

# THE CIVILIAN

VOL. III.

FEBRUARY 24th, 1911

No. 22

## A Post Card to the Rescue!

The Canadian Courier of Toronto has decided to head what it hopes to make a vigorous movement for the extension of the "merit" system from the Inside to the entire civil service. It says:

"Every government is amenable to public opinion. When the present Dominion Government passed the Civil Service Act of three years ago, it was probably going in advance of public opinion in the Liberal Party. When Mr. R. L. Borden put civil service reform among the planks of his Halifax platform, he was undoubtedly in advance of his party. Sir Wilfrid Laurier knows what civil service reform has done for Great Britain and the United States; he will give the broadest measure of it to Canada, as soon as the people demand it.

"To-day the movement is blocked by those who love to deal in patronage and to whom "party pull" is as the breath in their nostrils. It is blocked by the long rows of lazy, unprogressive citizens who hope to drop into easy positions by hanging to the coat tails of some successful party politician. It is blocked also by the indifference of Canada's best citizens, who sit by their pleasant fire-sides warming their be-slipped feet and musing upon the incapacity of the public service."

The Courier therefore asks its readers to send it a post card which can be sent on to Ottawa showing that one at least is not indifferent to the country's needs? A thousand post cards are asked for, but ten thousand would be better. At the bottom of this page is The Courier's suggestion as to what the card should contain.

The Canadian Courier wants a thousand people to send it post cards as follows:

Sir Wilfrid Laurier, G.C.M.G.,  
Ottawa.

Sir:

I am in favour of putting the Outside Civil Service under the Civil Service Commission, and hope that this great reform will not be long delayed.

Yours respectfully,

.....  
Name.

.....  
Place and Date.

These post cards will in due course be forwarded to Ottawa in one package. Send your card to-day. Address: "Editor, Canadian Courier, Toronto."

The Courier in leading up to this very definite suggestion has some remarks which civil servants will read with interest. It says:

"When the Dominion Government created the Civil Service Commission, three years ago, they placed only the Inside or Ottawa service under its charge. Practically every civil servant at Ottawa, and there are over two thousand of them, are now under that Commission of two men. All new appointments are made by them; all promotions are made by them; and all entrance and promotion examinations are conducted under their authority. "Pull" and political patronage have been eliminated around the country's legislative and administrative offices on Parliament Hill. The son of the village cobbler has the same opportunity to enter as a civil servant at Ottawa as the son of a Cabinet minister.

"Moreover, every new clerk submitted must have passed a mental and a physical examination, and must be under thirty-five years of age. No more grandmothers, grandfathers, great uncles or great aunts are allowed to encumber the public service. No more worn-out, grey-headed ward politicians can get comfortable old-age berths at Ottawa — except in the Senate, which is now the politician's only House of Refuge in the capital itself."

Not content with defining the new order, the Courier descends to the practical, and tells how to carry it into the Outside service:

"The Government has power to bring the whole or part of the Outside service under the Civil Service Commission at any time by a simple Order-in-Council. But they have been waiting until the new commissioners got their rules and regulations tried and proven. It was a wise delay, and everybody approves of it. Yet, such delays prolonged become irksome, and it is the duty of the people to see that this does not happen.

"For example, all clerks in the customs houses and all clerks and messengers in the postoffices might be brought under the Commission at once. This would take several thousand appointments out of the hands of the patronage committees and place them in the hands of the Civil Service Commissioners, with their system of appointment and promotion on merit only. Then, a year later, add clerks in the Marine and Lighthouse service, and in the Inland Revenue service. Then, a year later, add those in all other outside services from Dawson to Sydney, and from Niagara Falls to Fort Churchill.

"To do this it would probably be necessary to enlarge the Commission from two to five members and give it a greater staff of clerks; but it would be worth while. This evil of party patronage cannot be eliminated too soon. It is keeping the ward-workers in the ranks of the office-seekers; it is filling the service with old men and untrained men; it is placing inefficiency and ignorance and superciliousness at a premium."

To one C. S. Association of the Outside service the Courier's invitation has seemed to offer an opportunity. The following circular sent out to sister organizations by the C. S. Association of Prince Edward Island will explain itself:

"We invite your attention to an article which appeared in the Canadian Courier, Toronto, of 28th ult., re Civil Service Reform. The object is certainly worthy of support, and each association should energetically push the campaign. It is meeting with great success here."

# The Rubaiyat of a Civil Servant

By "Silas Wegg."

You told me months ago, Mr. Editor, that I would do it sometime before I stopped, and I have done it. I have written, by my own hand and without the aid even of Mercutio, the Rubaiyat of a Civil Servant. One hundred and twenty quatrains at two cents per quat., with ten per cent. off if you take them all! You have a bargain if you only know it, and if you will forego the editorial page and some of your advertisements, I can supply another hundred quatrains when I read the proof.

Your obedient servant,

SILAS WEGG.

[Mr. Wegg's generosity is exceeded only by the length of his contribution. We have selected, out of courtesy to Mr. Wegg, a number of his quatrains by lot for publication. We have, however, preserved his numbering of the stanzas, so that our readers may be prepared for sudden transitions of thought. The printer has suggested the introduction of the numbers at several places within the stanzas themselves, but this we have rejected on account of the ungainliness of appearance that would result.—The Editors.]

## I.

Wake! For the Clock will soon be striking  
Nine  
Upon the Sultan's turret, and the Line,  
Which drawn divides at once the sheep  
and goats,  
Now casts its shadow where the Faithful  
sign.

## III.

The Early Bird with mouth extended wide  
Stuffs many a worm within its warm in-  
side.

Thou tarriest still in blankets snugly  
curled.  
Too late to walk, hast thou the Cash to  
ride?

## VI.

Methinks the minutes which are saved be-  
tween  
The mystic hour of Nine and Nine-fifteen  
Count more than all thy sweaty years  
of toil  
To keep the grave of thine Ambition  
green.

## VII.

I knew a chap who in the silent night  
Read fat reports and such by candle-  
light.  
He overslept himself and now his name  
Is Dennis, which before was Daniel White.

## IX.

One versed in Hebrew, Persian and Chi-  
nee,  
Who knows each island in the Southern  
Sea,  
And can predict eclipses in the dark,  
Is sealing letters in the P.O.D.

## X.

Myself when young did sit up late and  
cram  
My head with knowledge for the Grand  
Exam,  
And one, who played at Hockey and  
Lacrosse,  
Walked in ahead. Alas for O. Kayyam!

## XIX.

"Come, fill the Cup," the Goodwife says,  
"and set  
Some change aside to meet the Butcher's  
debt;  
Thou hast no time to loaf. Bring home  
some bread,  
And mail these letters, please. Now, don't  
forget!"

## XXXI.

At half-past five the catiff homeward  
slinks  
And shovels coal to fill the furnace chinks.  
His fingers blacked with ink and coal,  
he sighs,  
"Slave of the Pen,"—which is a pun,  
methinks.

