

THE CIVILIAN

VOL. II.

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No. 14

Past and Future.

Almost simultaneously with this number of *The Civilian* there is being issued to the members of the inside service at Ottawa the formal report of the executive of the C. S. Association for the year ended Nov. 1st. Though directly of interest to the Ottawa service alone, we believe this document should obtain a wide reading and a careful consideration by civil servants in every portion of the Dominion, for it is not only a record of substantial achievement by an important branch of the service, but a powerful witness to the amount of hard work which is necessary in such a field if we are to expect results. Any branch of the civil service which imagines that victories are won by chance could do nothing better than to read this document very carefully and to ponder upon the moral of the success of the Ottawa association which is to be found between the lines.

Without attempting the unnecessary task of a review, special reference may be made to the number of matters on which the executive has done excellent work, but which it has been forced to hand over to its successor. The most important of these, including several which involve the making of representations to the government, have been thrown into the form of a memorial which will be submitted to the service at the earliest moment possible. Mention of this may bring us to consider the future.

The annual meeting of the association takes place on Tuesday next, the 9th inst. It will be held in the new headquarters building at 75

Mackenzie avenue, and the members will be lenient if the arrangements are not in every respect perfect. Apart from general business, the chief item of which is a very thorough revision of the constitution, perhaps the most interesting item will be the election of officers. And here a brief word will be pardoned.

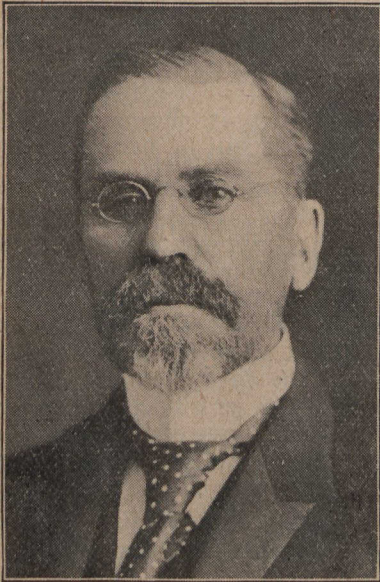
The officers should possess two qualifications: First, they should be thoroughly representative civil servants and in complete sympathy with the highest and best aspirations of their fellow workers. In the second place they must be chosen with a view to the fact that one of their chief duties will be to act as the official mouthpiece of the association, and they should be men therefore who will command the respect and confidence of the government.

A second point demanding careful thought is the personnel of the general executive. The first important item of business following the annual meeting is the election of the Departmental representatives. We would urge that the interval be employed in the most careful consideration in each Department of who the representative is to be. The C. S. A. executive of the coming year will have to consider at least two of the knottiest problems that have arisen in the history of the service. Either the reorganization or the superannuation question if improperly handled can bring discredit and demoralization upon the association. The committee should be twenty-five of the very best men in the service.

Civilian Portraits.

Mr. J. A. Doyon.

Mr. Doyon does not need to be described to his fellow civil servants. His retirement from the presidency of the Ottawa association follows the year of fullest achievement if not of the most strenuous endeavour in the history of the local service. Through it all Mr. Doyon



MR. J. A. DOYON.

has been the visible head and front of the movement, and his tact and ability in the handling of the men and affairs under his guidance has been demonstrated at every stage of the proceedings. It is a pity that the constitution of the local association does not contain a provision by which the retiring president remains ex-officio for one year a member of the executive. Mr. Doyon would in that case be immediately and automatically available for at least a part of the work that still lies ahead. In any event, his place on the executive of the Federation will have the effect to a degree of retaining him in

harness. Mr. Doyon is one of the old guard. Born in 1851, he entered the service in 1876, Sir Wilfrid Laurier, at the time a member of the Mackenzie government, being chief as Minister of Inland Revenue. Mr. Doyon served also for many years on the old committee representing the service prior to 1907.

THE CIVIL SERVICE ASSOCIATION IN RELATION TO THE CIVIL SERVICE.

A Criticism and an Appreciation.

By *H. S. Campbell.*

Truth, it has been said, is struck out in the clash of conflicting opinions. In the light of this dictum then it must be admitted that there has been no lack of clash of conflicting opinions respecting the civil service during the Association year ending in November. Whether, however, truth has been struck out and where it lies is a matter worthy of some serious consideration on this the eve of a new Association Year.

But why identify the civil service by a reference to the "Association" year? Because to be honest, and making all due allowance for formative influences flowing to the civil service from other sources, such as governmental action, public opinion, self-help, Royal Commissions and the like, and confessing to mistakes made, and in some cases to lack of wisdom in dealing with so many and such difficult problems, one cannot think of the civil service or of any material improvement which has been effected in the lot of the members thereof or in the status of the service as a whole within the past year or two without thinking of the Civil Service Association, and the unselfish and devoted and capable services rendered by the members of the executive, and also by many members of the Advisory Boards.

But what is there to justify so

large a claim as that just made? Some of the things which even more than justify this claim are the new Civil Service Amendment Act, the lump sum increase, the further increase involved in the enlarged salary limits of the new divisions, the appointment of the Civil Service Commission, and last but not least of the group is the recognition accorded the Association by the Government as expressed in Parliament by the Premier himself, the Rt. Hon. Sir Wilfrid Laurier, and several of his colleagues, but notably perhaps Hon. Sidney Fisher and Hon. Charles Murphy. These things are accomplished facts and effect beneficially practically every member of the civil service, and other things which affect a smaller but still a very considerable number of members of the service are the advantages being derived from the Co-operative coal and ice supply organizations, as also the Savings and Loan Society.

But to the foregoing list of things accomplished—not, as has already been acknowledged, by the Civil Service Association alone, but in the attainment of which the Association has been a potent factor—is to be added the things in prospect, such as the carrying into effect of the provision made in the new C. S. Act for the "Reorganization," the efforts being made to secure a new Superannuation Act, and an improvement in the Insurance Act, and the settlement of the Income Tax question.

Opinions may and do differ as to the actual merit of some of these things, but, however that may be, they have affected the welfare of the service more profoundly, and as a whole, at least, for its distinct betterment, than anything which had fallen to the lot of the service during the preceding thirty-five years, the official life of a civil servant.

And yet, paradoxical and unreasonable as it may seem, probably no organization sacrificing much time and energy with no other reward

than the satisfaction of serving what they deem to be the best interests of the body to which they belong, and in a sense some little honour at the hands of their fellows, has met more evidences of apathy and pessimism and even ingratitude at certain stages, and of impatience and abuse at other stages of their work than has the executive of the C. S. Association.

These dispositions were evidenced from time to time all through the quiet, forceful, persistent and effective but none the less titanic campaign which the executive carried on over the lump salary increase, the adoption of certain provisions in the new C. S. Amendment Act, and other measures already alluded to. It was a long pull, and it took a strong pull, but they had confidence in the good faith of the government and the government did not fail them.

These dispositions were manifested again on the introduction of the regulations extending the hours of service and limiting the sick leave to its legitimate bounds, and are being manifested just now over the delay in effecting the Reorganization called for in Clause 8 of the S. C. A. Act, and the consequent delay in starting the plan of promotions to be carried out under the Commission.

There are two reasons which very largely account for this condition of things. One reason is that a considerable number in the service are more concerned about monetary returns than about the character or volume of the services rendered, about privileges than about duties, and the other reason is that apparently a considerable number of civil servants have failed to understand, and therefore to appreciate, the real meaning of the changes which the provisions of the new C. S. Amendment Act and the regulations of the C. S. Commission are intended to bring about in the constitution and ideals of the civil service.

