

# THE CIVILIAN

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## "Patriots in the Public Service."

One of the signs of the times on this continent is the increased recognition which the calling of civil servant is receiving. In Great Britain his place has long been acknowledged. But in the United States and Canada the plant is of recent growth. Special interest, therefore, may attach to one or two vigorous leaves it has lately put forth.

For example, the August *Outlook* (New York) contains a most readable article under the title we have placed at the top of this page. Soldiers and sailors, Presidents and cabinet ministers are the stock heroes of the government service. Without respecting these men less, The *Outlook* thinks there is another class of public servants who should be respected more. "These are the under officials in the civil walks of the public service. We have heard so much of office seekers, office holders, political appointees (political being used in its narrow and unfavorable sense), that some of us have come to look upon the Government as a kind of huge charitable institution maintained at the expense of all for the benefit of the lazy, the incompetent, and the venal. We have heard little of the men who are doing big things in small positions; of the men who are working long hours for scant thanks and less pay. These men are not called upon to die for their country. They are called upon to live for her, and they are doing it. Because less dramatic, their service is

not less patriotic. Of such men there are so many that to select individuals must of necessity be an arbitrary matter."

A half-dozen character sketches of civil servants follow. The article concludes with a plea for higher remuneration by the United States authorities:

"However admirable it may be in these men to serve their country at such personal sacrifice, it certainly is not admirable in the government to permit it. Such an attitude is too much like that of the big, hulking man who, as he smoked his pipe and watched his aged mother carry in the wood, said: 'I tell you, I'm proud of my mother. She's over eighty, an' she can still carry in all her own wood.'"

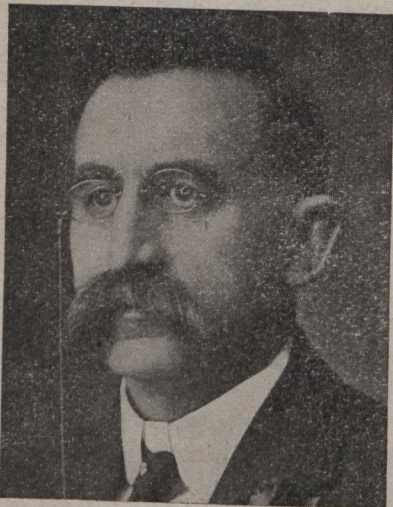
Similarly in Canada the *Courier* (weekly), of Toronto, has recently published several sketches of civil servants, one of which, that of Mr. J. O. Macleod, superintendent of the railway mail service of British Columbia, we are enabled by courtesy of The *Courier* to republish on the following page, as our "Civilian Portrait" of to-day. That Mr. Macleod is known only to a few in Ottawa will emphasize the extent of the ground which the service covers. As our list of "Civilian Portraits" grows, we hope ourselves to do something in the way of making better known to the Canadian people some of its "Patriots in the Public Service."



## Civilian Portraits.

John Orlebar Macleod.

From Calgary, Alberta, to Dawson City in the Yukon is the little circuit represented by Mr. John Orlebar Macleod, superintendent of the railway mail service in that part of the world. Mr. Macleod is one of the waymakers in the railway world. He was born as far from Vancouver as he could get and still be in Canada—in Orwell, P. E. I., in the year 1860; so that he is not yet an old man. But as history goes in the West Mr. Macleod is a



veteran. He is at least as old as that other veteran, the C.P.R. He was in charge of the second overland train that ever got through the Rockies in Canada. That train was burned in forest fires in the Selkirks, and in the fire Mr. Macleod got serious injuries; afterwards a gratuity from the Department. He took the first mail train into Vancouver and ten years later was made superintendent of the railway mail service. The district he is in charge of now, covers more steamer services than all the rest of Canada put together.

ABOUT A GIANT.

A Fable.

By Von Ludwig.

Once there was a great Giant, that is, he was mostly great, but not altogether; he was great in size,—in length, breadth and thickness,—and great in strength; but his innumerable heads were wrong, very wrong. He had so many heads he was like the old woman who lived in a shoe, he didn't know what to do. Now it is bad enough to have more heads than you need, but imagine how inconvenient to have a whole lot of heads and hardly a sound one among them.

This poor Giant had good feet, fine legs, a ponderous but very well behaved stomach, heart all right, lungs sound, and liver active; but every one of his many heads had something the matter with it. One was deaf, another blind, several were half blind, many were what is called nutty, and all were very much swelled.

A wise lot of Ducks (not Doctors, mind you,) undertook to cure the Giant of his bad heads, so they cooked up a prescription and arranged a course of treatment and a diet. They put his feet in hot water, made him stay indoors in the warm weather, slapped him on the ankles, gave him very hard massage in the back, pounded his muscles and thumped his chest, and gave him bad medicine—a whole lot—till the poor Giant got absolutely wobbly in the pins. And all the time the trouble in his heads became worse and worse. Of course, the heads were the only parts that could say a word, and they explained, each in its own way, that all the trouble was in the stomach or the liver or the lungs or some other part, and the Giant was



nearly at death's door. At last, a couple of wise men came along, and looked him over, and then cured him by an operation! What did they do? Why, children, it's very horrible to tell, but if you want to know,—they cut off nearly half the heads, plugged a lot of the empty ones with cotton wool and left them for show, bored holes in many and let out a lot of false impressions which were swelling them up, put rings in the noses of one or two, banged some of them hard against the wall and poured cold water on the whole lot of them, combed their hair and shaved them, and made them look good, buried the ones they had cut off, and in a few weeks the Giant was as well as ever.

MORAL—Some reforms have to commence at the top.

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## CIVIL SERVICE REFORM AND THE HIGHER APPOINT- MENTS.

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### A Test Case at Chicago.

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A frequent criticism of appointment by competitive examination is that it does not work out satisfactorily in the higher positions. Men who are of sufficient training and experience to be suggested for a position in, say, Division I. of the service, will not, it is said, submit to a method which savors so strongly of the school-room.

Whether this position is really sound is at the present moment being put to a new and delicate test in Chicago. Several years ago the entire public library service of that city was placed under the merit law. But the librarian, together with many other officials, retained his office as a hold-over, having risen to it from the position of a page. When the librarianship was

vacated this spring the question arose how, under the civil service law of Chicago, which is based on the merit system, men of experience, caliber, and standing sufficient to manage the public library of the second largest city in the United States, could be induced to submit to any test by which they could be legally placed upon the eligible list for appointment to this office.

Excepting in New York state, no position of such educational exaction and importance has ever been filled by competitive appointment. And among the library profession a well-nigh unanimous sentiment is known to prevail against this method of appointment in any branch of public library service.

As it happens, the general situation in the Chicago public library has been far from satisfactory. The library has fallen behind that of most other city libraries in nearly all of the branches of work that to-day belong to progressive administration. So much so that at length the City Club of Chicago was impelled to undertake a comparative study of library conditions and service in Chicago and other cities. A report, prepared by a special committee, was recently completed and published in the bulletin of the club.