## XXXIII.

Ah, some I knew, the loveliest and the best  
 Of those by Fisher and the Two Macs dressed,  
 Have married and their trousers now, I hear,  
 Are by their young and faithful spouses pressed.

## XXXIV.

Yet is he worthy of approving glance  
 Who wears the patches of an old Romance,  
 And he who cuts down Trousers for his sons  
 Provides his children with the Wide Expants.

## XL.

Sometimes the Ancients sit beside their tents  
 And talk of Other Days and Lower Rents.  
 I listen to their Dope till they retire,  
 And then I feel like unto Thirty Cents.

## XLII.

To me a dozen fresh-laid Eggs do seem  
 Like pearls of price beyond a Sultan's dream,  
 Yet in the days gone by the Hen herself  
 Was just a hen and held in no esteem.

## L.

When you and I behind the times are classed,  
 O, but the long, long while our Jobs will last,  
 Which of our coming and departure heeds  
 As Titewadd heeds Subscription Lists when passed.

## LVI.

We are no other than the Mutts belike  
 The Cop keeps moving on the blistering Pike,—  
 The minute-hands upon Life's dial plates  
 Which keep their circles but can never strike.

## LX.

The little Dog which wags its little Tail  
 Knows not what muscles move, what nerves avail;  
 Nor does it worry till some urchin ties  
 A string thereto attached unto a pail.

## LXI.

Hast thou a Grouch? I bid thee hold it dear,  
 For it reminds thee thou art surely Here.  
 Thou art not drunk when thou canst plainly see  
 The Flies a-floating in thy Glass of Beer.

## LXV.

When Billjones, that great hunter, hits the booze  
 He hits me also, for I can't refuse.  
 His name is written on my heart of hearts  
 As well as on some sundry IOU's.

## LXVI.

He borrowed Five, what time the Swallows came,—  
 Five precious plunks, and gave therefor his Name.  
 The Swallows have departed, and the Geese  
 Fly southward crying, "Thou art Easy Game."

## LXX.

One came with Books of Travel and of Life;  
 I told him, "I have children and a wife."  
 He said, "What matter? I have children too."  
 I bought them all (the Books) to save more strife.

## LXXIV.

Some for a Handle to their Names, and some  
 Sigh for a Pension in the days to come.  
 Ah, take a Flat Increase;—you may not get  
 Promotion when you reach the Maximum.

## LXXV.

Ah, Love, could Thou and I with Fate conspire  
 To reconstruct the Estimates entire,  
 Would we not use the "Notwithstanding" clause  
 To grip Things closer to the heart's desire?

## LXXIX.

I sent a clerk through the invisible,  
 A letter from my Minister to spell,—  
 And by and by the clerk returned to me  
 And answered, "His Chirography is — well!"

## LXXXV.

A young Official wrote a long Report  
 On How to cut the year's Expenses short;  
 The funeral was small, yet some remarked,  
 "He was a decent fellow of a sort."

## XC.

The chewing typist writes, and having writ  
 Chews on, nor does she care one little bit  
 That she is short of Gum, for then she takes  
 A Rubber Band and chews a while on it.

## XCIV.

A Civil Service List for Nineteen-Ten,  
A Fat Cigar, a Jug of Ink, and then  
If thou wilt take dictation at my side,  
The rest may leave at Four,—I don't care  
when.

## CVIII.

So when the Angel of the Darker Drink  
Remarks, "No typhoid germs in this, I  
think,"

I call a messenger, to whom I say,  
"Please put some Hypochlorite in mine  
Ink."

## CXVI.

I saw the Tower-flag at half-mast flying,  
And knew that One was dead, who had  
been dying,  
That's Death's Black Rod upon the  
Door of Life  
Had rapped the Summons which heeds no  
defying.

## CXVII.

When at the close I put my Pens away,  
And farewells to the Files and Ledgers  
say,  
Will they who greet me in the Vast  
Beyond  
Inquire, "Wast thou in First Division  
A?"

## CXVIII.

Will some Commissioner of that Last  
Court  
Call loudly for the Quarterly Report,  
And, having read that I was late be-  
times,  
Send me instanter back to Mr. Shortt?

## CXIX.

If any then shall hold an open mind  
About the faults to which I am inclined,  
May they remember that the Late Kay-  
yam,  
So late in signing, has at last resigned;

## CXX.

And redirect my Soul, Express Prepaid,  
To Rhadamanthus and his fellow shade,  
And on the way-bill print in letters  
clear,—  
"Forgive his Four-Flush, now the Game  
is played."

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### LORD MORLEY ON STYLE.

At the annual meeting of the English Association recently, Lord Morley, the President of the Association, delivered an interesting and stimulating address on "Language and Literature." In the course of

his speech, Lord Morley referred to the qualities of style, and as this part of the subject is of special interest to civil service candidates whether for entrance or promotion we reproduce his remarks for the benefit of our readers:—

"I find in Sir James Murray's Dictionary — a splendid triumph for any age — that I am responsible for having once called literature the most seductive, deceiving, and dangerous of professions. That text demands a longer sermon than your time allows. If any of you reject my warning, impatient as I confess myself of overdoing precepts about style, let me urge you, besides the fundamental commonplaces about being above all things simple and direct, lucid and terse, not using two words where one will do — about keeping the standard of proof high, and so forth — let me commend two qualities—for one of which I must, against my will, use a French word — Sanity and *Justesse*. Sanity you know well, at least by name. *Justesse* is no synonym for justice; it is more like equity, balance, a fair mind, measure, reserve. Voltaire, who, whatever else we may think of him, knew how to write, said of some great lady: 'I am charmed with her just and delicate mind; without *justesse* of mind there is nothing.' You must curb your ambition of glory, of writing like Carlyle, Macaulay, Ruskin. You must take your chance of being called dry, flat, tame. But one advantage of these two qualities is that they are within reach, and grandeur for most of us is not. And with this temper it is easier to see the truth, what things really are, and how they actually come to pass.

"I had noted one further admonition, but opening Mr. Ker's two little volumes of Dryden's prefaces, for which we owe the editor a debt, I came on Johnson's account of Dryden's prose, far better worth your pondering than anything I could say:—Dryden's prefaces have not the formality of a settled style. The clauses are never balanced, nor the periods modelled; every word seems to drop by chance, though it falls into its proper place. Nothing is cold or languid; the whole is airy, animated, and vigorous; what is little is gay; what is great is splendid. Everything is excused by the play of images and the spriteliness of expression. Though all is easy, nothing is feeble; though all seems careless, nothing is harsh; and tho' since his earlier works more than a century has passed, they have nothing yet uncouth or obsolete." This contains both true criticism and good guidance."