According to the declarations of its sponsors, the C. S. A. Act and the regulations of the Commission carried out as provided therein are to take the service out of politics and place it on a basis where only merit will count.

As an illustration of what this means, it may be pointed out that while promotion under the old act meant in many, if not most cases, little or no change in work or responsibilities, under the new or amended act the nature of the duties appertaining to each division and sub-division is particularized.

For instance, the qualification demanded for promotion to the Second Division is the ability and capacity for performing technical, administrative and executive duties, and so on throughout the several divisions.

Allow me to say two things in closing: first, that the work done by the executive of the C. S. Association in seeking to co-operate with the outside service is not the least important item of its activities, but the lack of time and space forbid giving it the mention it deserves, and second, that while somewhat pointed reference has been made to the spirit of apathy and of criticism which prevail in certain quarters just because that sort of spirit is so disheartening to work under or against, it is freely admitted that it is equally true that there has also been manifest, although not perhaps so openly pronounced as the other sort of thing, a spirit of buoyancy, appreciation and faith in other quarters in the work of the C. S. Association, and the executive, and in the future of the service.

One cannot properly conclude this article without taking the opportunity to express the belief that no small measure of the success which has attended the work of the Association is due to the fact that the Association has been peculiarly fortunate in having for the chief executive officers such men as Messrs. A.

G. Kingston, J. A. Doyon, J. Lambert Payne, M. D. Grant, G. S. Hutchinson and R. H. Coats.

THE IDIOT WHO THOUGHT.

A Present Day Tragedy.

By *Von Ludwig*.

Once upon a time there was an idiot who had a few brains and in an unlucky moment he started to think, which is a very idiotic thing to do as every one knows. The way to live peacefully is not to think, but just to grab everything that you want that is grabable, eat well, sleep well, work a little, but do not on any account think. It is bad; it is conducive to thoughts; and thoughts worry; and worry is indigestion; and indigestion is bad humour; and then peace is gone. Peace is the only thing that is worth anything, and you cannot have it if you have thoughts.

Now this idiot was of course married,—a great many idiots are. His wife was a very nice lady idiot: she was undoubtedly nice because all the idiots she was idiot enough to entertain said she was a charming hostess. Well, the idiot and his wife retired to rest one night as usual; the wife to read the latest novel and the idiot to stare at the wall paper until sleep overcame him. As he stared at the wall paper he wondered at its ugliness, and he wondered why people who design wall papers make wondrous geometrical vines bearing fret-work tarts and lobster claws which worry one's sight, instead of soothing, real things. And these musings led to other musings and he closed his eyes and looked inwardly for a minute and was horrified to discover that he himself was very much after the style of the wall paper design; —in that he was distorted by conventionality. And here he started

to think hard, and the more he thought the more he was horrified. Finally he sat up in bed and said suddenly to his wife:

"Do you know, Spot," (her pet name was Spot), "I have been thinking"—

"Don't be silly, dear," responded Spot, "Go to sleep, if you don't take care you will have ideas."

But the idiot was not to be put off that way this time; the warning was too late, he had commenced to have ideas and very unpleasant ideas too. One horrible idea that had forced its unpleasant presence into his brain was that his whole system of life had been and was wrong. He thought of his marriage,—how he had married the girl of his choice on \$750 a year and spent \$300 on his wedding trip. That was a wrong to the girl and to himself, for when they got back they had to finish furnishing on the instalment plan. He thought how he lived now at the rate of \$2,500 a year on a salary of \$1,500; he thought of his cigars, of his good clothes, of his children going to a good school; he thought of his \$700 piano on the instalment plan, of his wife's afternoon teas, of his two servants, of his rent \$630 a year, of his debts, how they grew; and the more he thought the more he concluded that these things were all wrong, because he could not afford them. He thought of his salary—\$4.10 per day—and wondered how he had ever expected to manage to keep four children, himself and wife and two servants on it. Then he thought of his notes floating about and how he had to juggle them every month and rob Peter to pay Paul. And it looked wrong.

Of course he was only an idiot to let these things worry him. But he explained all his thoughts to his wife, and the poor woman began to think and have ideas too. It was a cruel blow to her,—she had never had an idea in her life but had lived at peace, and now peace was gone.

She agreed with her idiot husband that it was all wrong, and like a good, brave, dutiful and thoughtful woman agreed to help him to right it all as far as possible or further.

So these two poor idiots began to right things. They cancelled the lease of their house and discharged their servants, took the children from the private school and sent them to a 50 cent a month school, the idiot stopped smoking cigars and took to a clay pipe and *tabac catholique*, they moved in to six rooms at \$12 per month, sold most of their furniture, gave up the instalment piano, never kept a drop of anything in the house, and never received any friends.

Rumour then said the idiot had got squeezed in stocks, and the rumour got to his employer's ears. The fact of the terrible reduction in the expenses of the idiot seemed to substantiate the rumour, and so he was discharged.

Debts that would have waited indefinitely during the idiot's apparent prosperity now began to press him, suits in law piled up costs against him, and he walked the streets without employment, and thought on and on and on. His friends said he had lost his position because he had money that did not belong to him; his enemies said he was a thief.

His wife became prematurely old, slovenly and hopeless; the children ragged and tough; the idiot himself struck odd jobs now and again, but being unable any longer to hold up his head over a clean collar and shirt, on account of his thoughts, he never recovered his lost faith in himself. He drove a grocery waggon for two years at \$9.50 per week and then died,—his wife said of a broken heart. The wife soon followed the idiot, and now his children are stablemen, cooks, waitresses and things like that.

Moral:—Don't be an idiot and think, just saw wood and keep up with the procession.

THE CIVILIAN

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

Ottawa, Nov. 5th, 1909

LIFE IS TOO SHORT.

The Free Press on two occasions recently has differed violently from *The Civilian's* opinions concerning the reorganization and the general question of classification and promotions. These differences are expressed in old-time newspaperese, one kind of which is to inform the other fellow how very much alone he is in thinking so and so. By actual count, it appears, 2,999 out of a census of 3,000 civil servants disagree with *The Civilian*. Shifting the mode of expression a trifle, it is estimated that 99.99 (is this a repeating decimal?) of the service absolutely wash their hands of us in this matter. Is it possible, asks our contemporary, while the tears roll down his cheeks because of the sad necessity he is under of slapping us on the wrist in public — is it possible that these are wrong and *The*

Civilian right?

We do not think it is possible, and we therefore prefer to doubt the Free Press' statistics. We have, moreover, a good opinion of the commonsense of civil servants. In any case when we desire a barometer of service opinion we have better sources to apply to than to the Free Press. In short, we *know* the Free Press is badly "out" in the figures it quotes, for *The Civilian* has taken the greatest care for many months past to get into touch with the best opinion in the service on this matter, and its policy has been framed after many consultations with thoroughly representative men in the various classes. Moreover, an enquiry from the officers and executive of the Civil Service Association, who have held three meetings on this point, has elicited the fact that the Free Press did not include *them* in its house to house canvass. So here at once is a bad hole in the appeal to mathematics.

