the present act will have imposed upon it a handicap under which it will stagger for years.

Let Parliament understand that it is dealing throughout with one question, not with two, and we shall have a proper solution. Herein lies the whole strength of the present demand of the service for a more or less general increase in salary. It is not a selfish wish to benefit at the expense of the country; it is an honest and just appeal to be placed on the only footing on which efficiency is possible. It is surely unnecessary to recapitulate the unequivocal findings of the commission in support of this view.

* * *

Let it be remembered, too, that the whole question of reform as it now stands is the outcome of the agitation of a year ago on the part of the service for relief from the economic burden, with which the government so far sympathised at the time that its action in appointing the commission was taken almost wholly on that ground. Speaking in the House of Commons on April 24, 1907, Mr. Fielding gave the earliest statement of the government's position in the matter in the course of a debate in which the Opposition was criticising some increases to individual civil servants "notwithstanding anything in the Civil Service Act." The Hansard report is as follows:

Mr. Bergeron: I understand there was a demand on the part of the civil

service to have their salaries increased. What is the government going to do about that?

Mr. Fielding: In these items there are a few special cases which the ministers felt able to deal with at once, and in each case I think for good reasons. But it was found that to deal with the demands of the civil servants generally was quite impossible, because the ministers had no time to take up the matter in detail. In fact, even if they had time, I am not sure it could be conveniently done, because one minister may have a different standard in his mind as to what salaries should be paid from what another minister would think proper. We have thought it better that the whole question should be taken up by some gentleman who could give ample time to it. An item will be found in another place to provide for the expenses of a commission of gentlemen to inquire into the services and compensation of public officials generally.

On the following day, April 25, 1907, Mr. Fielding was reported as follows:

Mr. Fielding: The scope of the commission has not been yet clearly defined. In fact, we have not anticipated the making of any very radical changes in the civil service law. Of course, if in the conduct of the inquiry anything occurs that would lead to a suggestion, we would be happy to have the benefit of the advice of the commission. What we desire as the immediate subject of the inquiry (not to the exclusion of others) would be that they would inquire into the classification of civil servants, the character of the service required from the different classes, the compensation to be allowed to them, the conditions under which they receive that appointment, promotion and everything of the sort. The scope would be somewhat broad. We had not in view any very radical change, however. Nevertheless, the scope of the commission will have to be defined,

and we will try to make it broad enough to serve most of the good purposes hon. gentlemen on both sides have in view.

We think it clear from the above that the original object of the appointment of the commission was to readjust the salaries of civil servants in accordance with the changed economic conditions. That necessity is just one year older and the burden just so much the heavier to-day than it was then. If the design of the government has outgrown its first intention in the matter, surely that design should not now proceed along a path which will leave that first intention—buttressed as it is by mountains of testimony—unfulfilled.

* * *

A final argument against an increase remains. We have, it is averred, a falling revenue. That for the moment is unfortunately true, though no one fears it will continue so or believes that a country with so great a future as Canada cannot afford to pay a living wage under any circumstances to its employees. If the revenue is falling now it has been rising by leaps and bounds for ten years past. It is a debt of arrears as well as of the present that the Dominion owes to her civil servants, and it is hardly worthy when she has withheld her hand in the days that surplus was being added to surplus that she should draw back now because the cup has for the moment ceased to overflow. The artisan and labourer who works for the government is paid a third more than he was ten years ago. By the fair wage clause which the government inserts in every contract let by the Departments, it compels contractors to recognize the changed conditions of affairs, itself indirectly footing the bill. In this way it insures that no workman while indirectly in the employ of the country is sweated or underpaid. The government should extend this great principle to the salaried class which

it directly employs. Every dollar spent in this way would be repaid in the increased efficiency of a contented and well-used staff. Doubly important at the present moment is it, when the long deferred reform of the service is at last to be realized, that it should not be launched under conditions that will inevitably act like a ball and chain upon its chances of the success which it deserves.

THE KING AND HIS SERVANTS.

AN OLD AWATTO BALLAD.

The King who reigned at Awatto
Was seated on his throne,
When up came all his servingmen
And made a bitter moan.

"The shilling that you gave to us
As guerdon for our deeds
Has shrunk so grievously, O Liege
It cannot serve our needs—

"For he that bakes the penny-loaf
Asks twopence for the same;
The dairy-keeper skims the milk
That once was rich in cream;

"And he that sells the herbs to heal,
And he that binds the wounds,
And he who hollows out the grave
To house us underground,

"Have all with one intent combined
To make the penny less.
We pray thee, therefore, use thy might
And give thy men redress."

