

# THE CIVILIAN

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## The Government as Publishers

*From "The Blue Book Monthly."*

The British Government is the largest publishing firm in the Empire, and in respect of the finish, the advertisement, and the distribution of its wares it is the most unbusinesslike. By the expenditure of a small annual sum in advertising its publications, seeing that they are easily obtainable throughout the trade, and sending out review copies, their sale might be increased tenfold. Why these things are not done we do not profess to know, but one may suspect that it is merely because it has been made no one's business to look after them. Yet the Government's responsibility to the public in this matter is great. The development of political intelligence and social consciousness depends in no small degree upon the manner in which the social enterprise of supplying the raw material of political thought is conducted. The first need, no doubt, is to stimulate the imagination; but the humbler task of supplying the material for the awakened imagination to play upon is scarcely less important, and we are entitled to demand that it should be done with at least as great a measure of efficiency as is displayed by the private purveyor of, let us say, novels and biographies. Mr. Edmond Holmes, the former chief inspector of elementary schools, made the distinction between "information" and "knowledge" one of the principal bases of his criticism of our system of popular education. Perhaps the same distinction is at the root of many of the difficulties of the self-expression of the whole nation in its political life. There is too much dilution of knowl-

edge into information, and of information into something worse. We must learn to take our national publishing more seriously if the democracy of forty-five millions in these islands is to know itself. It is the duty of the Government not merely to publish reports, returns, and statistics, but to publish them in a form and in a manner which will make them as accessible as possible to every intelligent citizen. Primarily, the object of such a policy is the political education of the people; but as an incidental result, the net cost of official publications might be substantially reduced by a more enterprising attempt to induce the public to read them.

In this connection the history of the Reports of the late Royal Commission on the Poor Law is particularly instructive. The authors of the Minority Report issued a special edition thereof clearly printed and in octavo form, convenient to handle. Of this special edition some 13,000 copies were purchased by the public, and its popularity induced the Government to take the unprecedented course of printing and issuing an official octavo edition of both reports. The total Government sales (including sales of the original folio edition) up to March, 1910, amounted to 8,130 copies of the Majority Report, and 8,450 copies of the Minority Report. Thus the publication, advertisement, and sale of an independent edition of the Minority Report not only stimulated the official sales of the Majority Report as well, but actually resulted in more official copies of the

former than of the latter being sold. These facts give some indication of what the Government is missing in the way of a market for its publications, by its failure either to advertise them or to offer them to the public in a readable form.

During the last few years the national publishing business has been the subject of inquiries on the part of a Select Committee of the House of Commons, which has issued annual reports. In 1906 this Committee reported as follows: "It is estimated that in 1905, 2,670,000 copies of Parliamentary papers were printed, of which 1,460,000 were distributed to the Houses of Parliament and public departments, and 750,000 were sold; leaving 460,000 for reserve. Probably one-half of the latter number will be sold for waste paper. The Sessional Papers for 1904 contained 140,000 separate pages, and occupied seventeen feet of shelving. The average cost of printing these publications for the last five years was £94,812." In addition there are "Stationery Office publications," which cost £33,365 in 1904-5, and "Departmental Documents," which cost £330,125. The total cost of printing official publications of all classes in 1904-5 was £456,852. But a large proportion of the "departmental documents" are not reports placed upon sale for the benefit of the public; some of them (such as the "Educational Pamphlets" issued by the Board of Education) are sold, but others, which might with advantage be published, are withheld in a spirit of unnecessary secretiveness.

The House of Commons Select Committee has concerned itself during the past seven years almost exclusively with the question of saving waste in the printing of unnecessary matter or the adoption of expensive styles of printing, in the methods of contracting with printing houses, in the conduct of the Stationery Office, etc. It has achieved considerable results in this direction, for which

it may receive due credit. But it has shown little conception of the problem of how to use the machinery of government publishing as a means of raising the standard of political thought throughout the community. Its report in 1906 contained only a few brief remarks on the distribution and sale of Parliamentary Papers. The contracts for the sale of these papers throughout the United Kingdom all expire in 1914: the moment therefore is opportune to consider how the national publishing department may be best made to subserve the needs not only of administrators and of specialists, but of a thinking democracy.

Into the details of this problem we cannot enter. They embrace questions of the shape, size, and price of publications; the desirability of a more generous free distribution to public libraries; and the possibility of disseminating information in a summarised form as well as in full reports. There is the further question of the popularisation of the many existing government newspapers and journals, such as the Labour Gazette. The methods of advertising and selling all publications need careful consideration; and it is worth noting here that the Select Committee of 1906 suggested that Parliamentary Papers might be advertised, ordered, and paid for in any post office.

As a further development, the Government might with advantage assist in organising the sale, collection, and distribution of the publications of local authorities. Outside London, we believe, no local authority has arranged for the marketing of its publications in anything like an efficient manner. If the Government adopted a proper system of selling its own publications, it could easily arrange for standardising the prices and placing on sale all the reports and other documents issued by local authorities. At the same time it might perform an additional public

service by organising a complete public collection of local government literature. The London School of Economics possesses the largest library of the publications of local authorities, but nothing short of whole-hearted government support will enable such a collection to be made complete.

The Blue Book Monthly will endeavour to forward such of these aims as are within its scope. It will summarise and review the most important British official publications of the month, and will contain a classified list of them all. As far as possible notices will also be given of important official publications issued

by local authorities, the Colonies, India, and foreign governments. The summaries will be primarily intended rather as an introduction to, than as a substitute for the publications themselves. *We hope also to do something to dispel the prevailing superstition as to the proverbial dullness of Blue books; but, unfortunately, this superstition is largely founded upon their uncouth exterior and their general inaccessibility, and these are defects which we, as private individuals, cannot remove.* It is for the Government (especially a Government which talks so much about education) to convert the reputed Blue Ogre into the servant of Political Democracy.

## Aids to Efficiency.

### Hints for the C. S. Commissioners.

By Leonhard Felix Fuld, L.L.M.,  
Ph. D., Municipal Civil Service  
Examiner.

The president of a large New York corporation was much annoyed by the complaints which he received regarding the inefficiency of the corporation's stenographers. It was represented to him that many of them were incompetent, that nearly all of them lost many days each year by reason of absence from the office and that since they had been selected through personal, social, political or religious influence the attitude of some of them seemed to indicate that they believed the same influence which had secured their appointment would protect them from dismissal.

The corporation did not have a centralized stenographic bureau but assigned a stenographer to each of its principal officers and clerks. The men to whom these stenographers were assigned were reluctant to make direct complaint concerning them. This reluctance was due partly to the natural chivalry which

men feel toward women and partly to a fear that by making direct complaint they might antagonize the friends of the stenographer. Most of the errors in the corporation's business were however attributed to the carelessness, inefficiency, or lack of attention of the stenographic force.

The president of the corporation recently decided to investigate the subject of the employment of stenographic help thoroughly, with a view to correcting any abuses existing in the present system and installing an improved system. He engaged the services of a specialist with instructions to install a system which would secure to the corporation the services of a thoroughly competent stenographic force.