But to do the Free Press justice, it has apparently not even a hazy understanding of what *The Civilian's* or the Association's policy is. "Reorganization" by the commissioners in its bearing on the present phase of the promotion question is a foreign word to it, and *The Civilian* alone has fought the campaign for the recognition of the importance of this issue by the service which is now at last successful, as will be seen when the memorial to the government is given out. Some long leaps, therefore, may be expected from our contemporary. To the Free Press' misinterpretations, misquotations and evasions generally on our attitude — which though we do not for one moment think are conscious are none the less mischievous — to its lack of perception of what the fundamental elements in this question are, there would not be the slightest profit in referring, much as we would welcome a constructive discussion with any one on this very important sub-

ject and emphatically as we intend to enlarge upon our views in the future. Constructive such a discussion cannot be, while the absolutely elementary distinction between a public service and a private enterprise is systematically unappreciated, with the result, for example, that a reference to the impossibility of leaving entire control in the service to the Heads and Deputy Heads can be interpreted as a slur on the latter. Why, what is the meaning of civil service reform? Three-quarters of the problem of enlightened civil service legislation is this very problem of control. The Free Press' view is as nonsensical as if it held constitutional government to be a slur on King Edward. To a further typical case of looseness of thinking, one of a dozen, a correspondent whose name will be read with respect, draws attention in another column. But indeed the chief error of the Free Press lies in its failure to see the distinct divisions of its subject, and to know that a statement which is absolutely true as applied to one phase may be quite as untrue when applied to another.

But, as we say, this question is too important to be turned into any such football as the Free Press would like to make of it. *The Civilian* has had many proofs that its articles have been helpful; and it realizes its responsibility as a journal which has been the recipient of frequent and official expressions of approval from the organizations of the service, which is in the closest and most constant touch with those organizations, and whose chief object in life is to serve them. It has even incurred some responsibility for the Saturday column of the Free Press, seeing that the latter's energy to serve in this way was not born till *The Civilian* appeared. Of this general responsibility *The Civilian* will not be unmindful, for it has not been, is not now, and never shall be a one-man or a one-class or a one-

idea journal. To the Free Press we can only commend a re-perusal of our matter with an open mind — if possible with some assistance—and with patience to await the further treatment we propose to give the subject from time to time. If, however, in the meantime, our contemporary would help the highest interests of the service in this whole connection it will stop its childish playing at drill sergeant to others in a line of march it is imperfectly acquainted with, and will itself get into step with the movement for re-classification and reorganization which is now formally in the forefront of the campaign of the association.

CLASSIFICATION.

A correspondent demurs to the idea that the staffs of the several departments can be divided into exactly similar classes. Of course they cannot. No more can any one department ever apportion its offices for long at a time in exactly the same way. The personality of the staff must enter into every classification scheme, for the simple reason that with changing bodies of men different groupings and apportionments of work will be necessary. But that does not mean that the relative importance of duties or collocations of duties cannot be fixed with some definiteness in terms of rank and salary. Some cases, of course, will be easier than others. Translators, for example, performing the same amount of the same kind of translation in different departments should not be ranked two or three grades apart, other things being equal. An expert evaluator, in, say, the Printing and Stationery Department, pitted daily against men who are paid \$3,000 and \$4,000 in the outside world, should not be found in the Third Division because the government is his employer. There

will be no trouble in cases like these. The difficulties will arise where a clerk has gathered about him a variety of functions and his value arises in the combination he is carrying on. In a word, classification must be amenable, first, last and always, to common sense, and on the basis that the principle is the same throughout the Departments. That is why the commissioners should be called in to reorganize. Under a system of political appointments and promotions it has not always been thus amenable, and it is the correction of the anomalies which have arisen in the past which is now desired in order that a fair start be given to the new principle.

TOO MUCH.

Continuing to rummage, the burglar discovered the following bills:

Groceries.....	\$88 00
Life Insurance.....	102 15
Dry goods.....	44 85
Coal.....	92 00
Milk.....	12 30
Dressmaker.....	18 00
Tailor.....	16 00
Gas.....	7 20
Milliner.....	5 00
Miscellaneous.....	72 60

Sighing heavily, he disgorged the silver and jewelry.

"This house has trouble enough," he said, tip-toeing out.—St. Louis Post-Dispatch.

Four old Scotchmen, the remnant of a club formed some fifty years ago, were seated around the table in the club room. It was 5 A.M. and Dougal looked across at Donald and said in a thick sleepy voice:

"Donald, d'ye notice what an awfu' peculiar expression there is on Jock's face?"

"Aye" says Donald, "I notice that; he's deead! He's been deead these four hours."

"What? Dead! Why did ye no tell me?"

"Ah, no—no—no," said Donald, "A'm no that kind o' man to disturb a convivial evening."—*Tit-Bits*.

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JOY IN BRITISH COLUMBIA.

Says the Victoria Colonist of Oct. 30th:

There is joy amongst the civil servants.

For seven months they have been awaiting the report of the public service commission which has been engaged in grading the different employees of the provincial government. Upon this classification the amount of salary paid depends and as the salaries of the civil servants have not kept pace with the increased cost of living, the majority have been expecting material additions to their stipends. Most of them are obtaining them. By the bill passed at the last session of the legislature, these increased salaries are to take effect from April 1 last, and so many of the public servants will receive handsome bonuses in the way of arrears of salary. And the cheques are now being made out.

Hence the joy.

THE ADVISORY BOARDS ARE MOVING.

At a meeting of the clerks of the Third Division, in the Post Office Department, held on Thursday, 14th October, at which were considered questions of interest to that class in the matter of promotions and reorganization, the following motion was adopted:—

“That the clerks of this Department do hereby request the Civil Service Association Executive to urge upon the government the necessity of proceeding with the reorganization of the service according to the Act of 1908 at as early a date as possible.”

J. J. BONNER, P. MAHONEY,
Secretary. Chairman.

A similar motion has been adopted by the Interior Department.

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Robert Evans, Prop.

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From a Woman's Standpoint.

Sometime ago the British War Office, taking up the matter of the health of its women civil servants, issued circulars to its employees concerning the drinking of tea, and the wearing of warm clothing. The advice which was given, and which *The Civilian* passed on to Canadian civil servants, was very good; but had clauses concerning the inhaling of fresh air been added, the advice might have had a more modern tone.

A great deal has been said about fresh air; that something remains to be said on the subject, a tour through the corridors and offices of the older buildings would convince any doubting one. The approach of winter strikes terror into the heart of many a woman. She realizes that a veritable struggle for existence must begin again. If she is not overpowered with the heat, she shivers in the damp. Adequate ventilation is out of the question. No one knows when the air in the room underwent a complete change for the last time—it certainly is not within the memory of the oldest inhabitant. The lengthening of the hours has increased the danger, so that in all improbability, the days of 'sick leave' will be increased, and this without the women themselves being responsible for it.

That the civil service association has taken up the matter is a source of satisfaction to many. It is hoped that it will result in measures being taken to secure the very best system of ventilation. It is not a matter of making it possible to admit fresh air—it must be a system by which it will be impossible to keep it out—while the temperature of the rooms can also be regulated. It is not too much to ask that civil servants work under the very best sanitary conditions. Otherwise, what is consistency?

To many women, at least, the matter is one of extreme importance.

* * *

Her Fate.

They roamed one morn upon the Hill,

When all the leaves were green—
Beyond them lay a busy mart,
A river flowed between.

He failed to see the smoke and grime,

He saw the world, its smiles,—
A grand, grand world;—he failed to see

The depth of human wiles.