The King took counsel and replied,
"Did you not all engage
To serve me for the shilling-piece
Which is your daily wage?"

"Then wherefore do you come to beg?
But, since I love the right,
Three judges will I set to work
To bring your wrongs to light."

Then through the land these judges went
To question and cajole,
And sat them down when all was done
And wrote upon a scroll:

"The vineyard of the gracious King
Is chocked at spots with weeds;
But this we find, your servants lack
The bread to serve their needs."

His Majesty withdrew to think,
And after many days
Returned an answer to his men,—
That he their wage would raise?

No, that the vineyard first must have
New boundaries and range,
And two new rulers he would name
To make the needed change.

"Now as to what is cause of all
The lack of bread and cheese,
I grant the headmen instant help
Their dire want to ease;

"But ye that hew, and ye that draw,
And ye that turn the hay,
Will get in time, if ye but live,
A farthing more a day."

And thus the King Awatto
Found favour with his men;—
And they that patched their pants last year
Put patches on again.

Mercurio.

THE CIVIL SERVICE BERNARDO

With apologies to Mrs. Hemans.

The Civil Servant bowed his head
And keeping down his ire,
He begged and prayed the Minister
To make his salary higher.

"The winter's coming on," he said,
"And everything's so dear
I can't afford to eat," he said;

"And keep warm too, that's clear."

"Rise! Rise! Even now a bill is drawn
Which will take care of you;
Even while we speak of it
It may have been passed through;"

Then lightly rose that trustful clerk,
His face no longer sad,
And hied him to the House to see
The bill to make him glad.

When lo! the bill being duly read
 And well conned o'er and o'er,
 The Civil Servant couldn't see
 Where he got any more.
 He pondered o'er it line by line
 And scanned it clause by clause,
 But he'd be blowed if he could see
 For gladness any cause

Then straightaway to the Minister
 The Civil Servant went,
 He knocked upon the green baize door
 And in his card he sent.
 And when he saw the Minister
 He nailed him with a look,
 And put the bill before his face
 And talked just like a book.

"What farce of bill is this?" he cried
 "All framed with base intent;
 You know full well, as well as I
 It don't give me a cent."
 "Why, really," said the Minister,
 "It does appear quite so;
 But we can make another bill,
 Quite easily, you know."

And so another bill was made
 Just in the same old way:
 That is, with plenty words,—
 The clerk got little pay.
 But still he had the honour left
 Of working for the King,
 Which although it doesn't pay,
 Is a genteel sort of thing.

The Minister was not to blame,
 He did not give it thought—
 Fact is he didn't know as much
 About the matter as he ought.
 Whatever he set out to do
 Was sure to do by guess,
 Because of C. S. he little knows,
 And cares a little less.

The Minister was not alone
 In his ignorance dark as night;
 For all the members of the House
 Were just in the same plight.
 You know, dear reader, that the House
 Has many things to do;
 And so it cannot think of them,
 And the Civil Service too.

SONGS OF THE MAKERS OF CANADA.

RYERSON: RENOWNED EDUCATOR.

Wise son of Canada, whose prescient sight
 Pierced to the secret of the freeman's power

And who secured the inalienable dower
 That is a free-born people's surest right,
 Thy spirit wrestled with the work begun
 For that great end on which thy heart was set,
 Strife could not hinder thee nor could chance fret
 Thy soul to cease until thy work was done.

What generous time hath wrought since thy
 first sway
 Is only part of thy far prescient view
 In those poor days when none about thee knew
 What potencies within thy labors lay.
 We greet thee, Ryerson, whose gracious laws
 Now rule our country's educational cause.

—Dr. J. D. Logan in *Toronto World*.

CIVIL SERVICE SAVINGS AND LOAN COMMITTEE.