The comparisons of such a committee could not well fail to be invidious to the restrictive policy so long pursued by previous administrations. It rendered further service in weighing the *pros* and *cons* regarding the civil service method of appointment to the librarianship. Since in this instance there was no other legal way of filling the position, the friends of the library and of the civil service cause were encouraged and strengthened by this conclusion of the committee's report: "It is certainly conceivable that under the direction of the civil service commission a method of



selection of the librarian can be devised which would secure the talent, training and experience which Chicago should demand for the head of her public library."

The press of the city thereupon endorsed and even demanded the right of way, not only for the movement to promote the efficiency and popular extension of the library service, but for the freest interpretation and application of the civil service law in securing the best librarian available.

The opportunity thus presented was promptly seized by the directors of the public library, who authorized the appointment of an advisory commission, to be nominated by the librarian of Congress and the presidents of the University of Chicago and Northwestern University. The commission was appointed and the city civil service commissioner at once sought advice as to the best method of procedure under the civil service law to fill properly the vacant librarianship. He justly regards the Chicago system itself to be on trial as to its adequacy to fill such a position properly. He has recently been encouraged in his confidence that the law would prove to be suitable in this case, because of the notable success scored under the same measure in securing a man of academic standing and scientific attainment for another position imposing technical exactions. His own conviction is that the procedure under the law can be made so fair and flexible that it will be recognized as a personal honor as well as a professional advantage for any librarian to be admitted to the eligible list for this high appointment.

The outcome appears first in the following advertisement widely published throughout the United States:

Civil-Service Commission  
City of Chicago  
Notice of Examination

The Civil-Service Commission of the City of Chicago will hold an examination for librarian, Chicago Public Library, beginning Monday, August 16.

Scope: Special subject and experience.

Local residence will be waived in this examination.

Application should be filed at least ten days before the date set for examination, but may be filed up to twelve o'clock noon of August 14.

Detailed information concerning this examination may be had by calling in person at the office of the commission, 200 Randolph street, Chicago, or by addressing the secretary at the same address.

This interesting announcement is being supplemented by a letter of detailed instructions issued to all applicants for the examination (and those who should thereby be induced to become such), from which the following are extracts:

Candidates will not be assembled in this examination; they may prepare the necessary papers at their homes. The examination will consist of two parts: first, educational experience; second, the preparation of a paper on the best method for the development of the Chicago Public Library.

On the day set for the examination, each candidate will be furnished with details of the conditions surrounding the Chicago Public Library, its resources, equipment, and the field to be covered; also a statement of the local population and character of the same, with similar information calculated to place before him the problem which confronts Chicago in the development of its public library. From these data the candidate will be requested to reduce to writing a professional judgment of the proper administration of the library. This paper must be filed with the commission on or before September 16, 1909, and must be the original work of the applicant.

The names of those who file applications will not be made public, nor will the names of applicants who fail to qualify be divulged. In every instance the professional standing of an applicant will be protected.

The issue of this public-spirited attempt to secure the best possible service for the community will be awaited with keen interest throughout the continent. It is a situation which might well attract the very close attention



of our own government and Civil Service Commission. Clause 21 of the Civil Service Amendment Act, in so far as technical appointments are concerned, may be less necessary than has been admitted.

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### CIVIL SERVICE REFORM AND THE UNITED STATES CENSUS.

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Some months ago THE CIVILIAN published an article descriptive of a clever attempt at Washington, D.C., to evade the provisions of the law with regard to non-political appointments in connection with the approaching decennial census. The prompt vetoing by President Roosevelt of the bill passed last winter by Congress, which provided for the taking of the census, but which purposely omitted to provide for the appointment of the clerks and other employees by competitive examination, was the climax of the situation as at that time set forth. As it now turns out, the powers of darkness have received a signal defeat, and the census of 1910 will be performed by men appointed in strict accordance with the principles of Civil Service Reform.

The late Carroll D. Wright, who was once Commissioner of the Census, declared that if this rule had obtained in his term of office there would have been a saving of at least two million dollars and more than a year's time. As above stated, when the bill vetoed by President Roosevelt reappeared in the present Congress, the defect had been remedied. But, in the opinion of some, a minor defect remained and has delayed the bill's final passage — the question of apportionment. The Civil Service Law provides that men shall be appointed to office under an apportionment accorded to

the several States according to their population. The bill has now been arranged to save the Census Bureau from being swamped by many persons who live in the District of Columbia, drawn there by public employment, and who, for office-holding purposes, transmit their technical citizenship in the States from which they come to their children and grandchildren. Under the act now before the President, the appointees selected for the work must actually have lived for at least one year in the State from which they are named. The provision may increase the cost of examination of candidates somewhat, but it will certainly distribute Government employment more widely. In any event, the passage of the bill through conference marks another triumph in regard to Civil Service Reform. It establishes for the whole census system the principle that a public servant should be chosen on merit.

The taking of the census every ten years has become a serious matter in the United States. The increase of population calls for a continually larger number of supervisors and enumerators. It is now necessary to employ nearly four hundred supervisors and seventy thousand enumerators. To provide for the cost, the President has just signed a bill appropriating ten million dollars for the taking of next year's census.

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MISTRESS (at door)—“Well, my dear, what is it?”

LITTLE GIRL—“Please 'm, our kitty is lost-ed. Did you see a kitty go past here by the name of Nuddles?”—*Boston Transcript*.

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“Shall we go to this particular resort?”

“Well, I don't know. The booklet plays up strongly on the sunsets, the rainbows, and the cloud effects, but contains very few specifications as to the beds, the bath, and the fodder.”—*Louisville Courier-Journal*.



# THE CIVILIAN

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

Ottawa, Aug. 13th, 1909

## APPOINTMENTS BY THE C. S. COMMISSIONERS TO DATE.

Since the Commissioners took office last September, they have made up to August 1st, 1909, some 93 appointments. These appointments are subdivided according to the clauses of the act under which they are made as follows:—

(1.) Appointments to Third Division, Subdivision B, by open competitive examination .....	53
(2.) Appointments to Second Division, Subdivision B, by open competitive examination .....	9
(3.) Appointments by special competitive examination under section 13...	9
(4.) Appointments after competition under section 21.....	4
(5.) Appointments without competition under section 21.....	18
Total.....	93

It will be seen that of 93 new appointments made in the past ten months, 75 were the result of the candidates having demonstrated by examination their superiority to other applicants. THE CIVILIAN'S opinion of Clause 21 has been voiced on a number of occasions previously. By way of keeping the topic alive we publish elsewhere to-day a statement with regard to the application of the competitive system to an appointment of the very highest calibre—that of chief of the Chicago Public Library. If the Chicago experiment succeeds, a large inroad will be made on the idea that competitive methods are not applicable in the case of the higher appointments.

Beginning with an early issue, THE CIVILIAN will publish a continuous record of the appointments and promotions sanctioned by the Commission, with the name, department and office in each case.