# THE CIVILIAN

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

Ottawa, Feb. 24th, 1911

## THE DEPUTY MINISTERS AND SUPERANNUATION.

A tremendous impetus to the movement for superannuation could be given just now by the Deputy Ministers. They more than any one else know how necessary to efficiency is the desired change. In the better future that is dawning for the civil service, the prestige of the post of Deputy Minister will be greatly magnified and its possibilities for public recognition enlarged. It has already profited more than any other rank in the service by the changes of the past two years. For selfish reasons, therefore, which in this case may be avowed, inasmuch as they amount to a plea for more effective machinery of administration, the Deputy Minister should take active part in the movement for superannuation. They have individually the ear of Ministers as no one else. But more is needed. A concerted movement on their part for superannuation at

the present juncture could not but profoundly impress the government, and, under the circumstances, would not savour in the least of coercion.

## A GENERAL ESTABLISHMENT BOOK.

Every Department maintains its own establishment book, from which annual statements are sent in to the Department of Finance. But no such thing as a general establishment book for the entire service — setting forth in fullest detail the official status and history of each and every civil servant — is in existence. There ought to be such a book. Civil service administration is already a very important Canadian problem. It will be more and more important in the future. There cannot be too many facilities afforded for dealing with that problem from the outset. One of the most elementary facilities of the kind is such a book as we have mentioned, wherein a comprehensive and complete statement of the personnel of the service might be obtained. Under conditions as at present the labour required in attempting to deal with a question like superannuation is almost superhuman.

## LE MONUMENT DOLLARD.

Armand Chossegros, touchant le monument Dollard, dans "Le Semeur", l'organe de l'Association Catholique de la Jeunesse Canadienne-française:—

"Compagnon de Dollard, prend donc la noble épée  
Que ton frère a jadis de tout son sang trempée,  
Bataille pour la foi, pour les mœurs des aïeux,  
Frappe de ton estoc la franc-maçonnerie,  
Garde aux fils du terroir le parler savoureux,  
L'accent de la Patrie."

## Lord Morley on the Early History of Civil Service Reform.

The principle of open competition for entrance to the civil service was first enforced by Mr. Gladstone, and in this connection the following quotations from Lord Morley's *Life of Gladstone* are interesting:

It was the conditions common to all the public establishments that called for revision, and the foundations for reform were laid in a report by Northcote and Sir Charles Trevelyan (November, 1853), prepared for Mr. Gladstone at his request, recommending two propositions, so familiarized to us to-day as to seem like primordial elements of the British constitution. One was, that access to the public service should be through the door of a competitive examination; the other, that for conducting these examinations a central board should be constituted. The effect of such a change has been enormous not only on the efficiency of the service, but on the education of the country, and by a thousand indirect influences, raising and strengthennig the social feeling for the immortal maxim that the career should be open to the talents. The lazy doctrine that men are much of a muchness gave way to a higher respect for merit and to more effectual standards of competency.\*

One result of this report was the appointment of the Civil Service Commission in 1855, and finally by an order in Council of June 4, 1870, the principle of open competition was definitely established.

Regarding this Lord Morley says:—

Resistance came from Lord Clarendon, and strange to say, from Mr. Bright. An ingenious suggestion of Mr. Gladstone's solved the difficulty. All branches of the civil service were to be thrown open where the minister at the head of the department approved. Lowe was ready to answer for all departments over which he had any control — the treasury, the board of works, audit office, national debt office, paymaster-general's office inland revenue, customs, and post-office. Mr. Cardwell, Mr. Childers, Mr. Goschen, and Lord de Grey were willing to do the same, and finally only Clarendon and the Foreign Office were left obdurate. It was true to say of this change that it placed the whole educated intellect of the country at the service and disposal of the State, that it stimulated the acquisition of knowledge, and that it rescued some of the most important duties in the life of the nation from the narrow class to whom they had hitherto been confided.

Gladstone himself foreshadowed the principle of entrance to the civil service by competitive examination in the following words:

"I speak with diffidence; but remembering that at the revolution we passed over from prerogative to patronage, and since the revolution we have also passed from bribery to influence, I cannot think the process is to end here; and after all we have seen of the good sense and good feeling of the community, though it may be too sanguine, I cherish the hope that the day is now near at hand, or actually come, when in pursuit not of visionary notions, but of a great practical and economical improvement, we may safely give yet one more new and striking sign of rational confidence in the intelligence and character of the people."

\*Morley's *Life of Gladstone*. Book IV., chap. IV., vol. I.

## The Origin of the "Union Postale Universelle."

Up to the middle of last century, the postal arrangements between the several countries of the civilized world were carried out under a series of agreements. The outside tariffs differed very much by reason of the numerous and different interests, and consequently the postal arrangements were much complicated. These special difficulties were still further increased by the larger Customs charges which had to be paid for postal matter. The first international postal meeting was held in 1850, and was organized by the German-Austrian Postal Union. This marked the beginning of the "Union Postale Universelle."

In 1863, on the suggestion of the United States of America, a Postal Congress was held in Paris, at which the German-Austrian opening of Post Offices to the public was discussed.

The first International Postal Congress was held in Berne, at which the "Union Postale Universelle" was inaugurated. The decisions agreed to at this Congress were put into force on the 1st of July, 1875. All the European States joined the "Union," together with Turkey in Asia, Siberia, Egypt, the United States of America, and several of the States on the north coast of Africa. The principal items decided on by the "Union" were:—1, That all the countries mentioned form a Postal Union; 2, The said countries to give facilities for postal matter between the various countries forming the Union; 3, The transmission by land or sea to be arranged at low rates; 4, Special cheap tariffs to be created for the different kinds of letters sent by post; 5, Every State to retain the postage arranged by itself.

A second Postal Congress was

held in Paris in 1878, attended by the delegates of the different countries which had joined after the first Congress. The name, "Union Postale Universelle," was maintained, and the new agreements were called "world-contracts." This Congress decided specially: 1, an arrangement for registered letters; and 2, the circulation of postal money orders. These two contracts were agreed to by all the delegates constituting the Union.

At the Congress held in Paris in 1880, the first contract regarding postal parcels was instituted.

At the third Congress, held at Lisbon in 1885, it was decided that express letters might be sent as well as telegraphic money orders, and State books;—this latter point was not agreed to by Germany.

The fourth International Congress, held in 1897 at Vienna, signed the contract for sending by post parcels of special value, and also came to an arrangement regarding newspapers and periodicals.

The fifth Congress was held at Washington, when it was decided that the weight of parcels be put at from 2 to 5 kilograms, and that of samples of no value from 250 to 350 grams.

Very interesting resolutions were discussed by the sixth Congress, held in Rome on May 26th, 1906, and which were put in force on October 1st, 1907. Among these resolutions might be mentioned the following:—1, The weight of international letters was increased from 15 to 20 grams; 2, The postage of money orders in the "Union Postale Universelle"; 3, A general postage for registered letters; 4, The issue of tickets for paid answer, etc.

The next Congress will be held in Madrid in 1912.



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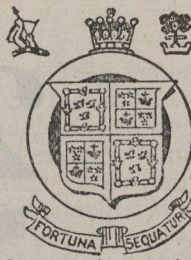
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## The Woman in the Service

By "Frea Cannaiad."