No more noteworthy attempt to do work of permanent value has ever originated in the service than the attempt to frame a scheme, at once safe and workable, for the inauguration of a Savings and Loan Association. The whole service will be interested in learning what progress is being made by the committee which has the matter in charge. That committee is now composed of the following gentlemen: Messrs. Alphonse Desjardins, M. D. Grant (chairman), F. A. Ackland, H. W. Brown, H. L. Ross, W. W. Moore, A. E. Caron, J. A. Doyon and E. Bouchette. Two meetings have been held, at which substantial progress in the preliminary work was made. It was felt, however, that the actual work of drafting by-laws could be done more expeditiously by a smaller committee, and accordingly a

sub-committee of three, consisting of Messrs. F. A. Ackland, W. W. Moore and M. D. Grant was appointed with instructions to proceed and report to the larger committee as soon as possible. The sub-committee has already done good service, but in view of the fact that an entirely different set of by-laws will be required if the Association is to operate upon the voluntary system, than would be required if it could be launched under the wing of the proposed Act now before Parliament, it has been decided to allow further work to stand for a day or two until it is ascertained whether the Bill is likely to pass. It is understood that the question will be virtually decided in the very near future. It is of importance to note that time is not being needlessly lost and that the excellent general committee is no less enthusiastic than is the service itself. It is sincerely to be hoped that the Senate will not reject the Bill now before it.

CIVIL SERVICE ASSOCIATION OF CANADA.

The executive has once more demonstrated its capacity for hard and efficient work. The Hon. Mr. Fisher moved the first reading of the civil service bill on the morning of the 17th June. At a meeting held that evening the report of the committee on salaries and cost of living was presented and dealt with. Other meetings were held on Thursday and Friday evenings, and by Saturday afternoon the memorial, which appears elsewhere in this issue, and which was laid before the Hon. Mr. Fisher on Monday morning, was in final shape for presentation.

The committees to which were entrusted the work of dealing with the several matters referred to in the memorial were composed as follows:

Salaries and Cost of Living -

Messrs. R. H. Coats, J. F. Lannigan and R. A. Lewis.

Classification and Promotion - Messrs. J. L. Payne, J. A. Doyon, H. Le B. Ross, J. W. Macoun and A. E. Caron.

Superannuation and Insurance - Messrs. M. D. Grant and G. S. Hutchison.

Temporary Employees - Messrs. T. N. Doody, S. J. Willoughby and E. E. Stockton.

Civil Service Commission—Messrs. A. G. Kingston, President; J. A. Doyon, Vice-President; J. L. Payne, Secretary, and M. D. Grant, Treasurer.

The work of preparing the memorial and of presenting it to the Hon. Mr. Fisher was entrusted to Messrs. A. G. Kingston, President; M. D. Grant, Treasurer, and R. H. Coats, chairman of the Cost of Living Committee.

A meeting was held on Monday afternoon for the purpose of hearing the report of the committee, which had that morning interviewed Hon. Mr. Fisher. The meeting was unanimous in expressing its appreciation of the manner in which the minister had received the committee, and in approving the manner in which the memorial was presented.

The regular monthly meeting of the Executive was held on the 26th inst., when various features of the bill were considered in the light of the discussion which had taken place in the House upon the second reading.

It was decided, in view of the fact that the bill now before Parliament does not provide for the increase in salaries recommended by the Commission to meet changed economic conditions, to write the Prime Minister asking that some provision to this end be made during the present session. A committee consisting of Messrs. Kingston, Grant, Coats and Dr. J. F. Watters were appointed to draft the necessary letter.

Messrs. Kingston, Grant and Coats were requested to again communicate

with Hon. Mr. Fisher with a view to having clauses 5 and 6 of the bill amended in a manner such as to insure a reorganization of departments upon a basis of merit and efficiency.

Members of the Association will learn with regret that Mr. J. L. Payne has been compelled, owing to general indisposition, to ask to be relieved of his duties as secretary for the next few weeks. Mr. R. A. Lewis will act in his stead until such time as Mr. Payne's condition warrants him again assuming the duties of the office.

Mr. A. H. Brown has been chosen as the representative of the Auditor-General's Office during the absence of Mr. E. E. Stockton.

A SCRAP FROM THE DEPT. OF AGRICULTURE.

The following incident is reported from the Dept. of Agriculture. An official connected with the correspondence branch is notable for his courtesy and conscientious thoroughness in performing his public duties. He received one day a letter from Hosea Jones of Wayback, New Ontario. It was addressed to Agricultural Deptment, Ottawa, and it read: "Sir, I want a angrycultural repo't an' bein' in the farmin' bisness I orter git it."

Now there are many agricultural reports of many dates. Our painstaking official dictated a long epistle, indicating the number of different subjects dealt with in different reports, and assuring the farmer-student of the readiness of the Government to give the husbandmen of Canada all the information at its command. This and more of like kind was tapped through the typewriter, and duly mailed. Mr. Jones replied promptly and laconically: "I don't give a — what the book is about or when it was wrote. I want it fur a skrap book."