They passed beneath o'erarching boughs,

And oh! 'twas fair to see,
For kneeling down he spoke these words:

"Oh love—I love but thee."

A silence eloquent as words,
Till lo! a bolt was hurled,
A sudden fear possessed her soul,
It darkened all the world.

She tossed her haughty head in scorn,

"How high you've aimed, dear sir,

To join a common name like Bud
With mine—Cadwallader."

His tones were sad: "Oh, woman false,

Of all, I thought you true"—

He went—a disappointed man,
To seek in pastures new.

Alone, she went across the sward,
Went in, and signed that name—
And now, all day she signs and signs,

And it is still the same.

And when, at times, it seems too long,

Heartrending, I aver,
This cry escapes: "Oh, that 'twere
Bud,

And not Cadwallader!"

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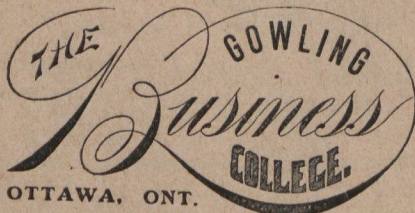
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New Advisory Boards.

The following is a list of the new advisory boards elected by the several Departments, in so far as a return could be obtained up to the time of going to press:—

Dept. of Marine and Fisheries.

Division I, B.—J. B. Halkett.
 “ II, A.—W. A. Found.
 “ II, B.—F. J. Alexander.
 “ III, A.—F. O. Weeks.
 “ III, B.—W. R. Carter.

Dept. of Railways and Canals.

Division I, A.—W. A. Bowden.
 “ I, B.—C. W. Ross.
 “ II, A.—R. Devlin.
 “ II, B.—R. S. Reid.
 “ III, A.—F. W. Addy.
 “ III, B.—W. T. O'Regan.

Messengers.—E. A. Pelletier.

Dept. of Secretary of State.

Division I, B.—I. W. Storr.
 “ II, A.—J. F. Champagne.
 “ II, B.—G. Emond.
 “ III, A.—Emma Palmer.
 “ III, B.—F. Fallon.

Messengers.—U. Ricard.

Department of Mines.

Division I, A.—John Macoun.
 “ I, B.—W. W. Leach.
 “ II, A.—A. Dickison.
 “ II, B.—Owen O'Sullivan.
 “ III, A.—R. E. Lyons.
 “ III, B.—Miss W. K. Bentley.

Messengers.—N. Gagné.

Dept. of Public Works.

Division I, A.—R. Steckel.
 “ I, B.—S. E. O'Brien.
 “ II, A.—L. H. Colman.
 “ II, B.—J. E. Marion.
 “ III, A.—T. A. Morin.
 “ III, B.—Mrs. Le Moine.

Messengers.—J. P. Labelle.

Dept. of Finance.

Division I, B.—A. J. O'Reilly.
 “ II, A.—J. E. Rourke.
 “ II, B.—G. D. Finlayson.
 “ III, A.—Mrs. Sutton.

Messengers.—W. N. Ostrom.

Dept. of Public Printing and Stationery.

Division I, A.—F. S. Gouldthrite.
 “ I, B.—J. A. Frigon.
 “ II, A.—H. T. Smith.
 “ II, B.—A. E. Chamberlain.
 “ III, A.—P. A. Gay.
 “ III, B.—Wm. Emond.
 Messengers.—W. T. King.

Dept. of Labour.

Division I, A.—G. H. Brown.
 “ II, A.—G. G. V. Ardouin.
 “ II, B.—F. Plant.
 “ III, A.—H. G. Andrews.
 “ III, B.—Miss Snelling.
 Messengers.—J. Lacelle.

P. O. Dept.

Division I, A.—W. H. Harrington.
 “ I, B.—W. J. Glover.
 “ II, A.—H. S. Campbell.
 “ II, B.—A. N. Payne.
 “ III, A.—J. Bonner.
 “ III, B.—W. A. Allen.
 Messengers.—E. Snowden.

Dept. of Indian Affairs.

Division I, A.—D. C. Scott.
 “ I, B.—F. H. Paget.
 “ II, A.—M. Benson.
 “ II, B.—G. L. Chitty.
 “ III, A.—G. A. Conley.
 “ III, B.—Miss L. M. Whitten.
 Messengers.—J. Bradley.

Dept. of Inland Revenue.

Division I, A.—W. Himsforth.
 “ I, B.—F. R. E. Campeau.
 “ II, A.—T. Westman.
 “ II, B.—P. E. S. Brodeur.
 “ III, A.—C. Furlong.
 “ III, B.—R. P. Yetts.
 Messengers.—E. Bourgeois.

Dept. of Trade and Commerce.

Division I, A.—T. J. Code.
 “ I, B.—W. A. Warne.
 “ II, A.—John Byrnes.
 “ II, B.—F. E. Bawden.
 “ III, A.—Ernest Green.
 “ III, B.—D. D. Wilson.
 Messengers.—E. B. H. Wright.

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Correspondence.

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

Let Us Be Clear.

To the Editors of *The Civilian*:

Dear Sirs,—I have noticed *The Civilian* is being asked to "stand and deliver" on its reorganization policy. But it seems to me there is some confusion of thought in a statement like the following:

An ingenious theory has been advanced by the editor of the *Civilian*... He speaks, however, in this instance, wholly for himself, and he is astray... He suggests that a clerk in the Third Division, [i.e. entering the service since Sept. 1st, 1908,] should be regarded as on probation; or rather that he is, in a sense, like a doctor who is teaching school between college terms. He is there until he can conform to a higher educational standard. This is strange reasoning.—Free Press.

It is not *The Civilian's* or anybody else's "reasoning" at all. Neither is it anyone's "theory" or "suggestion" in the sense implied above. It is the theory of the law itself, literally interpreted in almost the exact language of the authority best qualified to speak in the mat-

ter. It is a plain statement of a plain fact, namely, that for clerks entering the Third Division after September 1, 1908, promotions to Division II. are never, in the usual meaning of the term, to be made. Such clerks must go out and compete with the world for entrance to Division II, which is regarded as a radically different sort of employment, involving different educational qualifications, that is, they must *re-enter* the service, though without the necessity of resigning. Third Division clerks transferred on Sept. 1, 1908, are, of course, in a different category and are not here referred to.

I should like very much to see you discuss this method of organizing the future service. But it must be discussed not as a theory but as an actual condition now with us.

Yours,

J. A. DOYON.

[*The Civilian* has an article in type on this subject which it will use on an early occasion. In the meantime the reference to the British system of examinations and classification published elsewhere in the present issue will be of interest.—Eds.]

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“Singular Plurals.”

To the Editors of *The Civilian*:

Dear Sirs,—It is quite fifty years ago since I last saw “Singular Plurals” in print.

I have made an addition, according to my recollection, of two lines, but it may be perhaps that you omitted them purposely as “not being quite suitable for our pages”: And a pair of blue eyes, to vary the strain, Says “the plural of kiss” is “do it again.”

Enclosed please find subscription for current year.

Yours truly,

ISAAC H. MATHERS.

Mr. Lockyer Reproved.

To the Editors of *The Civilian*:

After an absence on holidays, I have just been reading the article of Mr. Lockyer of the Australian ser-

vice on “Civil Service Ideals,” published in your second last issue.

In much that is good I find not a few of the old, old platitudes that make life a burden.