## THE POSTMASTERS AND THE C. S. FEDERATION.

The editorial of the Postal Current on the Federation, which we publish on another page, is friendly, but in a doubting way. The Postmasters who have accomplished so much by their organization have a right to be doubtful. That is only business. This, however, should not be regarded as a reason for the employment only of long-distance methods of intercommunication. The Postal Current seems to father an impression that "Civil Servants" have an attitude of superiority towards the Postmasters. This is a mistake. The trouble is they have no attitude at all, and *vice versa*. If either had that silly attitude, it would be the greater reason for coming to-



gether in order that such nonsense might be sent to the place where it belongs. That was the great achievement of the convention of April last. It showed that a lot of things didn't exist. It is true there are many difficulties of relationship to be solved. But that only means that the whole case of the Federation is one for common-sense—and talk. If after a resolute endeavour to form a working basis the task proves impossible, that is all there is to it. If the Federation does not give more than it gets, then it is useless, and had best fade away. But clearly if all were to begin with the opinion that only “ultimately” and when some others have tried it is the union of the whole service desirable, there would be a long time to wait for that ultimate consummation.

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#### THE KNOCKER.

Behold the knocker. He is with us always. He is an ever-blooming perennial in the garden of the human spirit. No class is without a specimen or two. He is there on the principle that it takes all kinds to make a world. He knows everything about everything; it follows that nobody else knows anything. He is great at a tongue lashing—from behind a fence; and the amount of loud-sounding guff he can hand out in a letter is immense—over a *nom de plume*. There isn't a job he couldn't fill better than the man who is filling it. Only some way he never seems to be on the job himself, and when you try to put your hand on him for a constructive idea he isn't there. The fact is, his one and only specialty is in explaining that the way you are doing the thing is wrong. It is then you see his chest expand—when some one else has been doing something. Then you see him

in real fighting trim, his foot on his native heath. Then you find out all about it. The Civil Service Act is piffle. The Commission is a fake. The C. S. Association is n.g. The Increase? Bah! Who cared about the increase? Biff! Bang!

And THE CIVILIAN — ah, the poor CIVILIAN!

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#### SUPERANNUATION.

The government paid out last year in superannuation allowances to retired members of the civil service, inside and outside, the sum of \$372,841. The receipts on superannuation abatements, together with interest, amounted to \$64,245 for the year. The largest receipts from any one department were those from the Post Office Departments, namely, \$3,787 from the inside and \$17,504 from the outside service.

The press despatch which sent out the above item last week to various Canadian papers added:

“It is thought not improbable that the superannuation system, which was abolished by the present government, will eventually be restored. The feeling is that the discontinuance of superannuation was a mistake, in view of the fact that corporations such as banks and railway companies, are providing means for the support of time-expired employees. More than one member of the Cabinet has expressed the opinion that the government of Canada should not be less considerate of its retired servants than the industrial and financial institutions of the country.”

It might be added that if the government acted simply out of consideration of its own interests in the matter, as the one to whom the efficiency of the service is of the most importance, it would be doing enough.



## A CIVIL SERVICE COURT OF APPEAL.

Our respected prototype of the British service is inviting the views of its readers upon two questions which it considers among the most important of the day for civil servants in Great Britain, viz., a Civil Service Court of Appeal, and a Confederation of Civil Servants. The latter we have already with us in Canada — a lusty youth. To stimulate discussion on the former subject, which is one that has never arisen here, an award of half a guinea is promised by the British Civilian for the best letter of 750 words. In further explanation it is added:

“We would remind our readers that the question of a Court of Appeal is likely to be the most important civil service matter dealt with by Parliament in the near future, and, therefore, it behooves each individual member of the service, as well as the various Federations and Associations, to be fully alive to its advantages and its drawbacks. It is to some extent common knowledge that there is in existence a Court of Appeal Committee composed of members of certain sections of the lower civil service. Although by no means representative of the civil service in general, it may be used as the nucleus of an organization more thoroughly so by an ordered and necessary reconstitution.”

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### HELP!

Says a civil servant correspondent to The Free Press:

“Given a system where men are paid men’s salaries to do office boys’ work; given a large percentage of chiefs absolutely unfit to hold the positions they fill; and given a service overmanned with human culls, loaded in under the old system which permitted any member to rid himself of hangers-on and im-

pecunious and dilapidated relatives by pushing them into the service; and it may be easily seen that it will take some years and methods somewhat different from 9 to 5 summer hours with rigid book-signing regulations, before the Canadian Civil Service can be born again. This is the matter in a nutshell, and shows exactly why the new Act and the new regulations are already marked large with the word failure”.

With any protest against long hours in summer and against the attendance book winter or summer, we heartily sympathize, but in the name of mid-summer, when the dog-star rageth will some one help us to understand the case against the new act and regulations in the above? The old plan of political appointments is declared to have been rotten; nevertheless, a recital of its evils “shows exactly why” the new law of independent appointments is also rotten! It “will take some years” for the effects of the old system to disappear; yet this again is “exactly why” the new law is “already” a failure! Phew! but it’s hot!

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## CONTRIBUTED BY A SUBSCRIBER IN THE OUTSIDE SERVICE.

Ages had passed, and the national debt had been paid at last, to the uttermost farthing.

At once a novel condition arose.

The country was threatened with a surplus.

“What shall we do with it?” anxiously asked the financiers.

For a time nobody seemed able to suggest anything feasible.

Then a wild, reckless radical boldly asked:

“Why not pay the government clerks living salaries?”

A fierce controversy instantly ensued.

But nothing came of it. The proposition was too revolutionary.



## Permanency of Tenure in the Civil Service.

### The British and United States traditional views contrasted.

One of the most fundamental of all questions in connection with the public service is the question of permanency of tenure. The views of Great Britain and of the United States on this point are traditionally at variance. The following clear-cut statement of that variance is from Lowell's "Government of England":—

#### In Great Britain.

"Permanence of tenure in the English civil service, like the abstinence from party politics, is secured by custom, not by law, for the officials with whom we are concerned here are appointed during pleasure, and can legally be dismissed at any time for any cause. Now, although the removal, for partisan motives, of officials who would be classed to-day as permanent and non-political, has not been altogether unknown in England, yet it was never a general practice. The reason that the spoils system—that is, the wholesale discharge of officials on a change of party—obtained no foothold is not to be found in any peculiarly exalted sense, inherent in the British character, that every public office is a sacred trust. That conception is of comparatively modern origin, for in the eighteenth century the abuse of patronage, and even the grosser forms of political corruption, were shamelessly practised. It is rather to be sought in quite a different sentiment, the sentiment that a man has a vested interest in the office that he holds. This feeling is constantly giv-

ing rise, both in public and private affairs, to a demand for the compensation of persons displaced or injured by a change of methods which seems strange to a foreigner. The claim by publicans for compensation when their licenses are not renewed, a claim recognized by the Act of 1904, is based upon the same sentiment and causes the traveller to inquire how any one can, as the result of a license ostensibly temporary, have a vested right to help other people to get drunk.

"The habit of discharging officials on party grounds never having become established, it was not unnatural that with the growth of the parliamentary system the line between the changing political chiefs and their permanent subordinates should be more and more clearly marked, and this process has gone on until at the present day the dismissal of the latter on political grounds is practically unheard of, either in national or local administration."