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SIDE LIGHTS.

There is a popular delusion to the effect that all official correspondence is dry and uninteresting. The following letters, selected at random from the thousands received weekly by one of the departments, will serve to convey a different impression.

The first reveals the development of literary taste along somewhat peculiar lines :

"..... 1908.

" Dere sir—i am anxus to buy a book of which the government prints and of which i have had the loan of a copy. it is the most interesting reading i have seen. it is called the criminal code and i send you the price for it. Plese be sure to send it so i can git it by Saturday.

" Yours truly,

"....."

" p.s. — Plese remember it is the criminal code."

The other is from a young lady resident of a town in the Eastern State, and it may be assumed that the reply of the courteous official, whose duty it was to enlighten her, could not have been of an altogether satisfactory nature :

"..... 1908.

"....."

" Dear Sir,—Kindly send me by return mail a copy of the marriage laws of Canada. Please be kind enough to inform me if a girl under 18 years of age can be married in your country without the consent of her parents. A reply by return mail will oblige.

" Yours sincerely ,

"....."

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PERSONALS.

Mr. A. Gobeil, I.S.O., who has been travelling in Europe, is expected in Ottawa in about two weeks.

Mr. D. Ewart, chief architect, is at present in Quebec in connection with the ter-centennial celebration.

Mr. C. F. Chaloner, C.E., of the Geodetic Survey, and party, are at Trois-Pistoles.

Mr. G. F. Hennessey, of the chief architect's branch, who has been ill, is convalescing, and was able to pay a short visit to his office recently.

Louis Coste, C.E., is in town en route for British Columbia.

On 16th inst., a very quiet wedding took place at the residence of Rev. Dr. Henderson, pastor of Dominion Methodist church, when Miss Martha Matilda Clarke, youngest daughter of the late Charles A. Clarke, of the Post Office Department, was united in marriage to John Watson Brougham, of Madford, Man., only son of the late John Brougham, of Glasgow, Scot.

Mrs. Brougham was the recipient of many useful and valuable presents, including a clock and address from the staff of the Money Order Branch, P. O. Dept., where she was lately employed.

Mr. and Mrs. Brougham left on 24th inst. for their future home in Manitoba.

THE CIVILIAN offers heartiest congratulations to the following gentlemen of the Topographical Surveys, who have recently been married:

E. M. Dennis, D.L.S., on May 19th.

Major A. D'Orsonnons on June 2nd.

W. L. McIlquham on June 4th.

F. D. Henderson, D.L.S., on June 10th.

Mr. M. L. Weekes, D.L.S., of the Topographical Surveys, has been appointed district engineer at Regina.

JOHN GOULD

CIVIL AND MILITARY

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TELEPHONE No. 819

A correspondent in the Marine Department sends us the following:

One of those pleasing episodes, which make a bright spot in the official life of a civil servant, took place last Saturday morning in the Dept. of M. & F., when practically all the staff assembled in the long room of the Accts. Branch, and Mr. R. M. Venning, Asst. Com. of Fisheries, on behalf of the staff, in a few well-chosen words, which proved him to be as great an expert in the choice of terms to convey the good-wishes and congratulations of the Department to one of its members about to leave a state of single blessedness, as he is in the use of the diplomatic language which he employs to soothe the ire of foreign governments and gain concessions for our own, presented Mr. W. A. Found with a very handsome silver tea service and tray. Mr. Found, in his genial way, expressed his thanks both for himself and for her "who had consented to share his destiny." Mr. Found was married on the 29th inst., and left with his

bride for his home in P.E.I., to spend the honeymoon, carrying with him the best wishes of the whole Dept.

WE ARE REACHING OUT.

One of our good friends of the Service has handed us the following letter:

"Dear Mr.

"Thanks very much for the copy of THE CIVILIAN, which I hope will be made an independent organ of the Service. I enclose my subscription for the current year, and shall be much obliged if you will have the paper sent to me at my private address.

"Believe me,

"Yours sincerely,

"C. F. JUST."

"Dept. of Interior,

"Govt. of Canada,

"Emigration Branch,

"11 and 12 Charing Cross, London,

"S.W."