The first change made by this specialist was the establishment of an efficiency record system. At the end of each quarter each man to whom a stenographer was assigned was required to report upon her efficiency. He was asked to designate her services as being satisfactory, unsatisfactory or more than satisfactory.

### Personality Important Element.

Recognizing the fact that personality is an important element in the efficiency of a stenographer, those who were reported as being unsatisfactory were not reprimanded in any manner but were merely transferred to some other employee or division of the corporation. If at the end of the next quarter they were again reported as unsatisfactory by the employee to whom they had been assigned they were again transferred and were notified that if they were reported as unsatisfactory a third time their services would be dispensed with.

Those who were reported as having performed more than satisfactory service were placed on an honor roll. They received a letter of commendation signed personally by the president and were given an opportunity to work overtime, for which the corporation remunerated them liberally. This assignment to overtime work has always been considered by the corporation's stenographers an extremely desirable assignment because of the liberal extra compensation.

The specialist next directed his attention to the methods employed in the selection of new stenographers. He announced that since the corporation paid more liberal salaries than many other corporations in the city it was entitled to the best stenographers. He found that when appointments were made on the recommendation of men who did not themselves come into intimate contact with the employees, such recommendations were not always based upon a knowledge of the stenographer's ability. Frequently such recommendations were made with a view to favoring those who had business relations with the corporation and whose efforts to secure employment for a friend or relative could not be easily resisted by the executive officers.

### Selected by Open Competition.

It was decided to select stenographers in the future by means of open competition. The corporation announced that any stenographer could obtain an application blank by making written request therefor, accompanied by a self-addressed and stamped envelope. The number of applications filed with the corporation was so large that the cost of examining these applicants was at first believed to be prohibitive. To overcome this objection each application was time-stamped and numbered consecutively upon its receipt in the office and the first examination was limited to the first two hundred and fifty applications filed.

On the application blanks the applicants were asked a question regarding their education. They were asked the name of each former employer, the dates of their service in the employ of each, and the cause of their leaving. They were also asked how many days they lost each year from their office work and the cause of their absence, specifying the disease if it was caused by illness. The application was put in the form of an affidavit because although no prosecution could be taken for perjury on an application of this kind it was found that applicants and particularly women are very careful about their statements under oath.

A large number of candidates were summarily rejected on their application blanks. Among those so rejected were some who frequently changed their employment without any good reason,—those who stated that their employers asked them to perform menial work, such as dusting a desk, which they did not consider compatible with the dignity of a stenographer—a class of women not satisfactory for work because these women are not willing workers. There were also rejected those who admitted that they lost several days each month because of a cold.

—a class that causes very serious inconvenience in the office by reason of their periodic absence and their interruption of the corporation's work thereby.

#### **Previous Record Investigated.**

Those whose applications were accepted were then subjected to a careful examination of their previous record. This investigation was made by means of correspondence with their former employers. Comparatively few candidates were rejected as a result of this investigation because it was found that most of the former employers recommended them. A few applicants were rejected because of evidence of lack of honesty.

The remaining candidates were next subjected to a medical examination conducted by the specialist in charge of this work. Each applicant was requested to bring her mother or a chaperone with her and the examination was confined to a general inspection of the candidate's physique and a stethoscopic examination of heart and lungs. A trained nurse was present at the examination to assist the examiner. By means of this examination those candidates who falsely stated on their applications that they were in good health and lost no time from their work when their condition plainly indicated that they were not physically able to stand the strain of the daily routine of office work without interruption, were detected and eliminated.

The final test was a written examination consisting of dictation at the rate of one hundred words a minute for five minutes, an exercise in tabulation, a spelling exercise and a letter. These examination papers were rated on a competitive scale and an eligible list was prepared as the result of these written tests. From this eligible list appointments were made strictly in numerical order. The rating of the examination papers was done severely on the theory that the corporation was en-

titled to the very best employees. The number of applicants who succeeded in reaching a place on the eligible list was comparatively small.

#### **Plan Highly Satisfactory.**

The results of this plan have proven extremely satisfactory to the corporation. By the establishment of this system the executive officers of the corporation have been enabled to say to those who seek positions for their friends that they will gladly appoint them to positions if they succeed in passing the preliminary tests, but that the policy of the corporation forbids any appointment except from the eligible list resulting from these examinations. The corporation is obtaining the very best stenographers obtainable in the city. They are thoroughly competent in their work at the time of their appointment; the corporation loses almost no money and suffers almost no inconvenience by reason of the periodic absences of stenographers which cause so much loss to many employers and the efficiency record system acts as an incentive to the most ambitious stenographers and as a deterrent to those who are inclined to be lazy or inefficient.

The cost of this system has not been as large as might be supposed. It requires only the part time service of the specialist and the part time service of a stenographer. A liberal compensation is paid to both because of the importance of the work but the total cost is not large. The only other item of expense is that for stationery and postage. On the other hand the remarkable efficiency of the newly appointed stenographers, their regularity of attendance, their longer tenure of office and the general efficiency of the stenographic force have increased the general efficiency of the entire personnel of the corporation to a distinctly noticeable extent, much to the gratification of the executive officers.—Office Applicances, Chicago.

# THE CIVILIAN

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Communications on any subject of interest  
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Ottawa, Aug. 22, 1913

## THE GOVERNMENT AS A PUBLISHER.

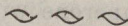
It is an old theory of ours that scant justice is done by the general public to the value of the publications issued by the various departments of the government. These are lumped together as "blue books" in the popular mind, and the term has become synonymous with everything that is dreary and conventional.

The exact opposite of this opinion is the truth. Some of the most interesting books that are written today are the work of government officials, and are issued as government reports. We have reviewed more than one of these in our columns, and only wish that it were possible to do justice to the whole list.

But the fact is that the public itself is adopting our point of view. Perhaps the most important periodical to appear during the past few months is "The New Statesman," a weekly review edited at London, Eng., by Bernard Shaw, Sidney Webb and

others, and devoted to politics, literature and art. Beginning with the month of May, "The New Statesman" is issuing a monthly supplementary called "The Blue Book Monthly" which is nothing more nor less than a magazine given up wholly to reviews of the various publications of the British Government. In the first issue no less than several hundred publications are enumerated and several are given lengthy reviews.

We publish elsewhere the opening article which defines the scope and purpose of "The Blue Book Monthly." When we put forth our modest suggestion some two years ago, we had no idea that a realization on so satisfactory a scale was so close at hand. That realization of course, applies only to the mother country. Is there no newspaper or magazine enterprising enough to rise to the occasion in Canada?



## THE STORE.

The Civil Service Co-operative store is preparing for considerable expansion in its business in the near future. The sales for the months of April, May, June and July this year, are but slightly in advance of those for the corresponding months of last year, showing the need of more custom if larger dividends are to be paid.