#### In the United States.

"The prevailing American sentiment on the other hand, is expressed in the Declaration of Rights of the Constitution of Massachusetts, adopted in 1780, which says (Art. viii), "In order to prevent those who are vested with authority from becoming oppressors, the people have a right at such periods and in such manner as they shall establish by their frame of government, to cause their public officers to return to private life; and to fill up vacant



places by certain and regular elections and appointments." This lays down the principle of rotation in office, and although by no means so intended by its framers, may be said to be the charter of the spoils system."

### TRIAL OF FRENCH CIVIL SERVANTS.

Sixteen employees of the Department of Posts and Telegraphs in France, charged with illegally forming a trade union during the recent strike were condemned on July 30th to pay a nominal fine of 16 francs. The dissolution of the union was also ordered. The trial turned on the right of State employees to form a trade union for purposes of defence. Many prominent persons, however, principally politicians, testified to their opinion that the State employees were entitled to enjoy the Act of 1884, which gives workers the legal right to strike. For the prosecution it was argued that there was no similarity between an ordinary citizen and the State as an employer.

The trial began on July 19th before the Paris Correctional Court, and the accused were the Board of Directors of the Union of Post Office Servants, which was formed last May during the agitation in connection with the Post Office strike. The question which the Court had to decide was the legality of Civil Servants combining in trade unions. It is one to which the French Parliament has over and over again given a decided negative reply. The 16 officials, however, could allege in

their defence the existence of a union of State employees in the tobacco manufactories and the repeated declarations of many politicians above mentioned in the Chamber in favour of the legality of syndical combination among Civil Servants. "Syndicat" it may be explained in passing is the French equivalent (roughly) of "trade union", though there are many differences between French syndicalism and British trade unionism. A proposed Government Bill on the *status* of officials explicitly admits the right of Civil Servants to combine under whatsoever name it may please them to do so—*syndicat*, union or association—but it withholds the right to strike. The juriconsults who have inspired the Government prosecution of the Post Office employees argue that in the present state of the law, however, no Civil Servants has a right to join a union bearing the name of *syndicat*, since a *syndicat* is a body possessing a legal right to join the General Confederation of Labour, and since all the members of that organization are working men who enjoy the right to go out on strike, the right in a word which has not yet been vouchsafed to State employees. In the course of the trial a distinguished Civil Servant, M. Demartial, who is a high official at the Colonial Office, affirmed that "the large majority of officials in France are favourably disposed towards a law fixing their status as servants of the State and towards trade union association," but that "they are opposed to any idea of a strike and to affiliation with the General Confederation of Labour."

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## Address of Professor Adam Shortt on the Civil Service at Victoria, B.C.

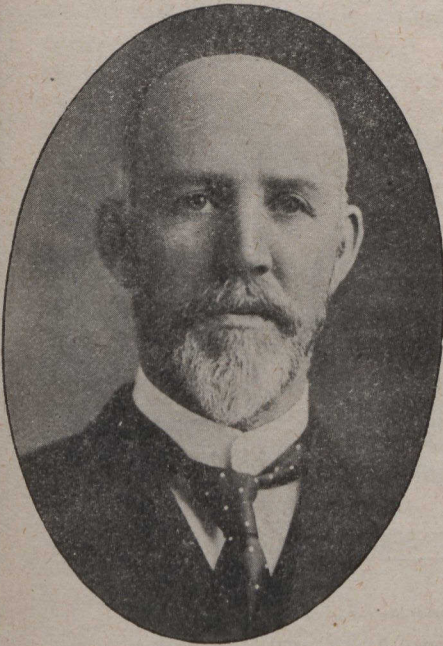
At the convention of the Dominion Educational Association, held at Victoria, B.C., during the third week of July, Professor Shortt gave an address on the educational system of the Dominion in relation to the civil service. It is the teachers of Canada who must supply the raw material in educated form for the civil

### Text of Professor Shortt's Address.

Professor Shortt said: "The subject upon which I have to speak is rather a new problem in Canada. It is one of worry to the Civil Service Commission to no small extent, and part of that worry I hope to transfer to the educationists present this evening. I hope they will help us to work the problem out." The problem is to introduce a system of appointments to junior offices of the civil service on a competitive basis, that is, by written examinations. This system must have some fair reference to the teaching done in the different parts of Canada. Those engaged in teaching will realize what this means.

"Let me say that in dealing with the present system in vogue in the Civil Service, on September 1st last, there came into force a Civil Service Amendment Act and a Civil Service Commission. The latter is composed of Mr. La Rochelle and myself. Our duties are to prescribe subjects and organize competitive examinations, to provide for the appointments of the various positions below that of deputy minister. We were appointed under that act as servants of the country, amenable only to parliament. We have to pass upon every promotion and issue certificates of increase of salary in the service. Then there are other functions. We have to investigate and report upon any and all of the departments, and to suggest improvements. In conjunction with these duties we have to fulfil any others which are assigned to us.

"The automatic duties we find to be more than enough at present. At first our duties are confined to the inside



Prof. Adam Shortt.

service and the object of Professor Shortt's address was to draw the attention of the most representative educational body in the Dominion to the nature of the opportunity. Incidentally an outline was given of the working methods of the commission. The address is printed in full below on account of its interest to the service at large.



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service. The outside service has not as yet been brought within our supervision. Before this latter course is taken we want to be more thoroughly organized in the work which we already have to do.

### The Grading.

"In the inside Civil Service the servants are graded in three different grades. Each of these is divided into two subdivisions. The lower grade is composed of messengers, sorters, etc. Then below them are ordinary day laborers, regulated in the same way as in any business, and under the supervision of the commission. The third division is separated from the two higher, and in salaries overlaps. It is intended to give opportunities to those who desire to rise higher than the ordinary routine work, and who wish to remain in the service. The salaries in subdivision A of the third division range from \$500 a year to \$800; in subdivision B of division 2 they range from \$800 to \$1,600. In the second division, subdivision B, the salaries run from \$1,600 to \$2,100. In division 1, subdivision B, from \$2,100 to \$2,800, and in subdivision A division 1, from \$2,800 to \$4,000. As far as the entrance to these three divisions go, there are three separate examinations for outsiders. In the lower grade the examination covers reading, writing, and arithmetic. For entrance to the second division, the subjects include as well as the above, geography, history, and stenography. The grade set in this examination is similar to the standard attained half way through the high school course. For the second division, subdivision B, the standard is about equivalent to the second year of university work.

"The question has been asked, can the graduate enter the service without going through an examination. The

answer is No. The examinations are not qualifying but competitive. We set a minimum standard; but there are only so many positions to offer in each grade. We send circulars to the different departments asking them how many vacancies they will have within six months. On receipt of their reply we advertise so many positions to be filled in the different divisions. Supposing there are only 35 positions, and only 30 obtain the minimum marks, then only that number succeed. But even if forty secure minimum marks and there are only 35 vacancies, then only 35 get through.

"If we accepted university students we should be unable to grade them. We have had to adopt the English system, and no matter whether a man has fifty degrees, whether he is a double honor man, or whether he has twenty medals, we shall have to place him by a competitive examination.