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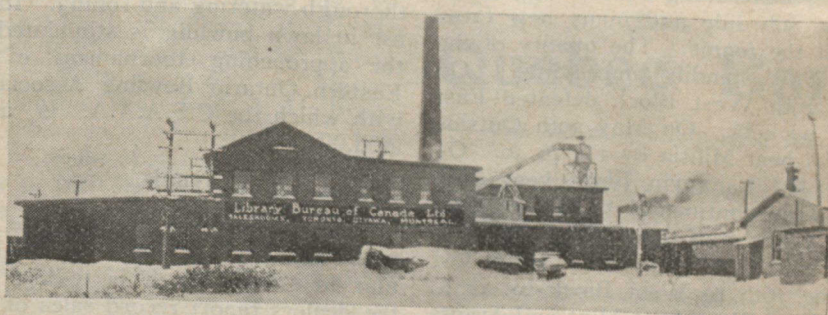
ATHLETICS.

On the 19th June, while the House of Commons was in Committee of Supply on an item in connection with expenditure on grounds, Mr. Fowler brought up the question of civil servants using the lawns for athletic purposes. The Executive of the Athletic Association had addressed an invitation to the members of the Senate and House of Commons to use the Association's paraphernalia for the various games. Mr. Fowler criticized this action of the Association, and claimed that by the wording of the invitation the Association was assuming rights it did not possess. The Minister of Public Works, who is the Honorary President of the Association, in the discussion which followed suggested that the Honourable member should not read the invitation so critically and should consider the spirit

which inspired rather than the letter which conveyed it. Mr. Payne, the President of the Association, on the following day wrote an explanatory letter to the Minister and also to the press. He accepted responsibility for the wording of the letter and expressed regret that written as it was during an interval in a busy official day any word may have crept in that would cause a misunderstanding. Uncertainty as to how the incident would close continued for a few days and culminated in the signing of a round-robin by the Senators and members of the House of Commons addressed to the Hon. Mr. Pugsley, to the following effect: — that the Minister continue to the Athletic Association the privileges of the Parliamentary lawns subject to the necessary rules and regulations for the preservation of same.

In view of the foregoing incidents and notwithstanding the satisfactory

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nature of the closing episode, opinion will probably be divided as to the stability of the tenure of the grounds by the Association. Mr. Fowler may be the divinity that shapes the ends of Civil Service athletics. Will blind destiny lead the Association or will the members carve out a career for themselves? The time may arrive to test the capability of the members to shoulder a great undertaking. Have we yet developed sufficient esprit de corps for such a task? May we be equal to the ordeal, may permanency be the shiboleth of each and every member. While yet in an adolescent state may we emulate that prince of Norway who bore within a delicate and tender frame a spirit with divine ambition puffed.

Cricket.

Cricket has been more enthusiastically taken up by the members of the Association this year than ever before, there being one new "eleven" in the schedule and many new faces on all the teams. The quality of the cricket is steadily improving. On May 26th West Block defeated East by 4 wickets. On May 29th Outside Blocks beat Militia by 114 to 40. On June 2nd Langevin Block beat Mint and Transcontinental by 10 wickets. East Block won from Militia on June 4 by 70 to 38, and Militia again lost on the 16th to West Block by 47 to 38. East Block beat Mint and Transcontinental on the 18th by 46 and 8 wickets, but were badly defeated by Outside Blocks on the 25th with 6 wickets to spare. Langevin and West played a close match on the 23rd, the former winning 61 to 55.

On the 6th June a Civil Service "sixteen" was defeated by an Ottawa cricket club "eleven" by 111 to 56, but it is well to remember that several members of the C.S.A.A.A. played for Ottawa. Two other ex-schedule games were played, the

Benedicts defeating the Lotharios 99 to 80, and the Old Countrymen beating the Canadians 72 to 63.

The standing of the teams in the schedule up to June 26th is as follows:—

Team.	Played.	Won.	Lost.	Pts.
Outside	2	2	0	4
Langevin ...	2	2	0	4
West	3	2	1	4
East	4	2	2	4
Mint, etc. ...	2	0	2	0
Militia	3	0	0	0

Lawn Bowling.

The only competitions outside of ordinary practice games so far are the group-matches. Twenty rinks, divided into two sections, are taking part in this contest. The winners in each section to play off. These matches are played with genuine zest. The Departmental matches will probably be taken up next. The persistent dry weather made the bowling green very rough, and finally the committee suspended play to allow a much needed application of top-dressing with a thorough watering and rolling. Interest in lawn bowling is stimulated by the approaching tournament of the Eastern Ontario Bowling Association with which the C.S.A.A.A. is affiliated.