In accordance with the policy recently decided upon, the directors have met representatives of the Allied Trades Association with a view to securing subscribers and business from their constituency. A bulletin has just been issued, something in the nature of a prospectus, in which the following statements are made:

"Having been approached by the Co-Operative Committee of the Allied Trades Association, and having made arrangements whereby the store is open to the trade unionist and the general public of Ottawa, there is every reason to

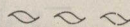
expect that our Association will soon be on the same footing as other older Co-operative societies which are paying ten or twelve per cent. dividends on purchases. The Association has now over five hundred and seventy members, should this number be doubled, it would be possible to establish branch stores in various outlying portions of the city, to acquire a wholesale warehouse, and to add a number of other lines of goods to those kept at the main store. It would also be possible to quote still better rates on such articles as coal, potatoes, butter and cheese, etc., which are bought in large quantities, and which were last year sold to members on very favourable terms."

The bulletin also announces that "hereafter, "for the benefit of customers living at a distance, who "have no telephone, it is proposed "to send a clerk from the store at "least once a week to their houses to "take orders." It would be well if this clerk were to call at the home of every member or subscriber, to urge the lukewarm to enlarge their trade at the store, to hear criticisms, to remove misconceptions, if any, and to drum up trade generally. With the gradual opening of branch stores, and the perfection of method which experience will bring, there will be less need for the policy now being adopted of personal solicitation of trade.

The bulletin explains how to become a member of the Association, and how to become a subscriber, and membership and subscription forms are appended. Two kinds of people are entitled to become members upon payment of a fee of \$2.00. (1) Civil Servants; and (2) relatives of civil servants (if the by-laws authorizing this extension are approved by the Provincial Secretary). Any citizen of Ottawa may become a subscriber to the Association, and participate in full profits, by subscribing at least

\$15.00, the value of three 5-year debentures paying five per cent. interest annually.

The needs of the store are business, *business* and more BUSINESS. Every member should be a missionary among his fellow civil servants, his relatives, neighbours and friends to bring them into the co-operative fold—and their reward will be great in this life and maybe in that which is to come.



#### EDITORIAL NOTES.

In the last number of *The Civilian* a typographical error appeared in the editorial entitled "Imperial Chancellors and the Third Division." Two transcripts of opinion are given in the article relating to vested rights and both are credited to Mr. Goschen. The name of Mr. Gladstone should have appeared instead of Mr. Goschen in the first quotation.

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#### George D. Prest.

Canada's oldest customs preventive officer has searched his last trunk. George D. Prest of Queenston has been given three months' leave of absence with pay, at the conclusion of which period he will be retired from the service. Mr. Prest was born in England eighty-seven years ago, but has lived in Queenston since he was a child of six years. Nearly sixty years ago he had a contract for carrying the mails between Queenston and Niagara Falls. His permanent appointment to the customs staff dates only from 1908, but he was employed on the "temporary" list for some years before that. Mr. Prest is an older landmark at Queenston than either the suspension bridge or Brock's monument, and the landing-place will not be at all the same without him.

*Lucky*—"This is the third time you have been here for food," said the woman at the kitchen door, to the tramp. "Are you always out of work?"

"Yes'm," replied the itinerant. "I guess I was born under a lucky star."  
—*Yonkers Statesman*.

## At the Sign of the Wooden Leg

By "Silas Wegg."

### A Bucolic Note.

Mr. Editor: You are a kind-hearted and merciless man. Now, don't let your well-meaning printer or proofreader make "merciful" out of that second adjective. They are equal to it I know, for did they not convert a "tenpenny nail" which I had driven into the last paragraph of my last story into a "temporary nail," or, in fact a "temporary nail," which is a peg worse as one might say! Perhaps a proofreader is not supposed to be able to hit a nail on the head, especially when the main point about it is the tale.

Now that I have managed to put on paper the one joke that has been hatched up this way for a week (for it is a joke as you will find if you have patience enough to hold on to it until it is done wriggling—that will be at sundown) I will return to my main thesis. You are a kind-hearted and merciless man. When you sent me that railway pass and a new boot last week with the note, "Wegg, take a vacation, and Heaven bless you," I saw your kind heart in action, but when next day I got your second message, "Don't forget your page in *The Civilian*," I found out where you parted company with mercy. Do you think that a wooden leg has no need of rest? At any rate, what about your readers?

Well, here am I at the Swampview Inn, thirty-two miles from town as the crow flies. Oh, that I had the wings of a crow! But I am not complaining. Far from it, as the enclosed poem (not for publication)

will bear witness. The poem is my meal-ticket, for it is to appear in the prospectus of the Swampview Inn for next season. Three weeks of grub for fifteen minutes of song! Methinks I will leave the service and go into poetry for good.

There are several mosquitoes in the neighborhood. They are humming birds in the poem. The wells are all dry within a radius of five miles of Swampview. We get our drinking water from a lazy brook which holds the swamp in tribute. This lends point to the lines in the prospectus about the "upland dry and fruitful mead." If you will add to these attractions an air blue with the smoke of bush fires, "an ambient air that woos the soul to dreams" (see poem) you will have some idea of the holiday your bounty has provided, and some idea also of the degree of inspiration under which I now write. Did I say "inspiration"? If the painstaking proofreader puts "perspiration" in its place, there will be no kick coming from me. Ah, if thoughts would ooze from the brain as the sweat oozes from the body, what a pageful of wit and wisdom you would have for your readers this week!

I came here with many plans for recreation in my mind. I brought a fishing rod, some tobacco, a file of last year's *Civilian*<sup>s</sup> and a bottle of—Burdock Blood Bitters. The bottle has been refilled a few times, thanks to a human crow that flies to town every other day, coming back, I may add, not in that direct line which has made the crow famous. Blood



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Inspection cordially invited.

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Bitters are as soothing as ambient air (see poem again) but be sure to get Burdock's. I am sorry that it is not on the bill of fare at the Inn. When it comes to the finer necessities of life I find that the Inn is out. I wonder if your readers will tumble to that bon mot (pronounced bung mo with a long "o" and a slight wimple in the nose.)

The fishing rod is having a quiet time. I went with it to the Brook the first day I was up. The drinking water was of such a variegated tint next morning that the boarders invoked the act for the prevention of the pollution of navigable streams against me, and I am afraid that, being even a man of truth, I shall have no achievements of which to boast on my return.

But I have my pipe and *The Civilian* file to fall back on. I intend some rainy day to read all the Wegg sketches out loud to myself. Perhaps I will understand before I get through with them why I meet so few on the city streets who have a nod for me.

It is now nearing night time and the Swampview postmaster has sent word that he will keep the mail open only another half-hour for my letter. The crickets are singing in the mead. The postmaster's boy is whistling on the fence rail. There, he has stopped whistling and is chewing my last chiclet. The sun is setting majestically in the west (for further particulars see poem) lowing herds are coming homeward with milk at eight cents a quart. The moon is expected at any moment now. The postmaster's boy is getting drowsy and chews his chiclet with the languid air of one who has sucked all the spearmint out of life. An errant bat flaps past my ears. I smell the odor of salt pork frying in the kitchen (don't see poem for that). O, beautiful twilight hour! How many civil servants at this moment are preparing for a life of false mirth in the

foul city! I hear the well-known bucolic sound of the can-opener crunching through the tin of corn, "Silently, one by one in infinite—finite—"

But time is up—just as my soul was opening to the music of life at Swampview. The Civil Service, represented by the Postmaster's boy, has laid its heavy hand, as it has so often done before, on the spirit of poesy struggling within my breast. Ah me, the pity of it, especially when it takes a wooden leg so long to warm up. Your obedient servant,  
SILAS WEGG.