"The ages at which entrance can be obtained into the civil service is from 18 to 35. The question has been raised that if a person is 35 after passing the examination, but before taking up his position, is he thrown out? No, not if he was under 35 when undergoing the examination.

### Political Patronage.

"In going over the lists at Ottawa we found between 2,000 and 3,000 people who had passed the examination but who had never taken up positions. We found nearly a thousand names of those who held positions but who had never passed the examinations. The question of filling these appointments had been coming to be one of political patronage.

### Method of filling vacancies.

"We have another phase to face. I have given you a general skeleton outline of the method of appointments



to different positions, without reference to any of the offices to be filled. Now the departments notify us when they have a vacancy and tell us what are the qualifications necessary. We go down the examination list, and find the subject with which the different men we have on hand are conversant. If we find one suitable we assign him to the position. On joining he is on probation for six months. He cannot be removed for two months. After two months, and before six months have expired the deputy minister may report that the person is unsuited for the work. Of course he may be temperamentally unsuited. Then we investigate whether he is suited for any other department. If he is, he is found a berth. If not, the department has no further need of his services. If no adverse report comes in after six months, the appointment becomes automatic, meaning that he becomes a permanent member of the civil service.

#### Women More Numerous.

"The question of sex in the department is the teaching problem all over again. I personally believe that the initial salaries are too low. Five hundred dollars is not sufficient to attract young men of 18 years old. We find that in the examinations already held that scarcely a man who came

from the big cities qualified. All the successes were from the country districts and the maritime provinces. This must mean that the salaries paid in other work in the big cities have gobbled up all the good men. If we have competent men we must pay bigger salaries. That also is the great problem in the teachers' profession.

"In the last examination in the first division 30 out of the 36 successes were women. Young women are more numerous for the money, perhaps because they have not yet conquered all their opportunities. When the departments send round to us they tell us to send them men, if possible. But it is not possible. The reason is that the salary is too low to attract.

"Then there is a psychological reason. In Britain they have no trouble in getting men. But Canada is on the boom, and a definite salary of \$800 with defined prospects is not attractive to the young men here. A youth would rather have \$600 a year with all the world before him, than \$800 rising by annual increments. The survival of the fittest leads us to identify ourselves with the fittest, and that is indispensable to the human race. But if a slump should come in Canada, if monetary conditions were strained, then for this comfortable salary, as safe as the government, there would be plenty of applicants.

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In a country on the up grade we have to contend with up grade conditions.

"The question has also been asked why is there not more room for women. The answer is that in the higher positions the work cannot be done by women. In subdivision A. and B. of Division 1, and in subdivision 4 of Division 2 the position cannot be filled by more than one woman in a thousand. If women held those posts there are very few men that would submit to their authority. Thus women will gradually fill up the lower positions, and then where will be the training school for men?

#### Opportunities in the Service.

"There are good positions in the civil service going a-begging because there are not capable men forthcoming to fill them. Our expansion has been very rapid, and as it goes on there will be an ever-increasing number of civil servants required. In a new country the opportunities in this department are confined to people being superannuated, dying, or resigning. The greater the service grows the greater becomes the responsibilities and opportunities for finding all the outlook that a man can desire. The opportunities are ever increasing for a better grade man. The service is by no means so limited as might appear at first sight. Even now we have to go outside and get good men. An expert, say, is desired for the Geological service, and he is not to be found in the ranks. It is necessary to get him from the outside. One method is for the department to "spot" a man. He is nominated and the reasons for his nomination given. We then ask for further evidences of his capability and if we think fit we impose an examination. Then departments may notify us that they want a man of certain re-

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quirements. We then advertise in the Canada Gazette. We go over the list of applications with the head of the department which has the vacancy, and the man is put on probation. In advertising, the salary is mentioned also. Those in the service can apply and we may be able to get a man in some one of the other departments. The examination in this case means any adequate test which will supply the best man.

### The Need.

"I have said little about the teaching end in connection with the civil service, but you teachers will be able to draw your own conclusions. You should furnish the civil service with fairly adequate people from all parts of the Dominion. If we get men from all parts of the country, it means that we are getting their several experiences, and thus we will have a vitalizing force in the centre of the service. We have to meet criticism. People say, 'what's the use of examining men in history and geography when all they will have to do is typewriting?' and other question of a similar character. My answer is that if a man knows nothing but what he is at, he really knows nothing. If a man is mechanical he will go to sleep and ossify, and get into that state a great many people believe the service to be in at present, or else he'll go to the devil. If he is educated he will be found developing his resources. In Britain some of the best men in the civil service play an important part in the development of civilization.

"In conclusion," said the speaker, "you've got to supply us with the raw material in educated form. Otherwise we will have to let politicians put their ward heelers into civil service appointments."

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## REVISION OF UNITED STATES MERIT LAW.

Some Radical Changes Before Congress.—Retirement Fund Advocated.

Recent news from Washington is that Congress is to be asked to make radical amendments to the civil service law in order to insure greater efficiency among government employees. The following statement of the situation is pieced together from accounts in the American press.

Since the Taft administration entered into power the heads of the various executive departments have made numerous promotions and reductions in the forces under their respective control. In many cases the efficient have suffered with the inefficient, and both those who have criticised the authority and those who have been victims of it are attacking the worth of the present civil service system.

At the present time the authority of the civil service commission over government employes ends with their certification for appointment after the passage of an examination to the head of a department. It may interfere should an employe be dismissed or reduced for political reasons, but it has nothing to do with promotions except to see that persons advanced have undergone examination. This power now is lodged solely in the hands of the head of a department and he may promote or reduce as he sees fit.

In some of the departments there is maintained an efficiency record, but the rating of a clerk depends materially upon the personality of that official, and upon various other points which have little or nothing to do with his work. The use of political influence to secure advancement is constant, with the result that life and initiative are taken out of the employe who

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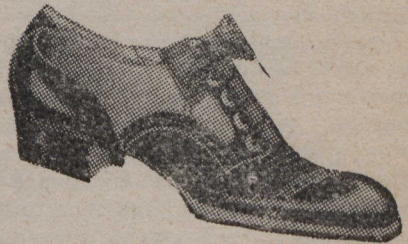
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attends strictly to his business, and he becomes a mere cog in a machine.

#### Various Methods Considered.

The civil service commission has been considering various methods of correcting this situation, and believes it has evolved a plan that will appeal to the country. The commission has as its chairman, Gen John C. Black, of Chicago, who was commander in chief of the Grand Army of the Republic, and some years ago was chief of the bureau of pensions. As members it has John A. M. Ilhenny of Louisiana, a vigorous and progressive civil service advocate, and Richard Washington, of New York, who was with President Taft in the Philippines.

These three men have been in close touch with the actual conditions prevailing and have decided to lay before the president a recommendation for transmission to Congress contemplating their control over promotions and reductions as well as appointments. This plan will provide that every chief of bureau shall make a statement in particularity each week as to the qualifications of every individual under his direct control.

The statement is to be made public and copies furnished to the head of the department and the civil service commission. If a clerk objects to the rating given him he shall have the right to appeal to his chief, thence to the departmental head and then to the commission if he is unable to secure redress.