Tennis.

It is doubtful if at any time the game of lawn tennis has been as popular in Ottawa as it is to-day. All the dealers report record sales of tennis material and scores of people are now playing who have heretofore omitted this game from their summer sports. The picturesque spectacle of 10 or 15 courts in operation on the west lawn cannot fail of effect in exciting and sustaining this enthusiasm. Three years ago the City Tennis League died a natural death because of lack of enthusiasm. In May of this year, however, representatives of the various city clubs met and re-organized with the following officers:

Pres.—H. S. MacMillan, Ottawa L. T. & B. C.

Vice-Pres.—P. J. Lee, Y.M.C.A. L. T. C.

Sec'y.—J. A. McKenna, C.S.A.A. A.

These men along with F. Campbell, the representative of the Ottawa Cricket and L. T. C., compose the executive of the League. A double schedule extending through June, July and August was drawn up and is now well under way. Matches are played on Tuesday and Thursday afternoon at 4.30. Teams are composed of 4 men and thus a match consists of 6 events—4 singles and 2 doubles. The team winning the majority of events wins the match. A win counts 2 points, and a draw one point. The standing to the end of June is as follows:—

	Won.	Lost.	Pts.
Civil Service A.A. ...	3	0	6
Ot. L. B. & T. Club	3	1	6
Ottawa Cricket Club.	1	3	2
Y.M.C.A.	0	3	0

The following have played for the Civil Service: R. P. Brown, H. W. Brown, F. J. Shannon, R. J. McIsaac, R. S. Raby, and V. Woodland. With such men as Messrs. Williamson, Wattford, A. H. Brown and others in reserve, there is no reason to doubt that the C.S. will continue to hold its own with the best of them.

In the meantime on the Parliamentary lawns the less expert members of the Association enjoy their invigorating games. There is one great outstanding drawback in respect of these games,—the utter absence of dressing-room accommodation for the lady members. It is not pleasant to a civil servant of gallant instincts to view our sister members compelled to exchange their foot-gear on the open and public lawns. The committee in past years has endeavoured to make suitable arrangements without success, but the loss of a purse containing \$35.00 by one member and of a

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**D. HOSSACK
MANAGER.**

valuable gold watch by another should spur the present committee to renewed endeavour. A visit from the lady members of the sub-committee to Col. Smith, the courteous Sergeant-at-Arms, would likely be followed by the allotment of a room for the ladies in the Parliamentary Block where they would be perfectly safe.

CORRESPONDENCE.

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

To the Editors of THE CIVILIAN:

It is premature to attempt an analysis of the new Civil Service Bill, as it has not at this writing reached the stage when it can be judged as a whole. The increase of salaries that results from it to the few will not brighten the lot of the many unless they are prepared to extract sunbeams from cucumbers. One of the

striking features of sub-division B of the Second division is that an entrant into it may possibly be kept sixteen years in it, as the minimum is \$800 and the maximum \$1,600, and it would take that time by way of the annual statutory increases to reach the maximum. If it should happen that the clerk starting at \$800 should miss his statutory increase any year, or for several years, that would be a prolongation of the agony enough to make the gods weep. However, this view is too theoretical perhaps. Time will tell. It is to be hoped that the bright anticipations of what may be accomplished by examinations and promotions will be fairly realized. Examinations may gather into the service a more educated and better informed class. This will not change the fact that an entrant who makes a percentage of 80 at an examination as compared with 50 made by another competitor is not going to be a better civil servant than the latter, if while in the service his percentage of marks

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ascertained by tests of his work therein should be found to dwindle to 50 while by a similar test the other advances to 80. Needless to say, the one who increases his percentage of marks while in actual employment, so as in this way to equal the average of examination and work tests of another, should be preferred by the Commission every time. From examinations *facilis decensus averti*.

The Government appears to have the question of superannuation under consideration. It is very much to be hoped that the scheme will be broad enough to make due allowance for the period of service to the credit of those who were many years employed before being made permanent. It should at least enable those who have been contributing to the Retirement Fund to apply their contributions, with the interest, towards giving them the benefit of their temporary and permanent service combined in determining superannuations earned. Between that class and those who paid superannuation rates as soon as they joined the service, wherein is the difference as regards the equities of the case? If anything, the scale turns in favour of the former, as in many cases through the mere accident of unfortuitous circumstances, they have labored in the vineyard under discouraging prospects. It is to be hoped that no ruthless destroyer will arise to extinguish the ray of hope that now lights their horizon.