Loyalty “is not to be found in the self-advertiser, the grumbler.” In Mr. Lockyer’s scheme of philosophy that utterance perhaps should be true, but unfortunately it isn’t true. What he means really is that a loyal servant of the State should never grumble. That’s twaddle. If cause for grumbling exists the grumbler is a more valuable servant, and therefore more loyal than Mr. Lockyer’s ideal.

“Industry,” he says, is “the best effort one can afford in return for remuneration received, having regard that the pay received is for services rendered.” What does he mean by “afford”? He seems to mean that if we take the pay, be it good or bad, we must do our best

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and utmost. This is the creed of the common sweater; the enlightened ought to recognize in it one of the most mischievous of heresies.

Mr. Lockyer "cannot imagine efficient and faithful service associated with active political partisanship." But surely no one ever questions this. Most people can keep their day's work out of their politics when the two are incompatible. The pains and penalties of error are drastic enough to secure that end. We have intelligence enough and penalty enough to keep our work out of our politics, or to let politics alone. That seems to me all that matters.

Yours, etc.,

TIRED.

An Inquiry.

To the Editors of *The Civilian*:

A liddle schmall sized burd hass toldt to me lately zat vee Snivil Servers vill berhabs a Suberanyvation Bill haff ziss Session yet.

Bekause I vould know I am asking you vot kindt of a Suberanyvation Bill it shall be, iss it?

You are by zee insite in undt me I am by zee oudt site oudt, so I vould conversation viss you of ziss Bill a liddle.

Iss it a real Villiam Bill or iss it von off dose two for one Bills verein vee Snivil Servers gets somesing vich vee should haff already, but only by a awful expensive brice buying vot? Juice ligke dose hunderdt undt fifty dollas vich vee gets by twice earning it vith a our undt a halluf more vork by a day in it, undt book signification effery times I sneezes, undt a consultation by doctors before I may haff a pain.

Now, Mr. *Civilian*, you know me. I am a good feller, ass is, neffer have stole somesing vat I doan't vant ven someboddy vass looking, neffer blay hookey, neffer toldt lies vot vass not necessary, undt neffer caught a fishes bigger zan it vass, undt you know by your own knowing zat ziss

booking monkey-doodle business is a great foolishnesses undt makes no boddy no better ass he iss. My boss knows me too, he knows my vork, full or empty, absence or presence, day light or night time. I am zee spot on it, books or no books to sign it. So I vould to know it iff ziss Suberanyvation Bill is a bill or is it? Do I giff my salary till I die or do I get only suberanyvations ven I am a hunderdt aged undt men are digging my liddle hole by zee sodt oudt?

Speak to me of ziss Suberanyvation for I vould know off it undt be happy or so I can do my svearing now; too late svearing is just a jackassness.

Yours as much as

VON LUDWIG.

Up a Tree.

To the Editors of *The Civilian*:

Dear Sir,—Your editorial "A Case for Redress" in your last issue has emboldened me to lay a very private (though I fear soon to be public) matter before you.

I was until Sept. 1, 1908, an outside clerk in a certain Department. I was in a class which was understood to range from \$700 to \$1,000, and if I could explain to you the amount of "pull" I had to use to get there you would feel for my present case. Of course I was no more than settled than along came the new act and threw me over, neck and crop, into the \$500—\$800 class. Result: I got only \$50 of the \$150 increase, and here I am high and dry, at the end of my tether on \$800 a year.

But that isn't the worst of it. About the first thing I did when I landed the \$700—\$1,000 job was to go and get engaged to be married. She is a very nice girl, but I am afraid somewhat calculating. She would not agree to have me till I got \$900, and I undertook to manage this in three years. Now, of course,

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I can't see how I am to implement the undertaking, and the lady threatens me if I don't with an action for breach of promise.

I should be infinitely indebted to any of your readers, skilled in law, who can tell me whether I can recover from the government any sum that the majesty of the law may direct me to advance to the lady in name of damages for the alleged "breach"? It seems to me that it isn't exactly my fault, morally, but whose is it, legally?

ZACCHEUS.

WE ARE BEING CITED AS AN EXAMPLE.

The Canadian service has even attained the pitch where it may be cited as an example. "Advance," writing to the British *Civilian*, says:

SIR,—Has the time not come when there should be a Civil Service Federation established in this country somewhat on the lines of that in Canada?

The objects of the Canadian Federation "shall be to promote organization among

Civil Servants employed by the Government of Canada, and to deal with all questions which affect the interests of the Canadian Civil Service as a whole."

The Superannuation Bill, 1909, is evidence of what can be accomplished by a United Civil Service, and there are many other questions which require settlement. With such a federation in existence a Civil Service Court of Appeal would be an accomplished fact in a short time.

EXCUSE OUR BLUSHES.

The current issue of the Canadian *Civilian* is a most readable number. Our contemporary and namesake shows undoubted signs of orthodox improvement, and we hope has now settled down to a definite line of progressive excellence. The address by Mr. Lockyer, I.S.O., which forms the subject of our leading article, is detailed in full in the pages of our bright little cousin, which also contain numerous other features of an interesting and amusing character.

—*The Civilian*, London, Eng.

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How the Examination and Classification Systems are applied in Great Britain.

The following remarks from Lowell's "Government of England" will be of value in view of the interest now so general in the Canadian service in classification and examinations:

The Higher Clerkships.

"The highest posts in the permanent civil service to which admission is obtained by competitive examination are known as the first-class clerkships. In 1895 the examinations for these positions and for the Indian civil service were consolidated, and in the following year those for the Eastern Cadets were added; so that a single annual competition is now the gateway to all three careers, the successful candidates being allowed, in the order of their rank at the examination, to choose the service they will enter. In spite of the smaller pay the first men on the list have usually selected the home service, because the life is more agreeable; and so far as the vacancies make it possible they are assigned to the particular department they prefer.

"Although these positions are called clerkships, the work is not of a clerical, but of an administrative, and in the upper grades of a highly responsible character. The aim of the commissioners is, therefore, to recruit young men of thorough general education for an important and lifelong administrative career. With

this object the candidates are required to be between twenty-two and twenty-four years of age, and the examination, which has no direct connection with their subsequent duties, is closely fitted to the courses of study in the universities. As a matter of fact the papers in mathematics and natural science are based upon the requirements for honour degrees at Cambridge, the papers in classical and other subjects upon those at Oxford; and thus it happens that by far the larger part of the successful candidates come from one or other of these two great universities. The range of subjects is naturally large, and a candidate is allowed to offer as many as he pleases, but by an ingenious system of marking a thorough knowledge of a few subjects is made to yield a higher aggregate of marks than a superficial acquaintance with a larger number. The examination papers are set, and the books are read, by well-known scholars, and others, who are selected for the purpose. That the papers are severe any one may convince himself by looking at them. Moreover the number of candidates, which is two or three times as large as the vacancies in all three services together, insures a rigorous competition; and the result is that the candidates who win the appointments are men of education and intellectual power. They belong to the type that forms the kernel of the



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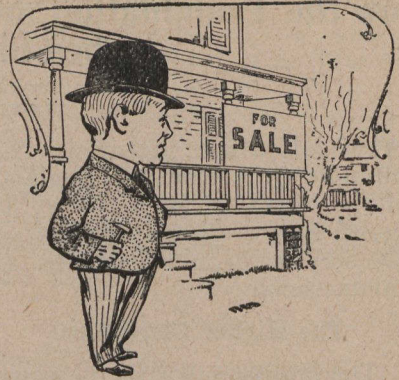
professions; and many of them enter the civil service simply because they have not the means to enable them to wait long enough to achieve success in a professional career. They form an excellent corps of administrators, although the time has not come to express an opinion on the question whether they will prove the best material from which to draw the permanent under-secretaries and the other staff officers at the head of the different services. As yet few of them have attained positions of this grade, but it must be remembered that they have only recently begun to reach an age when they could be expected to do so."