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### The Boy and the System.

This is the story of the boy, the bank, and the system.

The boy came into the bank and laid a half dollar with his bank book on the receiving teller's window.

"We don't receive deposits of less than a dollar," said the teller.

The boy yielded reluctantly to the system and drew back. But he did not leave the bank. He crossed the corridor and seated himself on a settee.

The teller noticed him sitting there, and also noticed the reflective look on his face.

The boy waited for some time, thinking it over. Finally he arose and went to the paying teller's window. A moment later he confronted the receiving teller.

"I want to deposit this dollar and a half," he said.

The teller grinned.

The boy had just drawn a dollar from his little balance and was using it as an entering wedge for the rejected half dollar.

And so the system was beaten by the boy, and a considerable accession of book-keeping labor was the price of defeat.—Cleveland Plain Dealer.

## A Symposium on Co-operation—Letters to the Editors on the Cooperative Store.

### Coal and the C. S. Co-operative Supply Association of Ottawa.

Although the directors have always been most desirous to establish a permanent coal business, they have found the task impossible owing, sad to say, to the lack of support, from within the service, to which they were so justly entitled.

However, the appearances for the future are brighter; with an enlarged membership and, above all, after an experience of over two years, the service and the general public are now giving credit to the leaders of the co-operative movement for the same spirit of honesty, devotedness, and unselfishness which characterizes co-operators of the old country, and the fakes that appeared some years ago under the guise of Civil Service Coal or Ice will soon be completely thrown into oblivion.

The heavy tribute we have so long been paying the coal lords of this city is so exasperating that the directors, have been induced to do something, against great odds, to both beat the coal ring and benefit their most loyal supporters, customers of the Association store. About one hundred civil servants took advantage of the opportunity and saved from four to fifteen dollars each in ordering their coal through the Association. Last year over 800 tons were so ordered at a saving of more than \$800 to this small group of co-operators; the loss to the dealers must have been well over \$1,000.

Superficial minds, or again admirers of business combines, and God knows we have a large number of such men in the Service—poor slaves who kiss the hands of their oppressors—will say that this is a very small loss which must have affected this city's dealers but little. The directors and other thinking people

know better; the directors know with what regret the ring saw some of their most desirable customers turn away from them, and, with greater regret still, that a movement was on foot which might spell disaster for them.

It is no wonder that this year there came from the dealers, the announcement—the unanimity of which bespeaks the deliberations of a combine—that the coal prices were down, which was a bid for the good cash customers who had turned away from them. The unthinking people, our admiring slaves of the ring, sang a thanksgiving hymn to the coal lords: verily, the prices at the mines had also come down and with admirable honesty the benefit of the decrease was generously given to the consumers. Others, perhaps, believed that these lords had, in a fit of philanthropy, wished to help the consumers to bring down the high cost of living so bittely complained of. Let me say that these and other silly explanations are wide of the mark; I shall be cruel enough to deny the coal dealers so much philanthropy and bold enough to state that the prices at the mines did not justify that cut in coal prices; besides, this drop has been local. Everybody knows that coal has always been retailed here at about one dollar more than, for instance, at Montreal; yet, the prices of last spring were the same in both cities. I am here reminded how, in years past, our coal barons used to come out with elaborate explanations of the reasons which, to their great regret, made it impossible for them to be content with the Montreal prices; yet, I have not noticed an explanation as to their ability to meet them this year.

This year, the directors have again imported a considerable quantity of

coal and given the steady and loyal customers of the Association store a substantial discount on the dealers' reduced prices. However, it is felt more and more that all true co-operators of Ottawa have to take a personal interest in the establishment of a regular and permanent coal business.

To establish a firm coal business, debentures to the amount of from \$25,000 to \$40,000 should be subscribed; this may sound big but is it really so hard to find within our ranks, with an enlarged membership, from 500 to 1,000 householders who would be able to subscribe from five to ten five-dollar debentures bearing 5 or 6 per cent. interest and thus do this financing?

According to the accepted regulations of the Association we would sell coal at current prices, and the net surplus would be divided periodically among the purchasers according to the amount of their purchases.

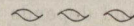
Let us figure out roughly the benefits that could be derived from a business of, say, 10,000 tons, with a plant and installation representing an invested capital of \$30,000:

Purchase price of 10,000 tons at \$5.80 (average price) . . . . .	\$58,000
Selling price of 10,000 tons at \$7.70 (average price) . . . . .	77,000
Gross profits . . . . .	19,000
Interest on debentures, \$30,000 @ 5% . . . . .	1,500
Taxes . . . . .	1,000
Delivery, (maintenance), 10,000 tons @ 50c. . . . .	5,000
Weigh scales . . . . .	400
Office expenses, etc. . . . .	1,100
Net profits . . . . .	9,000

The net profits to be distributed among purchasers would thus represent one dollar for each ton purchaser. The above calculations as a whole, as showing the net profits, can hardly be challenged.

Now, what shall the co-operators within and without the service do?

Are they going to drop a line to the Association and let the directors know that they can be relied upon for such a scheme or, if not, why? Are they going to attend *en masse* the next meeting of the Association and press this matter to an issue? Why should not the Civil Service Supply Association be equipped to start a stable, profitable coal business in the interest of the consumers next April or May when the prices are lowest? Then, let me say to all co-operators, if that is your wish, come forward and say so. — FRANÇOIS.



**Organization Needed—an ex-Director's View.**

To the Editors of *The Civilian*:

At heart I am a "booster." In thus prefixing the following remarks upon the C. S. Co-operative Supply Association I do so fearing I may be termed a "knocker," a sobriquet I hope I don't deserve. Two or three articles in recent issues of *The Civilian* pro and con (perhaps more pro than con) have discussed the services rendered by Mr. A. McNeill, past-president of the Association, and as I served a year on the Board of Directors and saw the launching of this the last co-operative movement in the service here at close range it may be granted that I know whereof I speak. That year of "activity" along co-operative lines, with even so great a co-operator as Mr. McNeill is mooted to be, did not convince me that civil servanst could fit themselves to the task of directing a business undertaking such as a co-operative grocery store and do it successfully simply with the theory of co-operation to work upon. The co-operative grocery store had a misfortune at its birth, and for its first year at least there was a continued succession of "misfortunes" which proved conclusively to me that unless the directors get into the store

and "direct" matters, and unless up-to-date, honest and progressive management is adopted in all details of the business, only failure can result, or at best half a measure of success follow. Some days ago I clipped this from a newspaper:—

"The chief factor of success in every department of life is active, persistent effort, and this is as true of organizations as of individuals. A business man succeeds just in proportion to the energy he displays and the means he uses, and the same rule applies to an institution. Men may theorize, but work, persistent work, is the foundation on which permanent progress rests. Note the difference between the business man who brings intelligence and energy to bear on his calling and the one who theorizes and depends upon others and upon external influences for success. The former commands success, while the latter succeeds only by chance."