#### Commission to be Arbitrator.

The commission will be authorized to take testimony and establish absolutely whether or not the clerk has been discriminated against. The natural effect of such a policy would be to cause men in power to display a great deal of care in preparing the efficiency record of their force. The effect of the enforcement of this scheme will be, it is believed, that the deserving will receive recognition and poli-

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tical influence will cease to be exercised.

In order to give a living wage to government employes it also is proposed to urge Congress to revise the scale of salaries now paid. This will mean a general increase, but it will be compensated for by the retention in the service of men and women who are efficient. At the present time, just as soon as a clerk displays a high order of ability he is picked up by some outside concern at a higher salary.

Finally, it is considered desirable to provide a retirement fund. Clerks who have given long years of service should be taken care of in their old age. It is believed this provision can be made by the government withholding a small sum from the monthly salary of each employe and putting it out at interest. Congress at first probably would be called upon for an appropriation, but it would not be large.

#### System affects 350,000.

How important the problem of the U.S. civil service is will be realized when it is stated that at the present time its officers and employes number 352,000. Of these, 206,637 are subject to competitive examination under civil service rules.

The law establishing the system went into effect in 1883. Experience has established, according to the commission, the utility of competitive examinations and that they are adequate for bringing the character and capacity needed into the public service.

The competitive system has proved infinitely better than the patronage system. It has produced great economy and efficiency and the public service has been improved in honesty and general character.

"I observe that you never pull anybody's political chestnuts out of the fire."

"No," answered the party leader and reorganizer. "My specialty is firing political chestnuts out of the pull." *Washington Star.*

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## ODE TO A COCKATOO.

By *Pickwick.*

To the Editors of the CIVILIAN.

There is domiciled on Slater Street,  
near the Topographical Surveys Building,  
a most noisy Cockatoo.

The owner objects to removing the  
bird in question—and from all accounts  
it is out of the sphere of the police.

The enclosed lines express the feelings  
of some of us on the subject:—

Near a Departmental office,  
Lives a bird,—a cockatoo  
With its yells this bird (no novice)  
Daily tends to make us blue.

For its cries are *most* depressing,  
And its voice is weird and sad,  
And its shrieks are *most* distressing,  
Surely it will drive us mad!

You would say, in legal diction:  
"Tis a flagrant breach of peace,  
Falling in the jurisdiction  
Of the law and the police."

Yet this bird, tho' grey and old,  
(In his eye, ah, why that wink?)  
Lives his life, both free and bold.  
Why do they let him, do you think?

In the tribal world of feathers  
One bird only they arrest,—  
In all sorts and kinds of weathers  
Him they chase with special zest.

Tis the species known as "gaol bird."  
Would that it were Cockatoo!  
Surely it is most absurd  
Fiends like this a-en't run in too!

So the cries go on notorious,  
On and on the livelong day.  
Ah! detect that note victorious:  
"Here I stick and here I stay"

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## PROGRESS OF THE DAYLIGHT BILL IN GREAT BRITAIN.

The Select Committee of the British House of Commons appointed to take further evidence as to the Daylight Saving Bill has concluded its public sittings, and is now drawing up its report.

The scheme of course is, that in order to employ and enjoy more daylight, all clocks and watches should be put on an hour on the third Sunday in April and put back again to Greenwich time on the third Sunday in September, so that for the summer months everyone should get up an hour earlier and go to bed an hour earlier, start work an hour earlier and leave off an hour earlier.

Witnesses who have spoken in Great Britain in favour of the extended use of daylight include :—Lord Avebury, Sir Robert Ball, Sir William Ramsay, Sir T. Barlow, the assistant general manager of the London and South-Western Railway, Army and Navy Officers, the general manager of the Great Central Railway, the superintendent of the London and North-Western Railway, the deputy chairman of the London Chamber of Commerce, Commissioner Nicol of the Salvation Army, Mr. Appleton, Secretary of the General Federation of Trade Unions, the chief officer of the London County Council Tramways and the heads of several great commercial undertakings.

Against the measure during the sitting of the committee appeared Mr. Gatti, representing the West End Theatre. He claimed that the Bill would restrain the attendance of play-goers in the summer. They would be out in the daylight, Representatives of musicians and music-halls took a like objection. Mr. Vincent Hill, of the South-Eastern and Chatham Railway, opposed because of his Continental trains, and because he said could not alter his time table in the middle of the month. The Fawcett Association were against postmen having to rise an hour earlier, and some agri-

culturists and milk contractors urged that the extra hour would give them trouble to get their produce on the market.

Of public bodies in favour of the scheme there are 117 Corporations and Town Councils, including London, Liverpool, Glasgow, Belfast, Salford, Fulham, Dublin, Camberwell, and Hammersmith. The Convention of Royal Burghs of Scotland, representing 199 towns, with a population of nearly 3,000,000, is favourable, and so are 47 Chambers of Commerce, representing 117 chambers of which only six were opposed to the Bill. Golf, rifle, bowling, cycle, cricket, tennis, football and automobile clubs support the movement, as do over 50 important societies up and down the country.

On the second reading of the Bill in the House of Commons 134 members voted for it and 98 against ; Mr. Winston Churchill, Mr. Lloyd George, Mr. Herbert Samuel, and the acting leader of the Opposition being among the majority.

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## Correspondence.

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

---

### By All Means Pay the Workers.

To the Editors of THE CIVILIAN :

Never was a letter, in my humble opinion, more called for, or more justifiable under existing circumstances, than that contained in your recent issue from Mr. Williamson, under the heading "A Tribute to the Workers". It was well and forcibly put, and I venture to say there is not a civil servant but will be sorry if it has inadvertently escaped his observation. Indeed a thorough and sympathetic appreciation of the statements made, and their accompanying suggestions of practical remedy, could only fail for



want of a moment's consideration of the facts of the case. Shall a small body of devoted men collaborate in their waking and sleeping moments for our benefit, as though it were their "hobby", without tangible recognition from us, if by that is meant only an increase of the present annual subscription of twenty-five cents to a dollar or so? Why, the intelligent effort and labour expended in obtaining the general salary increase for the Service is worth a life contribution in itself. It is true that such results as these Civil Service workers are achieving are not to be compensated for by money alone but rather by cordial appreciation of their labours. But we owe it to our intelligence and self-respect—not to mention an apprehension we might well feel lest these Civil Service devotees should become weary of well-doing and quit their tasks—to see that their services are remunerated in some such way as Mr. Williamson suggests.

So let us not lose sight of the matter, but keep it in mind for ventilation and action at the annual meeting of the

Association or at some other suitable juncture.

A. T. S

Ottawa, July 28, 1909.

### Rendez à César ce qui appartient à César.

Bien que, de concert avec la totalité des employés, je considère l'avènement de la Commission comme la venue du Messie si ardemment désiré par le Service, je crois cependant que cette partie des nouveaux Règlements ayant trait aux examens passés avant l'institution de la Commission est *ultra vires*.

De ces Règlements, il appert sans équivoque que tout examen subi avant leur passation est annulé. C'est-à-dire que l'employé se trouve, *ipso facto*, lésé d'un droit légitimement acquis qui, d'après moi, aurait dû être respecté, tant en considération de l'acquit des droits exigés qu'en vertu de l'immunité que la preuve irréfutable de son habileté aurait dû lui conférer.