The Lower Clerkships.

"Ranking below the Class I clerkships, there is a large body of persons whose work is mainly clerical. These are known as the second division clerks, and they are recruited by open competition. The standard of education required by the examination is naturally much less high than in the case of the first-class clerks, and the candidates are consequently younger, the competition being now limited to youths between seventeen and twenty years of age.

"As the work done by the second division is of the same general character as that performed by clerks in commercial houses, the examination was at first devised on the supposition that the candidates would have a commercial training, and it was adapted to test their immediate fitness for that work. Besides the elementary general subjects of writing, English composition, arithmetic, geography and English history, it covered copying, indexing, digesting returns and bookkeeping.

"Unlike the first-class clerks, the clerks of the second division are drawn mainly from the grammar schools and other schools of a similar kind. Although a distinct corps, recruited by a different examination,



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and intended for a lower grade of work, they are not altogether cut off from the higher positions. After eight years of service they can, in exceptional cases, be promoted to first-class clerkships, and this is sometimes done."

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How does my lady's garden grow?
How does my lady's garden grow?
With silver bells, and cockle-shells,
And pretty girls all in a row.

They spread their faint green wings abroad,
Their wings and clinging robes abroad,
And upward through the pathless blue
They soar, like incense smoke, to God.

Who gives them crystal dreams to hold,
And snow-white hopes and thoughts to hold,

And laughter spun of beams of the sun,
And tears that shine like molten gold.

And when their hands can hold no more,
Their chalice hands can hold no more,
And when their bells, and cockle-shells,
With holy gifts are brimming o'er,

With swift glad wings they cleave the deep
As shafts of starlight cleave the deep,
Through Space and Night they take their
flight

To where my Lady lies asleep.

—From "Under a Fool's Cap."

The Imperial Service Order.

This civil order of distinction was instituted by King Edward VII, August 8, 1902, to more fully recognize the faithful and meritorious services rendered by members of the civil services of the various parts of the Empire. The following is a synopsis of the statutes relating thereto:—

(a) Name.—The Imperial Service Order.

(b) Consists of the Sovereign, the Prince of Wales, and such Companions as may be appointed.

(c) Only members of the administrative or clerical branches of civil services are eligible to Companionships.

(d) Number of Companions.—Limited to 425, of whom 250 for the home civil service and 175 for civil services of Colonies and Protectorates.

(e) Eligibility.—At least twenty-five years' meritorious service. In Colonies or Protectorates recognized as unhealthy, it is reduced to sixteen years. The periods are not compulsory in special cases of eminently meritorious service.

(f) Description of decoration.—A badge or medallion of gold and enamel, bearing on one side the Imperial and Royal Cypher, and on the reverse "For Faithful Service," both in dark blue enamel on a plaque or shield of gold, surrounded by a wreath of laurel, surmounted by the Imperial Crown.

(g) Decoration to be worn on left breast suspended by a ribbon one inch wide.

(h) Names of those upon whom the decoration is conferred will be published in the London Gazette.

(i) Companions have the privilege of adding the letters "I.S.O." after their names.

(j) Members of this order are not deprived of eligibility to other orders of knighthood, and vice versa.

The Imperial Service Medal.

It is also provided that members not eligible for companionships in the Imperial Service Order may, on retirement after service of twenty-five years or sixteen years, as above explained, receive the "Imperial Service Medal," which is of silver and of a design similar to that of the badge of Companions of the Imperial Service Order.

The following Canadians have been made Companions of the Order:—

1903.

J. M. Courtney, Esq., C.M.G., Deputy Minister of Finance, Ottawa.

W. G. Parmelee, Esq., Deputy Minister of Trade and Commerce, Ottawa.

C. J. Jones, Esq., Chief Clerk, Office of the Secretary of the Governor-General, Ottawa.

Colonel D. A. Macdonald, Chief Clerk and Chief Supt. of Stores, Dept. of Militia and Defence, Ottawa.

Kivas Tully, Esq., Consulting Architect and Engineer, Dept. of Public Works for Ontario.

E. E. Taché, Esq., Deputy Minister of Lands, Mines and Fisheries, Quebec.

M. Murphy, Esq., Prov. Engineer for Nova Scotia.

J. S. Beek, Esq., Auditor-General for New Brunswick.

Lt.-Col. R. Wolfenden, King's Printer, British Columbia.

S. W. McMichael, Esq., Chief Inspector of Customs, Toronto.

Augustus Power, Esq., B.C.L., K. C., Chief Clerk, Dept. of Justice, Ottawa.

Frederick Montizambert, Esq., M. D., Director General of Public Health, Dept. of Agriculture, Ottawa.

Dr. Robert Bell, Acting Director, Geological Survey.

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D. Ewart, Esq., Chief Architect, Public Works, Ottawa.

Lieut.-Col. Henry Smith, Sergeant-at-Arms, House of Commons, Ottawa.

Lt.-Col. A. G. Irvine, Warden Manitoba Penitentiary.

J. N. Gregory, Esq., Agent to the Marine and Fisheries Department, Quebec.

1904.

Antoine Gobeil, Deputy Minister Public Works, Ottawa.

A. A. Boucher, Asst. Master-in-Chancery, Senate, Ottawa.

David Pottinger, General Manager Canadian Govt. Railways, Moncton, N.B.

G. Grenier, Clerk Executive Council, Province of Quebec.

1905.

Laurence Fortescue, Esq., Chief Clerk, Office of Comptroller R.N.W. Mounted Police, Ottawa.

Lt.-Col. A. L. Jarvis, Secy. Dept. of Agriculture, Ottawa.

Arthur Newbury, Esq., Clerk of the Executive Council, Charlottetown, P.E.I.

1906.

L. K. Jones, Secy. Dept. of Railways and Canals, Ottawa.

J. de St. D. Le Moine, Sgt-at-Arms, Senate, Ottawa.

Joseph Pope, C.M.G., Under Secretary of State, Ottawa.

Major E. D. Sutherland, Asst. Auditor General, Ottawa.

1908.

G. N. Babbit, Deputy Rec. Gen'l., St. John, N.B.

John Fraser, Auditor General, Ottawa.

A. G. T. Taylor, House of Commons, Ottawa.

1909.

W. J. Gerald, Deputy Minister of Inland Revenue, Ottawa, Ont.

George Ross, Chief Post Office Superintendent, Toronto, Ont.

The Victoria Rochdale Co-operative Association, organized at Victoria, B. C., in 1905, has recently gone out of business. The failure of the association is attributed to lack of capital and lack of support by members. The conducting of the business on a cash basis also proved difficult.

NICE OLD LADY—"Will you kindly tell me if the lady who writes 'The Mother's Page, every week in your paper is in? I want to tell her how much I have enjoyed reading her articles on 'The Evening Hour in the Nursery.'"