The change in ideals of the woman of to-day as compared with those of the Canadian woman of fifty years ago, is dwelt upon at some length by the superintendent of the Women's Residence of Macdonald College, in an article on women's clubs, which was published recently. In earlier days when the great majority of the people were in the country, when all lived the simple life, there were few social problems, such as are continually arising in evidence of the passing of the simple life. One of such is the problem which now arises in the home, of finding suitable trades or professions not only for the sons but for the daughters as well. In her opinion, time should not be wasted in deploring the departure of the girls from the home, but devoted rather to the solution of the problem of a girl's education. How can she receive the education which shall make her the power for good in the nation which she should be? No country can be greater than the women choose to make it. It can rise only to the height of its home life.

An attempt to solve the problem of giving to every woman such an education lies in the suggestion that women's clubs, the object of which must be social service, could do work limitless for good. It is suggested that there should be a large organization, the aim of which would be to reach the great mass of the women, and teach them what is needing reform and how best it can be accomplished. Already in the country places in Canada, there have been established women's institutes,

which aim to reach all the women in the country districts, and raise the standard of the homes in rural communities. If properly maintained, these institutes ought to be able to do much towards rendering country life more attractive.

The advantage of organizing such clubs as these throughout the Dominion would be that topics of common welfare could be discussed, not only by the women who are enlisted as members of similar clubs at the present time, but that they could be brought to the attention of all the women, and thus an educational campaign for any needed reforms could be instituted. At the present time when any great movements are commenced, the indifference of the general public has to be overcome by a long process of education usually undertaken by the newspapers. Women's clubs which would include the women of all classes could help to a great extent in this process of education. For it is through the women in the homes that the well-being of the nation can be most directly affected.

A suggestion is made, too, as to the name of such an organization; but probably in the midst of many women's organizations there could be found one which could take up this idea of social service on this large scale as suggested, and the necessity of forming a new organization be avoided. There are already amongst us many clubs struggling to maintain themselves, suffering from uncertainty of aim. Possibly such a one could find in this suggestion stimulus for greater work

—an inspiration to become a force in the country's life. Hitherto, women's clubs have borne much adverse criticism on the score of fostering an intellectual pride based on a merely superficial knowledge. Perhaps the critics have spoken the truth to a certain extent, and yet however great has been the failure in the past, there is no reason to believe that good can not be and is not being accomplished by women's clubs of which the aim is social service. No such club, however, can aspire to laying broad foundations for education. It can merely direct the interest, and leave to the individual the thorough study of the various social problems. But the stimulated interest is often the first step in education.

### VIEWS OF CUSTOMS STAFF OF VANCOUVER, B.C.

The representatives of the Customs staff at Vancouver append herewith a draft schedule of salaries to be submitted through the Federation to the Premier, viz.:—

Collectors .....	\$ 300 to \$4,500
Surveyors .....	1,600 to 2,800
Chief Clerks .....	1,600 to 2,800
Clerks .....	1,000 to 1,800
Appraisers .....	1,500 to 2,500
Asst. Appraisers and Gaugers .....	1,200 to 1,600
Tide Surveyors .....	1,200 to 1,800
Chief Landing Waiters..	1,200 to 1,800
Chief Lockers .....	1,200 to 1,500
Landing Waiters, Lockers and Examining Officers	1,000 to 1,500
Messengers, Packers and Tide Waiters .....	500 to 750

It is further recommended that officials west of Lake Superior receive an additional allowance of not less than 15%.

Moreover, it is considered that it would be to the benefit of the service to have a qualifying examination compulsory on entrance, unless for work of a technical or professional nature.

In the matter of increments to salary, a method of graduation is

strongly urged, whereby the maximum of each class may be reached within five years, in view of the fact that in the past an official hardly ever, if ever, attained to his limit until after nearly a life servitude.

In conclusion, the government is requested to extend the Act of 1908 to the entire service, as obviating the "Patronage System" at present in vogue.

### CIVIL SERVICE CLUB NOTES.

The following is the standing of the bridge whist tournament:—

	Rubbers Won.
C. P. Flynn .....	6
T. N. Doodly .....	15
J. M. Chalifour .....	8
T. D. Caldwell .....	0
R. Richard .....	13
Alex. McMillan .....	9
F. J. Audet .....	11
C. H. Parmelee .....	10
Geo. Hutchinson .....	8
J. W. Reid .....	12
C. B. Burns .....	11
Rod. Girard .....	3
C. F. Spence .....	12
A. Chevalier .....	20
W. A. Fraser .....	12
J. K. McLean .....	6
Albert Horwood .....	13
W. W. Leach .....	11
A. A. Lapointe .....	10
F. A. Campbell .....	12
J. A. Burroughs .....	15
G. H. Cook .....	9
L. Lasalle .....	16
G. Labine .....	17
F. Fallon .....	6
J. R. Roy .....	6
C. Mair .....	9
F. K. Bennetts .....	12

The following members have one game to play:—

J. M. Chalifour, Gus Richard, F. J. Audet, C. B. Burns, Albert Horwood, C. Mair.

Two games to play:—

C. H. Parmelee, Geo. Hutchinson, J. K. McLean, J. R. Roy.

Three games to play:—

T. D. Caldwell, R. Girard, F. Fallon.

The members are requested to be on hand as soon as possible to finish their games, as it is intended to award the prizes on Wednesday, March 1st.

Owing to the large amount of illness prevailing, the organization regrets to have been obliged to delay the finals of the tournament.

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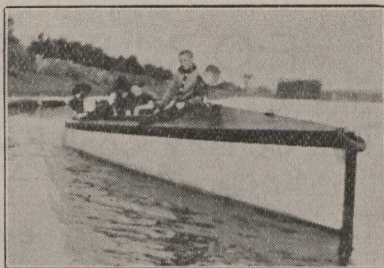
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## Civil Service Reform in a Western U. S. City.

### Humours of the Competitive Examination System. — Higher Officers Appointed by Competition.

Kansas City has obtained a reputation as a "reformed" place, the municipal service being among the departments to which the reforming process has been applied. There are, however, unhallowed persons who make fun of the service and its examinations. The *Kansas City Times* quotes a question from the examination held by the Civil Service Commission in Kansas City for the position of dog enumerator and impounder, and comments as follows:

One horse and two goats were lawfully impounded and were not claimed by the owners. The goats were duly advertised, and sold at \$4 each, having been in the pound eight days, and the horse was duly advertised and sold for \$15, having been in the pound twelve days. What amount did the impounder pay into the City Treasury if he is allowed \$1 for each animal impounded and twenty-five cents a day for feeding each one?

Do you know how much the impounder paid? No. That's wrong. It doesn't depend on whether he had a relative in the City Council, for this is a question of arithmetic. And if you can't get a correct and satisfactory profit for the City Treasury out of the above story of the unfortunate goats and the horse, never again look down on a dog enumerator; for sixty men who wanted to be dog enumerator, at \$1,500 a year, had to "get the answer" to it in the Civil Service examination for that position yesterday.