Cette décision est d'autant plus regrettable qu'en outre de l'anomalie qu'elle engendre, elle est aussi en con-

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tradition directe avec ce qui se passe partout ailleurs en circonstances analogues. Il n'est pas, en effet, d'examen qui n'ait eu à payer sa rançon à la marche ascendante des idées. Depuis longtemps on les rend partout de plus en plus difficiles. Nulle part cependant il n'a été songé à un effet rétroactif.

En vertu de quel droit, en effet, aurait-on pu annuler les diplômes antérieurement obtenus? Un diplôme ne peut être assimilé à un contrat en ce qu'il ne représente rien de matériel. N'étant en réalité que la preuve du degré de développement d'une intelligence, c'est lui qui relève de cette intelligence et non l'intelligence qui en relève. D'où il découle nécessairement que sa révocation perd sa raison d'être puisqu'elle serait impuissante à atténuer cette dernière. Ne serait-ce pas enfin transgresser outre mesure que de vouloir disposer d'un titre dont le titulaire lui-même ne peut disposer, un titre que la mort ne peut lui ravir, un titre dont la teneur atteste qu'ayant dûment obtempéré aux exigences d'alors,

il ne peut être tenu responsable d'un changement qui n'a aucun rapport avec le diplôme qu'il possède?

Pourquoi alors, quand des milliers de personnes professent en vertu de diplômes obtenus à des examens qui depuis ont été maintes fois changés, et ce, sans que la société paraisse en souffrir, puisque libre cours est laissé à tout diplômé ancien ou récent, pourquoi, dis-je, décréter qu'il n'y aura, dans le service, d'avancement pour ceux qui ont déjà subi l'examen voulu, que s'ils passent un nouvel examen? Sans doute parce que cette marche ascendante des idées n'a eu et n'aura jamais d'autre effet sur le Service que celui d'augmenter le volume de l'ouvrage plus ou moins de routine qui prédomine dans tous les ministères. Sans doute aussi parce que l'expédition de cet ouvrage dépend plus d'une connaissance approfondie des devoirs à remplir que de connaissances plus ou moins pédagogiques.

X.

Ottawa, 4 août 1909

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## Printer's Ink.

What some of the Newspapers are saying about Civil Service affairs.

### The Postmasters and the Civil Service Federation.

Says the *POSTAL CURRENT*; the official journal of the Canadian Postmaster's Association:—

As the editor is General-Secretary for the Postmaster's Association, it is probably his fault more than anybody's, else that the Postmasters did not figure on the Federation convention. He was communicated with, but could not very well meet his committee until after the Convention. He took this view: The Postmasters (of the Canadian Postmaster's Association) are none of them Civil Servants and could not fairly claim a place in such a convention.

The proposed federation had difficulties of its own to face, and still has difficulties in the matter of cementing together the different interests which can properly lay claim to consideration. After a big struggle the Postmasters are fairly well organized. When the federation has thrashed out the question of representation of the different branches, and kindered difficulties, it should not be hard to arrange for two well organized bodies to come together. Our rank in the service would scarcely permit us to claim equality and the conception which postmaster's have of themselves and their duties would not permit of inequality. Discussion and contact will in time develop all through both organizations the feeling that one man is as good as another so long as he is honorable and does his work well. We are not referring to any fancied attitude of Civil Servants towards Postmasters or vice versa, but to the fact that the work on which the Fede-

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ratio is most likely to meet shipwreck (whether the Postmasters are part of the organization or not) is the disposition to act out an inequality. The man with a pull is apt to take on an air of superiority feeling that he can make it stick. The Federation requires to be fraternal on a few points. One honorable man is as good as another if he does his work well. All government service is supposed to be honorable. One member of the Association is as good as another if he complies with the rules and cherishes the feeling which should prevail all through namely, a desire to see Canada have the best Civil Service in the world.

There is talk of classification of the postoffices. It may be that, in a year or two, we will have quite a few members who would be eligible for the Civil Service, or at least, hold somewhat similar rank. Amalgamation could then be seriously discussed. At the present time we have no recognized claim to a standing in the service and the writer cannot see wherein federation this year would have benefitted either interest, though we hold to the idea that ultimately amalgamation is highly desirable.

### Prof. Shortt, Recruiting Sergeant.

The VICTORIA TIMES referring to Professor Shortt's address says:

As if British Columbia has not had enough trouble in keeping the ranks of her army of teachers up to the standard without Professor Shortt butting in and encouraging desertion by enlarging upon the attractions of the Dominion civil service! Annually our pedagogic forces are decimated most alarmingly, or otherwise, by the slings and arrows of that sly dog Cupid and by the allurements of more remunerative callings, yet along comes the civil service commissioner, takes up a position right in the midst of this already distracted force of Commander Robinson, and encourages further defections by a fascinating discourse upon the attractions of the "inside civil service" at Ottawa. But we observe that the

learned Professor took good care not to hold up the reverse side of the picture. And there is a reverse side, as we know from converse with some of the toil-worm slaves of an exacting government. The chief of the commission said nothing about recent additions to the working hours of the "inside" servants. He did not tell his eager audience that the hours for luncheon had been reduced from two to one and a half (or something like that); that the civil servants are now expected to be down to business as early in the morning, at least, as their alleged lords and masters the Ministers; that the privilege of "knocking off" for an hour or two every day during the summer for the purpose of playing at bowls or at cricket upon the green sward of the parliament grounds has been withdrawn; nor did he mention several other legitimate grievances which have excited the indignation of the august nobs of Parliament Hill, such as the reported extinguishment of the exquisite delight of "cutting" the Ministers in the exclusive aristocratic set of the capital and blackballing them when they apply for membership in the very select clubs.

The truth is that there is a fly in every ointment. In the case of the "inside" civil service there is a great, big blue bottle always buzzing. If Professor Shortt were as frank and candid as all persons in British Columbia except politicians are expected to be, he would not try to entice our school teachers away upon pretensions which are obviously misleading. There is but one calling in this distressful world in which there are no disagreeable features, in which life is one glad, sweet song, in which there is nothing to do but recline in beatific medita-

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tion, and that profession modesty or selfishness forbids us to designate.

**La Patrie, Montréal, croit que la Réforme n'est pas encore complète.**

Le "News" et plusieurs autres journaux d'opposition ne sont pas satisfaits de la réforme accomplie récemment dans le service civil; ils doutent de son efficacité. D'autre part, le "Globe" dit que l'institution d'une commission indépendante est une expérience dont on devrait savoir gré au gouvernement.

En effet, ce qu'il fallait surtout déraciner, guérir, c'était l'immixtion de la politique dans les nominations. Telle était la grande plaie du service civil. La plupart des places étaient accordées en paiement de services électoraux, sans égard au mérite et à la compétence.