OFFICE BOY—"That's him over there with the pink shirt, smokin' a pipe."—*Minneapolis Tribune.*

A GUARANTEED RED RUBBER HOT WATER BOTTLE FOR \$2.00

WE have Cheaper Bottles—Good ones too, for the money, \$1.00, \$1.50. We have more expensive ones too—"KANT LEEK" goods at \$2.25 to \$3.50. BUT, for economy and wear, and Real Value, we recommend this \$2.00 bottle, bought direct from manufacturer at lowest factory prices. The advantage is yours both in Quality and Price.

Ask to see this bottle, "THE TOPAZ". Buy it on this understanding, "A New Bottle for Nothing, if it fails to give you a big \$2.00 worth of wear."

Allen & Cochrane, The Red Cross
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THE CIVILIAN

THE CIVILIAN has recently completed the first year of its existence, and the occasion has been taken to inaugurate a number of arrangements looking to its continuous improvement in general style and contents. During the coming year it is intended to introduce, (in addition to a strong editorial policy and the athletic, correspondence, and other departments maintained at present), a number of additional standing features, such as a comprehensive news service, a column devoted to the point of view of women civil servants, as well as to increase the amount and variety of special matter and to draw upon a wide range of contributors. The experience of the past year has demonstrated the opportunities of a civil service periodical. More particularly the aims of THE CIVILIAN will be:—

- (1) To establish a chronicle of personal and other news of special interest to civil servants.
- (2) To act as the official mouthpiece of the various C. S. Organizations.
- (3) To afford a vehicle for the expression of the best Civil Service thought in the form in which it will accomplish the most good.
- (4) By special articles of an entertaining and instructive character to foster general interest in the civil service as a profession.

In the carrying out of the above policy THE CIVILIAN solicits your assistance as a subscriber. THE CIVILIAN has been set on foot as a part of the general movement looking to the betterment of conditions in the service, and it feels that on that ground it should be able to obtain the support of each and every civil servant.

BOX 484, OTTAWA.

GENTLEMEN ;—

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Athletics.

Ten Pin Bowling.

A beginning was made for next season at a meeting of the executive held in the O.A.A.C. building Monday evening, Oct. 18th, with Mr. G. A. Lindsay in the chair.

It was decided to divide the service into thirteen teams, as follows: 1, Interior, Outside Block; 2, Public Works, Railways and Marine; 3, Customs Statistics; 4, Royal Mint; 5, Railway Commission; 6, Agriculture; 7, Interior, Langevin Block; 8, Post Office Dept.; 9, Savings Bank Branch, P.O.D.; 10, Customs, Trade and Commerce and Mounted Police; 11, Printing Bureau; 12, Militia; 13, Audit and East Block.

The games will all be played on the O.A.A.C. alleys, and the hours are to be from 5 to 6 and from 7 to 8, the club agreeing to allow play-

ing after these hours in order that the game may be finished.

Playing started on the 26th of October last.

An executive committee composed of Messrs. A. J. Bate, C. H. Payne and C. Pinard drew up a schedule and rules for the season. At the time of writing each of the teams has played one game and has shown a marked improvement over last year. Indications point to an average much improved over the past records. The high scores so far being Interior-Outside, 2,916; Public Works and Railways, 2,787; Customs Statistics, 2,895; Royal Mint, 2,675; Railway Commission, 2,291; Agriculture, 2,876; Interior-Langevin, 3,019; Post Office Dept., 2,596; Savings Bank Branch, 2,429; Customs, Trade and Commerce, 2,740; Printing Bureau, 2,924; Militia, 2,639; East Block and Audit, 2,826. The following is the schedule for the next fortnight:—

OTTAWA

MONTREAL

The Mortimer Co., Limited

Loose Leaf Systems,

Account Book Manufacturers

OTTAWA,

Canada

Engravers, Lithographers,
Printers, Photo-Engravers,
Makers of Fine Catalogues



Please Patronize Our Advertisers.

- Nov. 5—Customs Statistics vs. Public Works and Rys.
- “ 6—(2) Post Office vs. Railway Commission.
- “ (4) Bureau vs. Royal Mint.
- “ 8—Interior Langevin vs. Interior Outside.
- “ 9—Militia vs. Customs etc.
- “ 10—Agriculture vs. Royal Mint.
- “ 11—Post Office Dept. vs. Public Works and Rys.
- “ 12—Savings Bank Branch vs. East Block Audit.
- “ 13—(2) Interior Langevin vs. Railway Com.
- “ (4) Bureau vs. Customs Statistics.
- “ 15—Royal Mint vs. Customs etc.
- “ 16—Savings Bank Branch vs. Railway Com.
- “ 17—Customs Statistics vs. Interior Outside.
- “ 18—Agriculture vs. Public Works and Railways.
- “ 19—Post Office Dept. vs. Militia.
- “ 20—(2) Bureau vs. East Block Audit.
- “ (4) Royal Mint vs. Railway Commission.

SUPERANNUATION OF FRENCH RAILWAY SERVANTS.

A law dated July 21st last provides for the superannuation of all the employees of the principal French Railway undertakings, and requires the latter to bring their existing pension schemes into harmony with its provisions. The new law will come into force one year after the date of its promulgation, and will apply to all railway servants already included in existing pension schemes who, before that date, shall ask to be placed under its provisions; also to all other employees who shall have completed at least a year's service at that date. For all other person employed by the railways concerned, the law will become operative after a year's service, provided, in the case of males, that they have fulfilled their military service, and, in the case of females, that they have attained their majority.

All employees are to be entitled to a pension after twenty-five years' service, provided they have attained the age of fifty in the case of drivers and firemen, fifty-five in the case of others employed in the traffic service, and sixty in the case of office employees who have not had fifteen years' service in the traffic branch.

PAT—"An' phwat the devil is a chafin'-dish?"

MIKE—"Whist! Ut's a fryin'-pan that's got into society."—*Boston Transcript.*

When at Cobalt—the Silver City, Stop at

The Cobalt Hotel

Rates \$2.00 per day and up

100 Rooms. Steam Heat. Running Water

J. Martin, Prop.

MACDONALD & CO.

MEN'S FURNISHERS

Cor. Bank and Queen Sts., - Ottawa

Please Patronize Our Advertisers.

EXCELSIOR.By *R. E. Mark.*

SCENE—First floor of Langevin Block, entrance to elevator.

TIME—8.53 to 8.57 a.m.

DRAMATIS PERSONÆ—Four or five men three or four ladies just arriving.

Elevator at third floor and going up. Announces arrival at top by sudden stoppage of gear and rattling of sliding doors. Afterwards starts to come down. Descends to basement to take on bicyclist or messenger with book under his arm. Arrives at ground floor where Dramatis Personæ are still waiting with several others who have arrived in meantime. Men stand aside to allow ladies to enter first and take up their places in back of car. Elevator slowly ascends. At fourth floor three ladies and five gentlemen get off in the following manner:—men crowd back as closely as possible to each other and the sides of the car, to avoid plumes and merry widow hat pins, and make a passage for ladies to exit first. Men afterwards file out in order according to nearness to door.

ELEVATOR MAN (others too sometimes) asks: "Why in blazes don't those nearest the door step out first, as they would from a street car or other conveyance?"

THE PARABLE OF THE KING.

Once upon a time the King of Spades got it into his head that he was the Whole Thing and by his vanity made himself very objectionable to the rest of the Pack. He became thoroughly confirmed in his high opinion of himself when one evening he, with a couple of other Kings and a pair of deuces, beat a Queen Full on Aces.