This examination was held by a Commission in Kansas City which has established some new civil service precedents. It did not apply the examination first to the lower positions like dog enumerator and impounder; it began its examination with the highest positions in the several unexempted departments. There were two reasons for begin-

ning with the highest position. First, by this means it was expected that men would be thus obtained who would be in sympathy with the merit system. Second, it was thought that there would be more loyalty in employees if they knew that their superior officers had already passed the same test to which they had been subjected.

The chief officials of Kansas City, selected through competition, are the following: city engineer, superintendent of repairs, commissioner of street cleaning, chief superintendent of water works, assessor and collector of water rates. Although their titles might indicate that they were heads of principal departments, yet taken in connection with the organization of the Kansas City government, they are little more than chiefs of bureaus and there is nothing novel in their selection through competition, with perhaps the exception of the chief superintendent of water works. But while not novel, the inclusion of these important officials in the competitive class goes much further than in many cities now under the merit system.

But in one thing Kansas City has gone further in extending the merit system than any other American city, that is, in the office of its city counsellor, all of whose assistants are selected through competition. This is an important step in advance, the nearest approach to such competitive classification in a city counsellor's office being said to be in the case of Buffalo.

Guest—"I'll take some o' that."

Waiter—"Some o' which, boss?"

Guest—"Some o' that there. Can't you read?"

Waiter—"Scuse me, suh, I ain't had no education, either."

# Here and There Among Public Servants

Edited by

The United States Civil Service Commission has issued an order, which is regarded as the most drastic ever put out by that body, forbidding active participation in political affairs by Government employees.

\* \* \*

There is a fiction still current in the British civil service that the higher grades of the service are open to the lower grades; but it has been shown that in fourteen years there were only thirty-four promotions from the Second Division to the Higher Division — a disproportionate number, when it is considered that the strength of the Second Division is considerably over 3,000. Commenting on this subject, "Tite Barnacle," who writes interesting service notes in the British contemporary, the "People," remarks that so far as promotion is concerned, the civil service is as badly off as the Army and the Navy. "There is a regulation in the Army," says "Tite Barnacle," "which allows the rank and file to aspire to combatant position; but I defy any one to show that one of a million who left the plough for the Army ever gained a commission on his own merits. The same thing applies to the civil service. The Second Division Clerks in London undoubtedly do the work. They have to teach the college graduates their duties, and they have to stand by and see these youths pushed forward to high, lucrative positions to which they (the Second Division Clerks) have morally a just claim. The system of 'class' in the service is now so deeply rooted," continues the writer, "that it will never be brushed aside, and so we must expect to see experienced men grind out their lives, doing the country's work, and growing more and more embittered as the time for their retirement draws near. This being the case, it is astonishing that there are so many scrambling for places in the Second Division, which, in effect, is a very deep pit, out of which it is almost impossible to climb." All of which may be of interest to our Division III. at Ottawa, who under the rigid classification system of the Act of 1908, occupy an almost identical situation with the "Second Division" referred to in the foregoing.

\* \* \*

With respect to tuberculosis, the British Post Office and its staff are taking their full share in the national movement against this widespread disease. The foundation and growth of the Post Office Branch of the National Sanatorium Association, in particular, renders sanatorium treatment accessible to

every member of the staff who joins the association. Without waiting and without expense, any postal servant who has been a subscriber for a year is assured of accommodation in a sanatorium. The annual subscription is only two shillings; 45,000 has already joined, but these are only a small proportion of those who are eligible. The Postmaster-General recently suggested that the Medical Officers of the department would be rendering most useful service if, when occasion offered, they impressed upon members of the staff who did not yet belong to it the value of this association and the advantage and duty of membership.

\* \* \*

Twice within the limits of one issue *Punch* indulges pictorially in "taking a rise" out of the public services. A Highland postmaster represents the latter in the first instance, and thus addresses a party sheltering from the rain: "Wull ye no come in oot o' the rain, your leddyship, and I'll gie ye a wheen postcairds to read to while awa' the time? There's some gay queer anes by the last post!" The second of the two, which forms the first of a series of "Improbable Scenes," shows a *queue* of Government office clerks lined up to an entrance in Whitehall distinguished by the sign "Early Door." The illustration shows the clerks spoiling to get at their work.

\* \* \*

A story of red tape is told at the expense of the British Office of Works. It was Sir W. S. Gilbert's first day at the office, and the first thing to interest him was a senior clerk trying to work comfortably in a chair with one castor missing, the clerk growling and explaining aloud, for the hundredth time, that the department would recognize nothing less than a broken leg. "Then you have your own remedy," mildly suggested Gilbert. The elder man looked hard for a moment at the promising young recruit, and then at 5 o'clock, as his colleagues began to file out of the office, the long-suffering one was seen to seize the poker and, with one blow, to smash the chair-leg. Next morning he had a new chair. The Office of Works was at any rate prompt.

\* \* \*

We must also be on our guard against certain evils that have accompanied the giving of a permanent tenure to large classes of civil servants. Useful associations of classified civil servants have been at times perverted into combinations to force Con-



# In Canada and the World Over

## "Snap"

gress and the executive against their better judgment unduly to increase their pay or reduce the burden of their duties. The general public is not aware of the existence and exercise of such influence, and I do not hesitate to pronounce it a serious governmental danger that calls for wise legislative and executive action.—President Taft before the National Republican League.

\* \* \*

Some Scottish civil servants recently waited upon Sir Matthew Nathan, who is a very high official in the British Post Office, with a cost of living plea. Sir Matthew's reply to some statistics of meat prices was that he understood porridge took the place of meat in Scotland. The following parody as a result is going the rounds:

Scots wha hae on parritch fed,  
Scots wha hae wi' Nathan pled,  
Welcome tae yer closet bed  
In the parlour wa';  
Though the bairnies number ten,  
Crowded in a but-an-ben,  
Ye've nae reason tae complain,  
That yer wage is sma'.

Dirna fash wi' popeseye steak,  
For mutton chops ye shouldna' craik,  
E'en fill yer kytes wi' oatmeal cake,  
An' seek nae richer fare;  
Ye breeless loons, ye lack the grace  
Tae claim by richt an equal place  
Wi' England's proud Imperial race—  
Ye're Swedes an' "Nathan" mair.

\* \* \*

It is impossible to foretell with exactitude the time when a civil servant will cease to be defined as "a person with a grievance." There are few even now who would escape that classification in Canada. To judge from some particulars regarding the Italian service recently published, "Snap" would say there were still fewer exempt from the definition in Italy. An examination of the figures shows that although during 27 years the increased expenditure due to increased salaries amounts to \$15,000,000, there are still in the whole national services only 101 persons receiving more than \$2,000 a year. The average salary throughout the staff is less than \$400 a year!