Il y avait bien la loi qui exigeait de

tous les candidats à une position du service civil, un examen préalable, mais elle n'était que trop souvent lettre morte. Le professeur Shortt nous apprend qu'à son entrée en fonction comme commissaire, il constata que près de 1000 employés avaient été nommés sans examen, tandis que 2000 à 3000 personnes attendaient encore leur nomination, après avoir subi l'examen requis.

Le gouvernement, en réalité, était pris dans un engrenage et il subissait un système qui s'était peu à peu imposé. Il le subit même encore dans cette partie du service civil, la plus considérable, qui n'est pas encore soumise à la juridiction de la commission. Récemment, il y avait une position à remplir dans le département de la marine, pour la Nouvelle-Ecosse, et le ministre s'appêtait à choisir l'homme qui lui paraissait le plus compétent. Mais sur les entrefaites, une non moindre institution que l'Association libérale

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d'Halifax fit savoir au gouvernement que la nomination devait être politique et le gouvernement se soumit.

Nous croyons donc que l'institution d'une commission indépendante était une excellente réforme à accomplir, mais peut-être la réforme n'est-elle pas assez complète, car il y a encore une trop large portion du service civil qui reste soumise à l'influence des politiciens.

### Amenities Between Near Relatives.

Say the London, Eng., CIVILIAN :

"We have been extremely gratified by the receipt of the following letter :

Ottawa, 22nd June, 1909.

To the Editors of THE CIVILIAN :

(The Accredited Organ of the Civil Service London, England.)

DEAR SIR,—We have been sending to you regularly for some time past the current issues of the *Civilian*, a journal which aims to be the organ of the Civil Service of Canada. Is it within your rules to exchange with us? We would like very much to see "THE CIVILIAN" regularly.

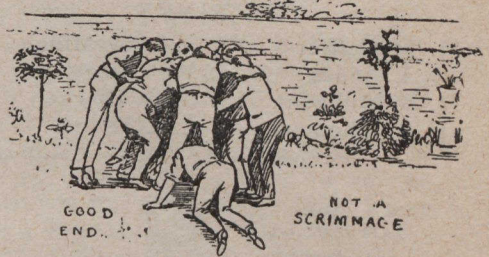
Perhaps we should add an apology for having taken violent possession of your title. We trust, however, that you will regard our immitation in this matter as the sincerest form of flattery.

Yours very truly,  
EDITOR.

"Arrangements have been made for our enterprising Transatlantic namesake to receive a copy of each of our issues at the earliest possible moment after publication."

## Athletics.

### Lawn Bowling.



On Civic Holiday, four rinks of Service bowlers journeyed to Prescott for a friendly game with the bowlers of that town. The home club led by twenty-six shots in the morning game but the Service finished five up in the afternoon. The visitors were entertained at dinner at the Mansion House, and the ladies served luncheon on the bowling green.

The drive to Brockville, for which purpose a carryall was obtained, was much enjoyed, the scenery along the St-Lawrence being magnificent. The Civil Service Lawn Bowling Quartette, led by Walter Green, rendered several of Harry Lauder's selections very acceptably. Mr. Jim O'Connor sang "Way Down in Old Virginia" in his own inimitable manner. A lecture on "The Anatomy of the Fish", given by "Tommy", was listened to with rapt attention; the vociferous applause, which greeted him at the conclusion, drove him, in his embarrassment, from the carryall, to which he did not return, until "J. L." had well started into his "Weird Anecdotes". The bowlers would like to make the outing to Prescott an annual affair.

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The spring series, after numerous delays, has been completed; the winners of the evening section defeating the winners of the afternoon section by one point after an exciting game.

#### THE RINKS

J. McCaffrey	J. P. McMillan
G. L. Jones	W. Douggan
J. B. Milliken	L. G. Bowker
E. A. Thomas,	J. L. Payne,
skip 10.	skip 9.

INFLUENCING  
THE BOWLS.



A movement is on foot to light the bowling greens by portable, acetylene, gas lamps. By this means fifteen end games could be completed each evening. At present not more than ten can be played before sundown. The

matches for the Departemental Shield will commence about the end of this month. A large entry is expected.

\* \* \*

The Civil Service Lawn Bowling Club has decided to enter three or four rinks for the Dominion championship tournament. The Civil Service bowlers received an invitation to compete, and in view of their good showing at the Eastern Canada games it was felt that the parliamentary players should enter. They will try for the rink, double and single championships.

\* \* \*

We still hear rumours concerning the famous Wampum belt, presented by General du Plessis to the Civil Service Lawn Bowling Association for competition in doubles. This belt, which represents the cellar championship of the Service, has reverted to the former holders—Messrs. Thomas and du Plessis. It is said that the next game will be between the holders and Messrs. Hubaud and Kilgallin who, having not won a game this season, had earned the right to challenge.

#### Hints to Beginners.

The following extracts from the "Curler and Bowler" will be of interest to the Civil Service bowlers.

We have been reading in the Sydney Arrow a list of rules hung up in the

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billiard-room of a suburban villa where they tolerate "paying guests" says "Bowling."

We have taken the liberty of altering a word here and there, and now present the "rules" in the hope that they will be found applicable to the game of bowls.

We may mention that we have left the last "rule" intact. Here they are :—

1. The turf is turf—not asphalt.
2. Your opponent's flukes count to him ; likewise, and for the same reason, yours count to you.
3. Always tell your opponent how to play the shot—or how it ought to have been played ; it's worth about 7 in 21 up.
4. If your opponent is playing consistently well mention the fact frequently, and, of course, loudly, because neither he nor the spectators may be aware of it.

5. To improve the green always throw your cigar fags, matches, and other little odds and ends on the grass.

6. When you fail in any shots curse the bowls, or the turf, or the mat, or the wind.

7. If you don't score in the first 9 or 10 ends, change your woods (if your opponent will let you.) They must be wrong.

8. Unless you can give Jones 12 in 21 up, don't give a start to anyone until you know his game. You won't get a start then.

9. When the end is finished and you are removing the woods to the ditch, kick them about as much as possible—it's good for the green, and it shows what an independent chap you are.

10. Don't leave any chalk in the cups.

(We suggest that these rules should be posted up in every pavilion.)

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## THE LOST DOLLAR.

By *Von Ludwig*.

I lost a dollar bill one day ; it wasn't much,  
It wouldn't even pay the rate on one small  
[debt ;  
And yet it made me so dodgasted sore,  
I dreamed about it for a week or more,  
And if I went to buy a tie or collar,  
I'd think what more I cou'd have had,  
Had I not lost that dollar.

I cut my smoking down, reduced my drinks,  
And padded my accounts with skill,  
Hoping to catch up with that lost bill.

No matter how I'd scratch and scrape,  
Figure it as I would in any shape,  
I still remained behind that cussed piastre.  
It loomed up disproportionate like huge  
[disaster,

Until one day after a plenteous dinner,  
Feeling quite satisfied, like any sinner,  
I fell to think of discounts and commissions,  
And laid the ghost of that lost buck,  
By charging it to Foreign Missions.

The virtue of the act gave me relief,  
Balanced my cash and stayed my grief,  
Now every date whereat I write  
A charge to Foreign Missions,  
I fear — that I've been *out* that night.

# 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 set on foot as part of the general movement looking 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.**