ALEXIS.

June 29, 1908.

THE OUTSIDE SERVICE.

A representative deputation composed of Messrs. J. S. Boddy, Toronto; J. Boland, Toronto; J. Flannery, London; J. A. Webber, Hamilton; M. Morin, Montreal; G. Killahan, Quebec, and W. H. Pennock, E. L. Chevrier, F. G. Allen, H. S. Ferguson, J. Coburn and Dr. Free-

land, Ottawa, waited upon the Hons. S. A. Fisher and R. Lemieux, on Tuesday last, and asked for consideration of the claims of the outside service to increased remuneration. The deputation was supported by the following members of Parliament: Hon. G. E. Foster, Messrs. R. Stewart, J. B. T. Caron and R. Smith.

We are pleased to note that the Ministers have promised to seriously consider the arguments placed before them, and have promised to bring the matter to the attention of council with a view to securing an amelioration of the disabilities under which the outside service, no less than the inside, is now laboring.

THE CIVILIAN expects to publish in its next issue a comprehensive article dealing with the various phases of civil service reform as viewed from the standpoint of the outside service.

DEATH NOTICES.

The death took place on June 4th, of A. G. Stacey, B.A., D.L.S., who was in charge of a survey party in Southern Alberta. He contracted typhoid fever 70 miles from Medicine Hat, which quickly proved fatal. He was well known in Ottawa, and his loss is much mourned in the Topographical Surveys branch where he possessed many friends. THE CIV-

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LIAN offers sincerest condolences to his parents and those brothers in Little Britain, Ont.

THE CIVILIAN joins with the many friends of Mr. J. D. Sutherland, of the Indian Dept., in extending to him and Mrs. Sutherland sincerest sympathy in the sad loss of their only son.

THE CIVILIAN regrets to announce that Frederic Gelinas, Secretary of the Dept. of Public Works, is dead. Mr. Gelinas entered the service in 1896, and was appointed to the office of Secretary to the Dept. in 1901. He died suddenly on the morning of the 2nd instant, being in the thirty-ninth year of his age.

CIVIL SERVICE REFORM.

Continued from page 89.

clerks. These officials would, under section 6, be transferred to Division II, and it is believed that the wording of the proposed amendment is not specific enough to make it a matter of clear direction that such clerks shall be placed in Division I, as is the evident intent of the Bill as a whole. It is feared that the effect may be to lessen the usefulness of many officials by wrongly classifying them and the duties they perform. On the other hand, it is clearly to be desired that such of the lesser technical and administrative officers as are now, upon the basis of qualification and importance of duties performed, assignable to Division I, shall be definitely allocated to Division II. The Association ventures to suggest that sub-section 3 be so phrased as to make the intention clear beyond question, and definitely assign to Division II only such officials as are performing technical, administrative or executive duties under direct supervision and in a subsidiary capacity. Such clerks as are in training for technical, administrative or executive posts, would

thus, the Association believes, be differentiated from the "principal" and the "lesser" technical, administrative or executive officers who are to be assigned to Sub-Divisions A and B, respectively, of Division I.

SECTION 6: The Minister proposed to add the following as sub-section 5:—

" Provided that upon the organization of the department under section 8 of this Act, the Governor in Council may upon the special report of the deputy head, concurred in by the head of the department for reasons set forth in such report, place any such clerk in a subdivision higher than that to which he is assigned by this section."

We recognize that this proposal meets one of the recommendations made by the Association, and trust that it will be given effect to, as it will admit of a much-needed re-classification upon the basis of merit. It is to be observed, however, that objection was taken in the House to the suggested amendment upon the ground that many undesirable promotions might be made under it. The Association begs to suggest that the objection so urged may perhaps be met by having it specifically stated that the duties of the clerk proposed to be promoted shall be made the criterion. If that be done, the question would become wholly one of fact in any particular case, and unworthy promotions could only be made by breach of the law. The Association respectfully suggests, therefore, that proposed sub-section 5 be made to read as follows. (The portion that is new is shown in italics, a few words being deleted to provide for the substitution).