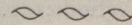
What the co-operative grocery store needs is three men of the Board with practical minds who will adopt and put into force practical, up-to-date, business methods along co-operative lines into all transactions; give the membership the best possible treatment—a dollar's worth for every dollar expended — the price in every case to be that generally prevailing, no cutting of prices to be met. Be the manager ever so conscientious and anxious to make the venture a success, he has his limitations, and he does not know his customers as the Board does. You cannot make whole-souled co-operators all at once out of men who never looked into the subject, and I submit that only through a campaign of constant education will such be accomplished. Mr. Eddy speaks of the civil service field as being too small to ensure success in co-operation, and excuses the movement for a broader policy on that score. The civil service is a large enough field, I maintain, and can be made, if properly worked, a most successful one for co-operative methods. This I proved by actual test. I know that the members of the C. S. only want ordinary "drumming up" to take membership, and then the best of

treatment to make good co-operators. It would be an interesting question for one of the present Board to ask at a meeting of that body what reasons the hundred or more members of the Association who ceased purchasing at the store had for diverting their grocery trade. This would get at something concrete, and for the moment turn the tide of criticism from the civil servant (who has been getting some hard knocks for his apathy) to another side of the issue.

My desire always was to have a canvasser out part of the day meeting civil servants where and when he could; talking to them about co-operation and the co-operative store and securing memberships, the remainder of the day to be devoted to the housewives in their homes, securing their co-operation, getting orders, finding out what they wanted the store to carry for them, meeting objections and smoothing over complaints. This was tried, was successful, but wasn't followed up.

I desire in closing to pay a tribute to the man who sacrificed, in my opinion, most for the co-operative grocery store. To Mr. John McLeish the service owes its best thanks. He has given of his time and talent unceasingly and unselfishly, and I think it is up to us to give credit where credit is due.—W. A. CODE.

Ottawa, 29th July, 1913.



To the Editors of *The Civilian*:—

Talk about your wasps' nests! Did you ever see such a bunch of busy buzzers as I accidentally stirred up with my letter in your issue of July 11th? And you say there is more to come. Wow! Ouch!

Well, let us look at their grievance. It seems they are all out to defend Mr. McNeill. Good! But Mr. McNeill has no need to be protected from me. No one is more willing than I to give him every grain of credit that is due him. He has done

a whole lot of hard work and the present creditable position of the Co-operative Association speaks for his success.

I am still of the opinion, however, that the class-spirit of the civil service has been the biggest influence of all in building up the co-operative business. It seems to be habitual with some civil servants, as well as many outsiders, to disparage this feeling, but I am convinced that it is very real and very active. The store has been supported by civil servants **because it was the civil service store**, — and that support will surely grow for the same reason if it is encouraged and thoroughly organized.

Recently the opportunity of participation in the enterprise was thrown open to the general public because the labor organizations desired it. With the powerful support of the unions the business should thrive and grow. Why not wait to see how this works out before we try another experiment? Surely one at a time is sufficient.

Mr. McNeill has expressed himself as having little or no faith in the civil service fraternal spirit as an aid to the co-operative movement. He would throw the "Civil Service" name overboard without hesitation. I do not wish to see that done yet awhile. In spite of all the hard things said about the service, there's some good to be got out of it yet. With the civil service field and the labor union field, surely there is room for all the work the co-operative propagandists can do this year. Let us try this ground well before we go farther.—CO-OP.

Ottawa, August 2nd, 1913.

#### Catechism According to Mr. Coats.

Q.—What is co-operation?

A.—"Co-operation is the capitalization of sentiment."

Q.—On what does co-operative success depend, first and last?

A.—"On the quality of your membership."

Q.—What is the quality of the Civil Service?

A.—"It is futile to argue on so abstract a question as the human quality of any class in the community; personally I think such distinctions are negligible for practical purposes."

Q.—When is the public not the public?

A.—When it is situated within half a mile, say, of the Civil Service Co-operative store. It is then corner grocery supporters.

Q.—What is the difference between "the public" and the Trades and Labor Council?

A.—"Very significant."

Q.—Would any support come from the Trades and Labor Council?

A.—"I am not a prophet, but I will venture to predict that in the working out it will be found that the best outside support will come from the Trades and Labour Council. And why? Simply because the Council will bring to the co-operative movement the backing of a class and of previously existing organization machinery."

Q.—Then why not admit them into the association?

A.—Mr. Coats is silent, but the inference is plain that the association might lose the "quality" of its membership or that its capitalization of sentiment might be watered.

Plainly a case where cash and numbers do not count.

Q.—How many times shall we canvas the Service, building by building, for the Civil Service Co-operative Supply Association?

A.—Until seventy times seven. But perhaps it is now time for the canvassers to carry clubs, seeing that appeals to the intelligence, thrift and class interest of the Service have hitherto borne little fruit.

Q.—Why not "bank on the public"?

A.—"Because, although we admit the ability of the labor organizations to help us, we think it reasonable they should show that their support is real before asking us to deviate from the path we originally elected to follow, and to weaken even slightly our power to rally our own body."

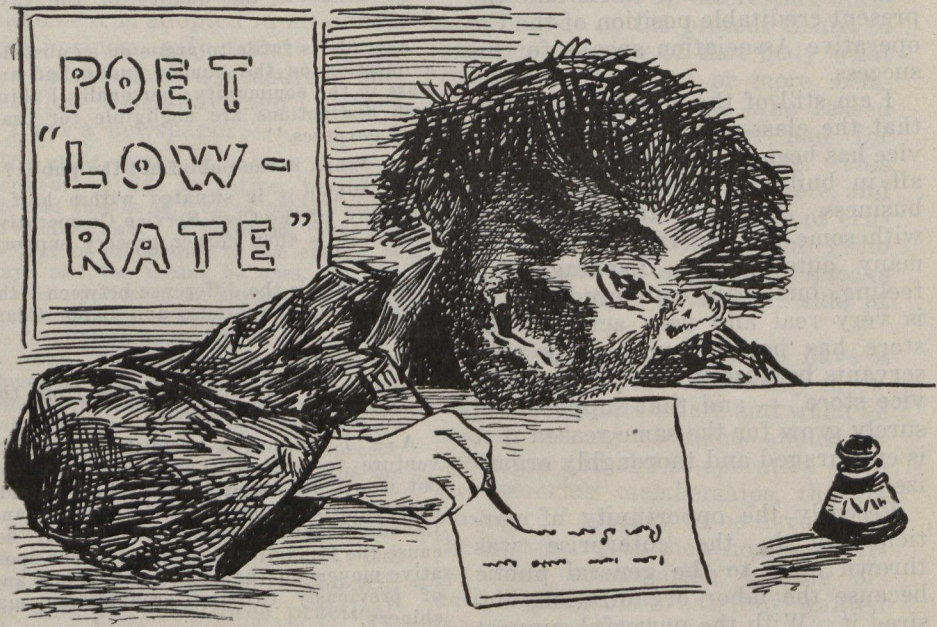
Q.—How shall the labor organizations show that their support is real?