\* \* \*

The new coinage for the new reign is now being prepared in Great Britain, and

in connection with it the Deputy-Master of the Mint has provided a collection to be used as a gift. You can purchase a set of specimen coins in a case for £10 6s., containing every coin from a gold five-pound piece to a silver penny. Few people are aware that silver penny, twopenny, threepenny, and fourpenny pieces are still struck. They are used for Maundy gifts. The British Mint is an old institution that conducts its affairs in dignified fashion. Those who wish to purchase the specimen coins cannot do as they would do in an ordinary business — send a cheque and have the goods delivered. They must first send in applications and have their names registered. They will be informed when the coins are ready, and then they must apply either personally or by agent, and bring cash with them. Nothing but cash will do. There will be no five-shilling piece and no four-shilling piece with the new coinage. These have dropped out of use for some time. Small silver money, on the other hand, is in steady demand, and even the threepenny piece maintains its popularity undiminished. The new coinage will not have much novelty about it. It will follow the precedents laid down for the British coinage for generations. The inscription will still be in Latin, although some would fain have had it in English. The style will be as before.

\* \* \*

It is necessary to go out from the trees in order to see the wood. The tremendous organization of the post is not revealed in its full aspect to the business man who expects and obtains his mails every morning of the year, but it was comprehended and appreciated by a journalist who happened recently to come across the English mails at Port Said. Of many impressions perhaps the strangest was the contrast between the men who transhipped the bags of letters from one steamer to another and the nature of the burdens which they carried. "No doubt in every bag one would find expression of almost all the emotions possible to the human heart. Letters, too, of commerce and statecraft, of sedition and discontent, of love and loyalty, and these were carried on the backs of the mongrel degenerates of Port Said, who, as all men know, are the scum of the earth."

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Every fastidious dresser who has noted the spring styles foreshadowed in the fashion periodicals, can determine at once that these new Spring Suits, whether they emanate from New York, Toronto or Montreal, are correct in every line, perfect in every essential detail and correct in color and fabric. The broad revers, the sailor collar, the oblique fronts, the single, double, triple or quadruple button fastenings, the narrow straight lines, the absence of superfluity of material are among their many new characteristics. The shaping, the pressing, the fashioning are the work of specialists. For diversity of mode they furnish us much sartorial variety as though patrons placed individual orders, and every purchaser will realize that the \$25 paid for them lacks from \$5 to \$10 of their actual value.

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on the Civil Service Examination for May proves the superiority of our courses. With one exception every candidate received an appointment in the Civil Service within four days after the results were published (June 18). One of our candidates in the Shorthand Division went right from our school without a single day's experience and headed the list of those who wrote from Ottawa and took third place in the Dominion. Another without a single day's office experience took the highest mark in Typewriting (99%) and still another caught fourth place in Subdivision B, 3rd Division. A most remarkable showing for inexperienced candidates, and is the best evidence of the High Grade teaching at Gowling's School.

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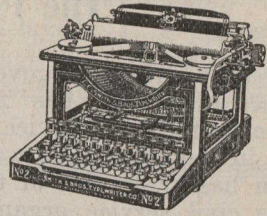
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## The Postmen of France.

The recent strikes of government employees in France has focussed attention on the civil service of that country in a quite unique way. The situation has arisen out of the fact that the civil service organizations in France are affiliated with the labour movement, and the labour movement in turn is to a very large degree political. The French Postmen's Association, however, seems to have definitely decided to resort no more to force to obtain their demands. The chief demand is the familiar one of an increase in salary based on the high cost of living.

The official journal of the Postmen's Union discusses the situation, and voices the discontent of the postmen. It says:—

“The railwaymen had their strike, and on Jan. 1 they will get their 5 f. a day. The rural and urban postmen have never gone on strike, and they earn, the one 2 f. 10 c. and the other 3 f. 45 c. per day. They have remained faithful to their duty and to the public. We would only say to the Minister of Public Works that the loyal discharge of duty, if it does not merit a recompense at least deserves that the wishes of the men who so act should receive friendly consideration. It should not be made possible to say to the Minister that employees who revolt obtain satisfaction, while those who remain faithful are fooled with the renewal of unfulfilled promises. We hope, therefore, that M. Millerand will take into consideration the representations of the Postmen's Association.”

The question of the improvement of the salary of Post Office employees has been before the Chamber, but the Government does not seem disposed to agree to the proposals that have been made, and it is this attitude which is really at the bottom of the present discontent. M.

Roblet, the secretary of the Postmen's Association, when asked whether it was likely that the members would entertain the idea of a strike if other means of obtaining redress should fail, said:—

“Our resolution on that point is quickly taken. We are the servants of the nation, and not of any particular Minister. If we declared a strike or joined a strike already declared it would be the interests of the nation, and not the interests of Ministers, that would be prejudiced, and the Ministers would still persist in misunderstanding the justice of the views that we would submit to them. To combat the interests of the nation would only be to fight against ourselves, and the postmen have no idea of doing anything of the kind. We should merely alienate the sympathy of the public, and make Parliament and the public authority indisposed to meet our wishes. We have already obtained some satisfaction, but not nearly what we want. You must remember that the postmen are the stepchildren of the Administration. We hope, however, to obtain a further measure of redress. At all events, we are persuaded that our methods of obtaining satisfaction, which have always been firm, correct, and loyal, will in the end produce better results than the adoption of violent measures.”

A young gentleman with a very plain face was rather annoyed because his view of the stage was obstructed by the hat of a pretty girl who was sitting in front of him in the gallery.

Wishing to get a glimpse of the performance, he plucked up courage and, in a nervous voice, exclaimed:

“See her, miss, I want to look at well as you.”

“Oh, do yer?” she replied in a rich Cockney accent as she turned round and looked him in the eye. “Then you'd better run home and change yer face.”—Tit-Bits.

## EXTRACTS FROM THE CIVILIAN FILES 30 YEARS HENCE.

By "Pickwick."

Clementina Spriggs, M.P., the senior member for the City of Ottawa, is bringing forward a Bill in the interests of her sisters employed in the service whereby in future the dates of ladies' births will no longer be given in the Civil Service List. The Bill has already passed its second reading.

The Aviation Team Race between the Interior and the Bureau was a pronounced success. Unfortunately, however, in the final lap one of the contestants came into collision with the spire of the Town Hall at Ridgmont. Fortunately no bones were broken.

The mail clerks are presenting a petition to the Government for a further increase owing to the danger incurred in working in the Overhead Mail Aeroplanes. Another reason advanced is the increased cost of "high living."

The reading public will be interested to know that the circulation of *The Civilian* has now reached the 100,000 mark.

Within the next few months it is proposed to add 12 more storeys to *The Civilian* building.

One of our canvassers had a most unique and weird experience the other day. A civil servant refused to subscribe to *The Civilian*! Such a shock was the incident to our worthy representative that it took three doctors and a bottle of Sxwytzn (pronounced So-koon) to bring him round. From latest reports the man is doing nicely.