" Provided that upon the organization of the department under section 8 of this Act, the Governor in Council may upon the special report of the deputy head, concurred in by the head of the department, *place any such clerk who is performing duties of a nature which will qualify him for*

filling such position in a sub-division higher than that to which he is assigned by this section: *the facts shall be set forth in the report to council made in the case.*"

As the Honourable the Minister has stated that he is not concerned in the Civil Service Bill proper with the question of increases to present salaries on account of the enhanced cost of living, the Association does not deem itself at liberty to press, in this communication, for consideration of this most important point; in other words, the Association defers without reservation to the Minister's view. We cannot refrain, however, from observing that the matter of giving increases to such of the present members of the Service as are deserving is as much a question of Civil Service Reform in the broad sense as the making provision for higher permanent scales of salaries, as has been done in the Bill. Whether such increases be granted by this Bill or by

a separate measure is a matter of indifference, but we would bespeak the Minister's kind intervention with the Government to the effect that though separate legislation may be necessary, the several questions connected with Civil Service Reform, of which this is one, are not separate in idea. The Association is anxious to avoid the reproach of being actuated solely or chiefly by self-interest, while at the same time it believes that until this most practical and pressing question is dealt with, the very condition which led to the appointment of the late Royal Commission, and there-through to the agitation for reform, is not being recognized.

We have the honour to be, Sir,
On behalf of the Association,
Your obedient servants,
(Sgd.) A. G. KINGSTON,
President.
(Sgd.) M. D. GRANT,
Treasurer.
(Sgd.) R. H. COATS.

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The above letter is completely explanatory of the Association's position and requires no further comment, except that as regards the request for a favorable consideration of the salary question, upon which the Association did not feel at liberty in the above communication to press more strongly, a letter has since been sent by the Association to the Prime Minister. May it bring forth fruit!

It should be noted that in the resolutions providing for the new scales of salaries, provision was made for an increase of \$100 in the maximum salary payable to messengers, such maximum being now \$800. This provision, although none too generous, is a recognition of the justness of the claim made on their behalf.

The Bill again came up for consideration on June 29th and 30th, the

debate being conducted in the same admirable spirit as on the former occasion. The bringing under the new dispensation of the officials of Parliament was considered. Another of the recommendations of the C. S. Association came to the fore when Mr. Fisher moved an amendment to provide that any person placed in the third division upon the coming into force of the act might by the Governor-in-Council upon the recommendation of the head of the department, based on the report of the deputy head and accompanied by a certificate from the commissioners be promoted to the second division without open competitive examination. Upon its being objected by Mr. Foster that this allowed too much latitude, the clause and the amendment were both allowed to

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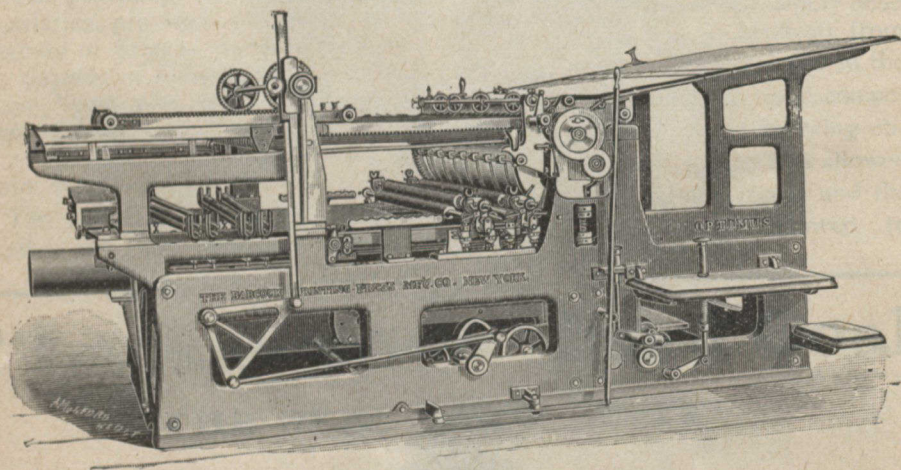
The Service should feel very grateful to the Hon. Mr. Fisher for the open-minded manner in which he received the representations of the Association. Both the Association and THE CIVILIAN have striven to treat of these matters in a broad spirit and with fairness. That the recommendations made have been considered reasonable is evident from the fact that several of them have been given effect

to by the Minister. The tone of the negotiations has been such as to convince any impartial observer that the Service is capable of something better than mere self-seeking, and that, where the interest of Canada is concerned, it can hail with satisfaction the many admirable features of a nascent Act, the full effects of which may not be felt until many of the present members of the Service have ceased to be.



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