A.—Deponent saith not.

Q.—Should anything "sloppy" in thinking be done?

A.—The Lord forbid!

CIVIL SERVANT.



### How the Pay-Check Gets A Boost.

If you're saddled with the notion  
That you ought to have promotion  
Don't mistake the mere desire  
For ability to rise—  
Give the matter some reflection  
It may take a new complexion  
If you view your own abilities  
With clear un-biased eyes;  
Don't sit 'round the office whining  
Whilst the other clerks are shining;  
**GET A HUSTLE**—do your duty just the  
very best you can.

If you're really worth the money  
You can bet your tintype honey,  
You will get it if you labor  
Harder than the other man.  
No one wants a clerk who watches  
All the clocks, or one who botches  
All the simple work he handles,  
'Cause he's musing o'er his rights;  
No one wants the clerk who grumbles  
Or the fellow, too, who mumbles  
All kinds of weak excuses  
When he's asked to work at nights.  
It's the fellow who is willing  
Who will get the extra shilling,  
On his pay-check, when he draws it,  
Though he hadn't asked at all;  
And you'll find he'll keep on rising,  
For his Boss will keep on sizing  
Up his labors all the Summer,  
Springtime, Winter and the Fall.

No man loses his position  
Just because he shows ambition;  
He is usually partner in  
The firm for which he works;  
Whilst the fellows who seem frightened  
That their work will not be lightened  
'Till their death will be found working,  
Just as ordinary clerks.  
Get there **EARLY** in the morning—  
All the other fellows scorning—  
Stay there **LATE** if work demands it,  
**DON'T** keep peeping at the clock;  
**EARN** your money, ere you **TAKE IT**,  
And you then can surely stake it  
That you'll get the recognition,  
And the biggest pile of "**ROCK.**"  
Dame "**LOW-RATE**" has just called me,  
In fact, she nearly hauled me  
Off to dinner, as she tells me  
That the Cook is getting sore.  
So that Cook will get her warning—  
First thing sure, on Monday morning—  
There are scores of other cooklets  
Who will gladly do her chore.  
So boys: let this be a lesson.  
Don't go 'round the works a-guessin'  
When your pay will get a boost,  
Or yet, how soon before you're through.  
If you do, you'll be discovered,  
And your **RECORD** will be uncovered,  
And you'll find the Firm you work for  
Has no further need of you.



## TO YOU.

By "Rex."

Dear, have you forgotten a lone little bay,  
 In the rushes and reeds of the river,  
 Where you gave me the gold of an hour that day,—  
 And how grateful I was to the giver?  
 For me the Sun shone as it never had shone;  
 And in tremulous, palpitant gushes  
 Of gladness, a little gray singer sang on  
 From her throne in the reeds and the rushes.

I named it—that little lone lily-pad bay—  
 After you, and we called it Hope Harbour.  
 For the depths of your eyes blessed the calm and the cool  
 Of that sunlit, song-echoing arbor.  
 The white sails of cloud drifting over the blue  
 Were reflected beneath and around us,  
 As though—so I dreamed—in discovering you,  
 Both above and below Heaven bound us.

I pilgrimaged into that place yesterday,  
 But more bitterness only to borrow;  
 For hopeless and dark was the face of the bay,  
 As though dumbly reflecting my sorrow.  
 And dark were the clouds of the storm coming fast,  
 With its thunder and ominous hushes;  
 And only the wind, to my heart beating fast,  
 Sang a dirge in the reeds and the rushes.

## "AD FINEM."

By J. Cadden,

"Oh! for the gift to conjure words,  
 And tell how the deed was done:  
 Oh! for a life devoid of strife,  
 In the peace of a "bull"-less run.  
 Day by day does the prayer go forth,  
 And ever it goes in vain,  
 Whilst the yellow leaf still freights its  
 grief  
 And waits for its "Please explain."

Day by day do we twist and change,  
 And paint in a different shade,  
 Some old excuse, that has been in use,  
 Since the first great "Bull" was made.

And though we strive for a record clean,  
 And a bright unsullied past,  
 Tho' swift the pace and grand the race,  
 The page will stain at last.

For this is the badge of the beaten track,  
 As long as the world has been,—

"A trick of the eye, will pick the black  
 Wherever a flock is seen."

The good we do will live anew  
 Beyond our funeral knell,  
 And the grief and doubt that fall en ruote,  
 Is all there is to Hell.

Some day, we'll take the last long grade  
 And make the last "Transfer";  
 We'll get a line on things Divine.  
 And leave the things that were;

And the Guard who stands at the Outer  
 Gate

Will give us a welcome smile,—  
 "You've had your share of the Other  
 Place"

Now tarry with us awhile!"

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No. I.



MR. ARTHUR PARE.

Mr. Arthur Pare, President of the Civil Service Association of Ottawa.

The accompanying photo is that of Mr. Arthur Pare, who is the president of the above organization. Mr. Pare is an official of the Accountant's Branch of the Department of Public Works.

He was born at St. Francis de Montmagny, Quebec, on February 11th, 1872. His parents were Simon Octave Pare and Eleanore Morin.

Mr. Pare taught school for some ten years and then was engaged as an accountant in Montreal. He entered the Civil Service at Ottawa in 1900.

The subject of this sketch has been connected with many organizations in the Capital. He has been secretary of the Institut Canadien Francais. Also treasurer of the Monument National. He was also one of the organizers of the "Chosen Friends" Society. In addition, Mr. Pare has been Deputy High Chief of the Independent Order of Foresters.

In all Civil Service organizations he has always taken an active part chiefly the Civil Service Savings and Loan and the C. S. Co-operative Supply Associations, and is now, as has been said, president of the Civil Service Association.

One has but to converse with Mr. Pare a short time to realize that he is deeply imbued with the esprit de corps of all things pertaining to the service.

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L'ÉPICERIE COOPERATIVE DU SERVICE CIVIL.

Je viens de recevoir une lettre d'un des lecteurs les plus assidus du "Civilian," et en même temps membre des plus dévoués de l'association du service civil.

Ce monsieur cite un extrait de l'article intitulé: "An expert's opinion," dans le numéro du 25 juillet. Dans cet article l'auteur déplore l'apathie apparente des employés civils qui accordent, selon lui, fort peu d'encouragement à l'épicerie coopérative où les fonctionnaires de l'Etat sont invités à faire leurs emplettes à des conditions plus avantageuses qu'ailleurs.