The extension of the street car

service to Ottawa South has again been delayed. It is expected, however, that the car service will be extended without fail *next year*.

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At a meeting of the Postal clerks of Hamilton held January 26th, 1911, the following were elected as officers for the ensuing year:

W. L. Waterman, President.

R. M. Fitzgerald, Vice-President.

Executive Committee: D. D. Campbell, Wm. Flynn, J. C. Richter, J. R. Morden, H. E. J. Filgiano.

Secretary-Treasurer — J. O. McCulloch.

This is the first time this society has had permanent officers.

The society's membership at present is thirty-seven.

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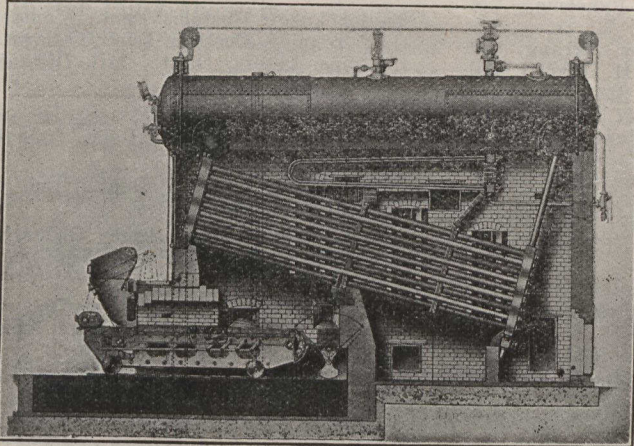
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## Personals.

### Appointments.

(When not otherwise specified the following appointments are permanent.)

Agriculture Dept.:—S. Ransome, Vet. Inspector, Vancouver.

Customs Dept.:—Andrew Strang, Collector, Winnipeg; Thos. H. Marcil, Collector, Paspebiac, N.B.; A. Kirk, Prev. Officer, Yarmouth; H. H. Bowen, Exa. Officer, Niagara Falls; Jas. J. Lynch, Exam. Officer, Niagara Falls; S. J. McMahon, Exam. Officer, Niagara Falls.

Interior Dept.:—A. A. Linnell, Geographers' Breh., to Div. 2B.

Inland Revenue Dept.:—F. A. Nicholl, Excise Officer, Winnipeg.

Justice Dept.:—W. Stuart Edwards, Div. B (sec. 21); J. L. Crawford, Judge District Court, MacLeod.

Marine Dept.:—G. O. Morisset to Div. 2B (Private Secretary); J. H. Castley, Cowichan Lake Hatchery.

Militia Dept.:—Fredk. Wells, messenger, Ottawa.

Naval Service:—Dr. R. Monahan to be surgeon; Dr. J. A. Rousseau to be surgeon; Dr. D. A. Kearns to be surgeon.

Post Office Dept.:—P. J. Brennan, messenger, Ottawa; W. J. Bourgeau, messenger, Ottawa; E. H. Ouellette, Ry. Mail Service, Ottawa; J. Lee, Ry. Mail Service, Ottawa; E. J. Theriault, Ry. Mail Service, Ottawa; G. H. C. Swain, Ry. Mail Service, Ottawa; J. P. Allen, Ry. Mail Service, Ottawa; D. H. Swinson, Ry. Mail Service, Toronto; J. H. Finnigan, Ry. Mail Service, Toronto; C. Irwin, Ry. Mail Service, London; A. P. Savage, Ry. Mail Service, Toronto; D. Campbell, Ry. Mail Service, Moosejaw; R. K. Forbes, Ry. Mail Service, Moosejaw; H. A. Clark, Ry. Mail Service, Calgary; G. L. Ironside, Ry. Mail Service, Calgary; N. H. Petty, S. & S., Calgary.

Public Works Dept.:—J. E. Cyr, Supt. Public Buildings for Manitoba; M. McGrath, messenger, Ottawa.

Trade and Commerce Dept.:—John W. Parker, messenger, Ottawa.

### Promotions.

Interior Dept.:—Geo. J. McLean to be Comptroller Dawson.

Post Office Dept.:—P. J. Mulcahey to 1st class, Halifax; H. A. Boggs to sr. 2nd class, Halifax; E. A. Sullivan to sr. 2nd class, Halifax; D. A. King to sr. 2nd class, Halifax; E. Westman to 1st class, Toronto; E. L. Creagh to sr. 2nd class, Vancouver; B. F. Shepheard to sr. 2nd class, Victoria; J. J. Blondeau to jr. 2nd class, Quebec; F. E. Kindellan to jr. 2nd class, Quebec; M. J. E. Nadeau to jr. 2nd class, Quebec;

J. Emond to jr. 2nd class, Quebec; P. Bou-tet to jr. 2nd class, Quebec; D. A. Bryson to jr. 2nd class, Quebec; G. H. Boecher to jr. 2nd class, Vancouver; Geo. M. Bell to Asst. P. M., Regina; R. J. Butler to \$1,500 per annum.

### Superannuations.

Taylor Losey, Customs Dept., Montreal. G. F. Blamey, Customs Dept., Oshawa. Col. Jas. Peters, D.O.C., Mil. Dist. No. 11.

### Transfers.

J. S. Maynard, Customs Dept., from Inside Service to Halifax.

J. W. Jowett, Indian Dept., from the Blood to Blackfoot Agency.

S. A. Jamieson from Money Order Ex., Ottawa, to Ry. Mail Service, Winnipeg.

### Resignations.

Customs Dept.:—H. J. Norman, Montreal; Peter Chausse, Post Arthur.

Post Office Dept.:—F. W. Field, Winnipeg; S. W. Harris, S. & S., Regina; R. J. White, S. & S., Regina; Miss A. V. Harrison, Vancouver; E. H. Orpen, Vancouver; Miss E. F. Macpherson, Ry. Mail Service, Moosejaw; J. K. Darling, Ry. Mail Service, Calgary; A. C. Grundy, Ry. Mail Service, Regina; H. Brunet, Ry. Mail Service, Montreal; G. H. Thurston, Ry. Mail Service, Winnipeg; J. L. Giroux, Ry. Mail Service, Toronto; F. G. Gardener, Ry. Mail Service, Calgary.

Public Works Dept.:—Miss A. MacLeod.

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Divide it by two and look for a

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If it's exactly divisible by 9, look out for a transposition such as 18-81, 27-72, 36-63, &c. The number of times 9 is contained in the error will be the difference between the transposed digits. Illustration: Say 45 is the error; it contains 9 just five times; hence the transposed digits must have been (sixteen) 16 as 61, 27 as 72, 38 as 83, 49 as 94, &c.

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## Athletics.