His boasting became so tiresome that everyone gave him a wide berth and he frequently found himself in the Discard. This did not cure him, however, and he continued to be boastful, bragging of the great hands he had been in and the Queens he had captured until all the cards up to the nines left the Pack leaving him in a Euchre Deck where he was nightly captured by Knaves.

Finally he got so low, dirty, greasy and disreputable, that he represented the dark man in the pack the cook used to tell fortunes with.

Bragging is such an objectionable form of vanity that even a King cannot afford to indulge in it.

H. McD. W.

THE BANK OF OTTAWA

ESTABLISHED 1874.

Capital Authorized	\$5,000,000.
Capital Paid Up	\$3,000,000.
Best and Undivided Profits	\$3,405,991.

SAVINGS DEPARTMENT

An account may be opened by the deposit of \$1.— on which interest will be allowed.

TEN OFFICES IN OTTAWA AND HULL.

Please Patronize Our Advertisers.

THE INCOME TAX.

As we go to press, the following item is appearing in the city dailies:

"The city and Dominion Government have come to terms relative to the civic grant from the federal treasury. The Government will give \$100,000 per year to the Improvement Commission for a period of ten years, making a million in all. Instead of \$10,000 per year as formerly, the city will receive direct \$15,000 per year for ten years, in lieu of water rates, fire protection, civil service assessment, etc."

In other words, the income tax question has been settled, and favorably to civil servants.

POT-POURRI.

At the annual meeting of the Ontario Postmasters' Association, held at Toronto, a flourishing condition of affairs was reported. The membership now numbers over thirteen hundred, and the finances shew that a deficit of \$500 has been converted into a balance on the right side. The receipts amounted to \$2,177. About fifty delegates were present and discussed various topics concerning the status of postmasters in the province. Complaints were made of the long hours which postmasters were compelled to work, one delegate stating that he often had to put in as many as fifteen and eighteen hours a day. The argument was put forth that a definite number of hours should be fixed and that those working beyond that limit should be paid overtime rates.

* * *

On November 30th, 1908, President Roosevelt issued an order placing 15,000 postmasters in fourteen states in the classified service. The experiment is old enough now to be made the subject of intelligent comment. "Postmasters' Advocate" refers to it in a front page article under the headings "Classification of Postmasters Proving a Big Success," "Universal Satisfaction with the Roosevelt Experiment," "Further Extension, at an Early Date, to Include Every State."

In a certain church in Ireland a young priest took for his text, "The feeding of the multitude." But he said, "and the fed 10 people with 10,000 loaves and 10,000 fishes." Thereat an old Irishman said. "That's no miracle; begorra, I could do that myself," which the priest overheard. The next Sunday the priest announced the same text, but he had it right this time, "And they fed 10,000 people on 10 loaves and 10 fishes." He waited a second, and then leaned over the pulpit and said, "And could you do that, Mr. Murphy?" Murphy replied, "Sure your reverence, I could." "And how could you do it?" said the priest. "Sure, your reverence, I could do it with what was left over from last Sunday."—*Cleveland Leader*.

Personal.

General.

The King has been pleased to grant the Imperial Service Medal to --Renois Ludger, Post office Department, Ottawa.

Arthur Nelson has been appointed administrator of the Yukon during the absence of Mr. Alexander Henderson from the territory.

Mr. S. Calvert has been appointed one of commissioners of the Transcontinental Railway, to fill the office made vacant by the death of Mr. Robert Reid.

Mr. C. L. T. McKnight of the Department of Railways and Canals, has been obliged to take leave of absence for a month or two because of illness. He has gone to his home in New Brunswick.

Mr. F. Sullivan of the Public Works Department Drafting Room, who was operated on for appendicitis, has recovered, and is expected back to work in a few weeks.

Mr. F. H. H. Williamson of the Topographical Survey is at present very ill suffering from an attack of appendicitis. An operation has not been necessary.

Miss Annie Bradley, of the Census and Statistics Branch, was married to A. Lawson of Texas, on September 21st 1909. A wedding gift was forwarded from the other members of her staff. She is now living at Free-water, Oregon.

Miss F. A. Brown of the Census and Statistics Staff, in on leave of absence on account of illness.

Mr. Roque, translator to the Customs Department, has returned from a visit to the ancient capital.

Mr. Leon Jackson of the Customs Staff, is at present in the wilds of Ontario, locating his Veterans' Land Grant. Mr. Alf. Wallis of the same department is also in the backwoods hunting and taking photographs.

Mr. J. O'Connor, Assistant Post Office Inspector at Saskatoon, has been on a visit to his many friends

Superannuations.

The following officers of the Civil Service have retired on superannuation: N. J. Hayward, Inspector of Weights and Measures, Windsor District; J. G. Ridout, Accountant in the office of the assistant Receiver General at Toronto; Lewis Parker, Accountant in the A. R. G. office, Halifax; C. F. Street, Finance Dept., Ottawa.

Resignations.

Milton D. Grant, Dominion Acturay, resigned on Oct. 8th, from the Dept. of Finance.

A. Amos of the Marine Dept. resigned on Sept. 30th.

F. A. H. Fysh, Accountant in the Gold Commissioner's office, Dawson, resigned on Oct. 1st, being allowed six months leave of absence, with pay.

The following have resigned from the Post office service:—

A. J. Cousineau, Windsor; J. J. Dalton, Toronto; F. E. Davis, London; E. J. P. Davis, Calgary; D. McKinnan, Calgary; Marshall, Elliott, Vancouver; E. O. Gimson, Regina; E. Vallee, Montreal; R. A. Woodside, Port Arthur; Min. K. M. Sheahan, Ottawa.

Deaths.

Mr. J. W. Bain, P.O. Inspector of Montreal, died October 27th 1909.

Walter Green of the Topographical Survey

Branch died on Sunday Nov. 1st, at his home in Toronto.

The death of Oliver Beatty of the Hamilton Post Office, who was a representative to the meeting of the C. S. Federation last April, occurred at Hamilton in September.

Promotions.

Dept. of Customs:—A. C. Bleakney, to Division I B.

Dept. Marine:—L. E. Cote, to Division IB.

B B B B in His Bonnet.

Oh, Tradesman, in thine hour of e e e e,
If on this paper you should c c c c,
Take our advice and now be y y y y,
Go straight ahead and advert i i i i.
You'll find the project of some u u u u,
Neglect can offer no ex q q q q,
Be wise at once, prolong your da a a a,
A silent business soon de k k k k.

—*Success Magazine.*

Scotch.

There joined the police force of London a young Scotchman but recently arrived from his native land. Being detailed one day to block the traffic of a certain thoroughfare where members of royalty were expected to pass, he was accosted by a lady hurrying to keep an appointment, who thrust her head from the carriage window to remonstrate with him over the delay. "I canna' let you pass, ma'am," answered the man of the baton. "But, sir, you do not know who I am. I am the wife of a cabinet minister." "It dinna make na difference, ma'am," he answered. "I couldna let you pass if you were the wife of a Presbyterian minister."

SCOTTISH CABBY (explaining historic land marks of Edinburgh to tourist)—"Yon's the house o' John Knox."

TOURIST—"Well who was this John Knox, anyway?"

CABBY(shocked)—"Mon! Do ye no read yer Bible?"—*Punch.*