Les marchandises, dit-on, sont de premier choix, les prix modérés et la livraison au moins aussi rapide que dans tout autre magasin de la ville. L'an dernier on a accordé un dividende de 2 pour 100 à tout acheteur de l'association. Toujours au dire de l'auteur de l'article en question, il faudrait et plus de clients et plus d'argent afin de permettre aux employés civils d'acheter à meilleur marché. Là-dessus, celui qui signe "Civil Servant," frappe d'estoc et de taille sur tout le service civil, le traitant généreusement et courtoisement de pleutre, de nonchalant et de stupide.

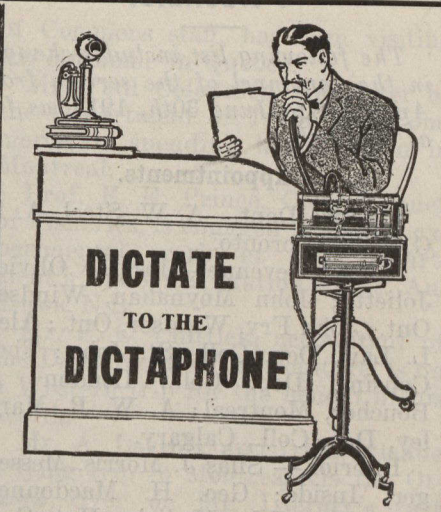
Halte-là, l'ami! Avant de vous en prendre aux dignes et sympathiques fonctionnaires, leur distribuant gratuitement et aveuglement l'insulte, les couvrant de horions qu'ils ne méritent pas le moins du monde, ne vau-

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drait-il pas mieux vous en prendre à la défectuosité du système si les choses ne vont pas à votre goût?

D'abord, si je ne fais pas erreur, il n'y a dans toute la ville qu'une seule épicerie coopérative. D'un autre côté, les employés civils demeurent dans toutes — n'oublions pas le mot — toutes les parties d'Ottawa. Comment veut-on, alors, que ce système d'épicerie coopérative puisse fonctionner avec succès? Qui d'entre nous fera un crime à un fonctionnaire de la Côte de Sable ou de la Basse-Ville de ne pas faire ses achats à l'épicerie coopérative là où elle est située présentement? Que les employés qui demeurent dans ce quartier encouragent cette épicerie, fort bien. Je les éprouve et même je crois qu'ils auraient tort de ne le pas faire.

Exiger, cependant, que les employés qui demeurent à un, deux, ou trois milles de là, suivent l'exemple

des voisins de l'épicerie, c'est trop fort.

D'autant plus que cette épicerie est située dans un endroit de la ville où la majorité des employés civils ne passent pas du tout. Pour y faire leurs emplettes, il leur faudrait allonger considérablement leur route. Resteraient la commande par téléphone. Mais, pour ne rien dire de plus, la commande par téléphone ne vaut rien.

Le remède, un grand nombre le connaissent, sans doute. Qu'on établisse au moins une succursale de cette épicerie sur l'une des grandes artères de la ville, disons sur la rue Rideau, où passe une très grande partie du service, et l'on constatera, avant longtemps, que les employés civils de la Côte de Sable et de la Basse-Ville pourront, enfin, donner à ce système d'épicerie coopérative tout l'encouragement qu'il mérite.

RODOLPHE GIRARD.

## Personals.

*The following list includes changes in the personnel of the service from April 1st to June 30th, 1913, as far as obtainable.*

### Appointments.

Finance Dept.—A. W. Steel, A. R. G. office, Toronto.

Inland Revenue.—Jos. A. Olivier, Joliette; John Moynahan, Windsor, Ont.; John Fry, Windsor, Ont.; Alex. L. Law, Dep. Coll., St. John; Thos. Cousins, Dep. Coll., London; A. Boucher, Montreal; A. W. R. Markley, Dep. Coll., Calgary.

Interior.—Silas J. Morris, Messenger, Inside; Geo. H. Macdonnell, agent Dom. Lds., Medicine Hat; S. C. Murray, agent Dom. Lds., Weyburn; Arthur Sullivan, Jos. F. Fredette, 2nd Div. Topo. Surveys; T. B. Ternan, 2nd Div., Ry. Lands Beh.; Geo. W. Bryan, 3rd Div., Dom. Lds. Beh.; L. J. Quinlan, Jas. Hill, Wm. C. Way, 2nd Div., Topo. Surveys; John Petrie, 2nd Div., Ry. Lands Beh.; S. H. Gooday, Geographer's Beh.; Alf. Lacroix, Geographer's Beh.; C. H. Stockdale, agent Dom. Lands, Maple Creek; F. Arnold, agent Dom. Lands, Regina.

Justice.—Arthur Beauschene, legal officer, Div. 1A.

Marine—S. Wallace, messenger, Inside; T. R. Ferguson, Div. 1A, Sec. 21; Capt. F. Saunders, sub-agent, W. J. Beak, accountant, W. R. Strang, clerk, Prince Rupert; Chas. Duguid, naval architect; F. S. Jones, to ship-channel.

Militia. — H. W. Heath, Div. 2B, Sec. 21; Moise Giroux, sorter, Inside.

### Promotions.

Finance Dept.—C. S. Scott, to Div. 1B; Victor Woodland, J. G. Macfarlane, G. J. Artz, C. W. Ronson, to Div. 2A.

Insurance Dept. — A. D. Watson, G. D. Finlayson, to Div. 1B; R. W. Warwick, to Div. 2A.

Justice Dept.—R. R. Creighton, D.

Clark, to Div. 1B; A. J. McGillivray, A. J. Cawdron, to Div. 2A; W. H. Carson, disct. Eng., Ontario; Alf. Fortey, Asst.-Disct.-Eng., Ontario; J. E. Tremblay, to Div. 2B as joint private secretary for French correspondence.

Marine Dept. — J. D. MacPherson, to wreck commissioner.

Militia and Defence. — Miss L. M. Woodburn, J. H. Messenger, to Div. 3A; J. E. Brown, M. F. Phelan, E. M. P. White, G. A. Blouin, to Div. 2A; Miss P. Chartrand, Miss B. Barthe, O. Lecours, Miss E. Belanger, to Div. 3A.

### Transfers.

Harold C. Watt from Post Office Dept., to Forestry Beh., Interior Department, Ottawa.

Geo. N. Clark, from Interior to Militia, Ottawa.

Leonard G. Smith, from Interior to Militia, Ottawa.

Jos. O'Leary, from School Lands Beh., to Justice.

T. J. Morris, from Justice to School Lands Beh.

Chas. E. Stewart, from Outside to Inside service, Marine Dept., Div. 1B.

Miss F. M. Leblanc, from Marine Dept., to Justice.

### Superannuations.

Finance Dept.—W. N. Ostrom, Inside service.

Inland Revenue. — Thos. Slattery, W. and M., Belleville; Chas. Coleman, Toronto.

Marine Dept. — S. Reeves, Light-keeper.

### Resignations.

Finance Dept.—Geo. Romans, Acadia Mines; Miss C. S. Macfarlane, Currency Beh.

Indian Affairs. — W. E. Allan, Inside Service.