The hockey excitement still keeps up in Central Canada, although the result in the principal league series is now a foregone conclusion. Ottawa has come to the fore again and shown a degree of excellence in this grand winter game probably unprecedented in Canada. Nothing but the acme of condition has enabled the Capital team to reach the proud position of ten victories and no defeats. It is extremely doubtful if a single reverse will be recorded against the club this season. In addition to this the Ottawa team have two men at the top of the list of goal scorers. In fact it is "Ottawa redivivus" all the way through.

With the winter activities of the youth of Ottawa it seems somewhat remarkable that the typhoid bacillus should be able to obtain such a hold upon the community. Everywhere one sees young men and maidens hurrying to the rinks for skating and to the suburbs for ski-ing and tobogganing. Nothing seems to daunt them,—not even 10 below weather, accompanied by high winds. Snowshoeing is also much in vogue, and is a delightful exercise,—and one also very useful, as some of our suburbanites have found of late, when the trolley car has been temporarily out of commission.

Curling is an ancient and honourable pastime for the male sex, but it is only of late years that the ladies have taken it up seriously. Now we find 'bonspiels' composed entirely of ladies being held. A most successful meet of this kind was concluded recently in Montreal. It must be admitted this form of athletic energy is much preferable to novel reading, pink teas and endless 'bridge,' albeit it is probably the only 'sweeping' indulged in by many of our pampered matrons and misses. More power to their little elbows, which are much better bent in this healthful sport than with the seductive cocktail and high ball.

Speaking of curling, it is most interesting to note that our next Governor-General, His Royal Highness the Duke of Connaught, took part in the opening games at the inauguration of the Thistle Curling Club in Montreal some 40 years ago. An historic photograph group of the leading citizens of the Metropolis of Canada of that date may be seen in many halls, depicting Prince Arthur sending down the first stone on this occasion. *The Civilian* hopes that His Royal Highness may be able to "scoop 'em up" many

times on the vice-regal rinks during his residence at Rideau Hall.

The carnival of the Minto Skating Club on Monday evening last was one of the most successful events of the season. Our Canadian youths and maidens seem almost as much at home on the ice as on a ball room floor; indeed, some of them even more so. Not only is skating a graceful pastime, but one most beneficial to all ages and both sexes. With the advent of artificial rinks in many of the capitals of Europe and the United States this art is no longer monopolized by "Our Lady of the Snows," but is becoming universal. Soon we shall have instructors coming from London to teach us some of the newer intricacies of the 'game,' while our own Rhodes scholars are touring Europe and showing the fine points of hockey. This would be a species of reciprocity at which none could cavil.

## SUGGESTIONS FOR CIVIL SERVANTS.

By R. E. S.

If you work for an institution, in Heaven's name *work* for it. If it pays you wages that supply you with bread and butter, work for it; speak well of it; stand by it think well of it; an ounce of loyalty is worth a pound of cleverness. The following from the "Canadian Industrial Review" is in point:

"If you must vilify, condemn and eternally disparage, resign your position, and when you are outside, damn to your heart's content; but I pray you so long as you are a part of an institution, do not condemn it. Not that you will injure the institution — not that — but when you disparage the concern of which you are a part, *you disparage yourself*. More than that, you are loosening the tendrils that hold you to the institution, and the first high wind that comes along you will be rooted up and blown away in the blizzard's track—and, probably, you will never know why. The letter only says, 'Times are dull and we regret there is not enough work,' etc."

# Civil Service Federation of Canada.

## CONSTITUTION.

### ARTICLE I.

#### Name and Objects.

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

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

### ARTICLE II.

#### Representation.

Section I.—The Federation shall consist of delegates duly elected and accredited from local, provincial, district or class organizations of civil servants employed by the Government of Canada.

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

Section III.—In cases where an organization which is a branch of a provincial or district organization is represented by a delegate or delegates in the Federation, the provincial organization shall not be allowed to include the membership of this branch in estimating the number of delegates to which it is entitled. In any case, however, a provincial or district organization shall be entitled to at least one delegate.

Section IV.—Organizations of civil ser-

vants which are affiliated with national or international trade unions or other labour organizations shall not be entitled to representation. This shall not prevent members of such unions or organizations from having representation through organizations not so affiliated.

Section V.—Each delegate will be required to produce credentials signed by the presiding officer and secretary of the organization he represents. Where two or more organizations have united to send one delegate, his credentials must bear the signatures of the presiding officer and secretary of each organization.

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

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

### ARTICLE III.

Section I.—The Federation shall meet annually in the month of March and at such other times as may be determined by the executive. In the interims between meetings, questions may be submitted to the federated bodies by mail vote.

Section II.—Ten delegates shall form a quorum at any meeting of the Federation, and five members of the executive committee shall form a quorum at any meeting of the executive committee.

Section III.—The secretary in calling meetings of the executive committee shall give ample notice to every member of the committee.

### ARTICLE IV.

#### Revenue.

Section I.—The revenue of the Federation shall consist of a per capital tax of ten cents per member for the first 200 members, two cents for each additional member up to 1,000, and one cent for each member over

1,000. In cases where an organization is made up of a central body and branches, the tax shall be payable by the central body. The tax shall be payable yearly and shall be forwarded to the secretary treasurer at the beginning of each year. Failing payment no organization will be entitled to representation.

#### ARTICLE V.

##### Officers.

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

Section II.—There shall also be elected at the annual meeting of the Federation a committee consisting of twelve members who with the officers of the Federation shall form the executive committee.

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

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

#### ARTICLE VI.

##### Duties of Officers.

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

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

Section III.—The Secretary-Treasurer shall keep a correct account of the proceedings of the Federation, and shall at the close of each session, prepare and have printed a report which shall contain a record of the business transacted; he shall receive all money payable to the Federation and deposit the same in a chartered bank to the credit of the President and Secretary-Treasurer of the Federation, giving his receipt for the same, and shall, under the direction of the executive officers, expend it in payment of the just debts of the Federation, shall issue to all organizations of civil servants eligible for representation, circulars notifying them of the session of the Federation, together with blank forms of credentials, at least five weeks prior to the date on which it is to meet. He shall be required to furnish bonds in any Guarantee Company selected by the Executive Committee, and to any amount

which the Executive Committee may direct, the cost of which shall be borne by the Federation.

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

Section V.—All documents issued by and under the authority of the Executive of the Federation shall bear the signatures of the President and Secretary. The expenditure of the funds of the Federation shall be in the hands of the Executive Officers under the direction of the Executive Committee.

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

##### COMMITTEE ON WAYS AND MEANS.

—This Committee shall consider the financial standing of the Federation and recommend the per capita tax for the following year, and also any extraordinary expenditure not provided for in the constitution.

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

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

#### ARTICLE VII.

##### Amendment of Constitution.

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

It is understood that the Canadian Naval authorities have applied to the Admiralty for a Naval Store Officer to be lent to the Dominion for six months, to organize the Store Department of the new Canadian Navy. If this is so the Canadian authorities are to be commended, as the Naval Store Department of the Admiralty is admittedly one of the best and most up-to-date of Government Departments.—The Civilian.