Inland Revenue. — G. B. Mooney, Calgary; W. J. Brown, St. John; Wm. McIntosh, Saskatoon.

Interior.—W. P. Daly, Lands Pat. Beh., Ottawa; L. O. R. Dozois, T. S.

Mills, S. D. Robinson, Geo. Kydd, Topo. Surveys Bch., Ottawa; J. A. Rousseau, Inside; S. B. Skene, Timber and Graz. Bch.; Geo. E. Hunter, Rocky Mountain Park, Banff; J. R. Gayton, Agent Dom. Lds., Regina.

Marine.—Miss Mabel McBratney, Inside; S. E. Buck, Inside.

**General.**

Mr. George H. Burgar, lately postmaster at Welland, has entered commercial life in Toronto.

Mr. W. H. Harrington, superintendent of the Postal Stores Branch, Post Office Department, has returned from his vacation, spent in Nova Scotia.

Mr. E. Paradis, private secretary to the Secretary of State, accompanies the Minister on a Western trip.

Miss Clara Gabrielle Saint Georges, lately of the Department of Militia and Defence, was married at the archbishop's chapel, Ottawa, on August 6th, by Rev. Father Campeau, to Mr. Antoine Thereault.

Mr. E. L. Brittain, accountant of contingencies, Department of Finance, had the misfortune to have his summer camp near Quyon destroyed by a bush fire.

Mr. J. Sydney Roe, private secretary to the Minister of Customs, and Mrs. Roe, have returned from a trip to England.

Miss Prenter of the Department of Militia and Defence, has leave of absence on account of ill-health and is visiting Killarney, Man.

Mr. N. B. Wormwith of Kingston, Ont., has been appointed editor of reports of the Conservation Commission of Canada. He succeeds Mr. M. J. Patton, M.A., who resigned to re-enter commercial life. Mr. Patton entered the Civil Service in 1909 and has been editor and assistant secretary of the Conservation Commission since 1911. The new editor is a graduate of Queen's University and has been practicing law in Toronto.

Mr. Peter Connolly, of the House

of Commons staff, has been visiting his old home in Quebec.

Mr. Paul Colonnier, translator of the Department of Trade and Commerce, is spending his vacation in Montreal.

Prof. E. E. Prince, Commissioner of Fisheries, is engaged in special experimental work at the Department's biological station at St. Andrews, N.B.

Mr. F. C. Chittick, accountant of the Department of Agriculture, is on a Western trip for the benefit of his health.

Mr. A. Lacroix and friends made a lying trip to Montreal via the Ottawa river on Mr. Lacroix's fast motor boat, the "Gazelle."

Mr. H. R. Sims, of the Public Works Department, and President of the C. S. Baseball League, has returned from a most enjoyable trip to the Maritime Provinces.

**Athletics.**

With two defeats each, registered against them, the Customs, Post Office and Census teams have each a chance of landing the pennant in the Civil Service League.

The Printing Bureau, last year's winners, have been lucky in clutching several games this season by one run in the last innings. In their match against Surveys on Aug. 13th they were two runs behind at the beginning of the last lap. The Surveys catcher was obliged to leave, which so weakened them that the Bureau were able to corral the necessary runs.

The standing of the league on Aug. 19th was as follows:—

	August 19th.			
	W.	L.	D.	P.C.
Customs . . . . .	11	2	0	846
Census . . . . .	10	2	0	833
Post Office . . . . .	8	2	1	800
Bureau . . . . .	6	4	0	600
West Block . . . . .	5	6	1	454

Trans. Ry. . . . .	2	9	0	181
Immigration . . . . .	2	10	0	166
Surveys . . . . .	1	10	0	90

J. N. Ferguson . . . . .	20	26	x-46
G. S. Wallis . . . . .	16	21	6-43

First class spoon—J. M. Roberts.

Second class spoon—W. Thompson.

It will be seen from the standing above, that certain Departments would be able to make a better showing by combining the teams representing them. For example, Immigration and Surveys should 'get together,' thus making one good team to represent the Department of Interior. It would lend more interest, and also significance, to the games, if Department clubs should contain only players actually members of such Departments. This was the original idea in the league, but has been deviated from. A precedent, once established, opens the door for untold confusion.

Dibble, of Toronto, has now supplanted Butler of the same place, as the premier amateur sculler of America, and is booked for Henley next year. As Butler almost captured the Diamond Sculls this season, let us hope that Dibble may secure them next. The haunting fear rises in our mind that he may be declared ineligible by the 'Red Tape Committee.' Any person who works at a trade is not permitted to take part at Henley. Dibble is employed by the Toronto Water Works Commission, and, as a workman, may be disqualified. However, 'semper paratus.'

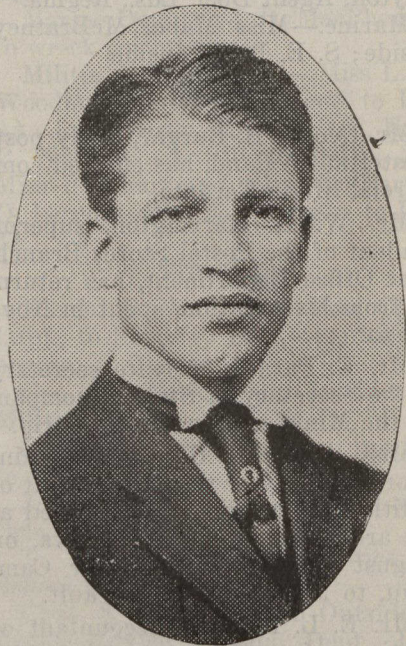
Dept. of Interior Rifle Association.

Saturday 9th Aug.

There was no Interior shoot owing to the Metropolitan Association matches.

Scores for Saturday, 16th Aug.:

	800	900	1000	Tl.
J. M. Roberts . . . . .	31	31	29	—91
W. A. Purdy . . . . .	29	30	26	—85
A. McCracken . . . . .	29	31	25	—85
W. Thompson . . . . .	33	34	18	—85
W. R. Latimer . . . . .	20	29	29	—78
J. H. Corry . . . . .	24	29	24	—77
J. H. Brigly . . . . .	25	27	23	—75
A. H. Flindt . . . . .	26	29	17	—72
C. A. E. Clendinnen . . . . .	32	23	14	—69
C. J. Wallis . . . . .	12	29	15	—56
J. J. Carr . . . . .	20	24	5	—49



EDWARD GERARD.

We present the portrait of a well known athlete and member of Civil Service, Mr. Edward Gerard, better known as 'Eddie.'

This young man has distinguished himself in many branches of athletics, particularly football and hockey. On the Ottawa XV. (or rather XIV.) he has made a name for himself by his wonderful work at half back. He also finds time for paddling and baseball. Latterly he has been acting as pitcher for the surveys team, being employed in that branch.

The main body of the touring Canadian bowlers are home from the old country with more tales of exciting matches on British and Irish greens, delightful experiences of Old Country hospitality and a generally successful and memorable tour.