

# THE CIVILIAN

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## The Speech that Failed

**How the Civilian, being fallen into an ecstasy, made a Speech to the House of Commons.—The Words we spoke.—And how we found it was but a Dream.**

Sometimes we almost wish we were a Member of Parliament. It is not, we trust, an irreverent wish; and we try hard to keep it from egotism. But the truth is, we feel at times so full of our knowledge about the civil service that we simply cannot resist the longing that we might dump it all upon the emblematical green carpet, where the power is so great and the interest so little. Representing, let us say, the 15,000 men who comprise, between the one ocean and the other, the public service of Canada, we fancy we should make some figure. And how we should take up this question of Civil Service Reform, and play upon it, and arouse and organize the country upon it, and in short be "it" upon it, all in the compass of a session or two, partly for the country, and partly for our constituents (constituencies always need nursing) and partly for ourselves—for by this time we should have learned to play the game in dead earnest! We have not yet decided which post in the cabinet we would take when we had made our hit and it was recognized what a fascinating person we were.

This foolishness was strong upon us as we sat listening the other day to the debate on the increase—some-

where high up in the officials' gallery, for we have never been invited to a seat in the press gallery, the daily papers somehow never having taken kindly to us. Perhaps it was the fact that of a House of 225 scarcely fifteen members were following the discussion, while of these no more than half spoke (not all advisedly), that brought on the feeling so powerfully. But so it was that as the talk passed on to the lesser authorities, and the galleries began to empty, we ourselves fell into a muse, so that we lost all sense of propriety, and fancied ourselves even down below in the midst of the empty benches, somewhere not quite at the rear, nor yet so far ahead as to seem immodest,—below the gangway, if there be such a place. It was not that we had anything very new to say, but we wanted to say some things over again in our own way, thereby proving that our fitness for the place is founded on instinct. And the following is the speech we heard ourselves uttering: "Mr. Speaker,—

"As one who has been greatly interested from the first in the question at present before the House, and who is proud to have had some share in the developments resulting in the pre-



sent situation, I would like to say a word as to my own attitude with regard to the civil service, and to justify my support of the proposals now being brought forward. I think it will be easy to demonstrate that the criticisms which have been levelled, whether in this House or out of it, against the increasing of civil service salaries can be shown to be very wide of the mark, and that the whole question of civil service reform, of which this is an integral part, cannot be received with too serious attention or dealt with in too sympathetic a manner.

“The origin of the present bill is to be found in circumstances with which every member of this House is familiar. They really require no explanation. There is not a citizen of this country who does not know by personal experience that the rise in prices of the past ten years constitutes little short of an economic revolution. Every householder in the Dominion can tell you that his living expenses have increased by a quarter at the very least. I know mine have, and I think every honourable member can say the same. But, fortunately, we do not need to rely upon opinion in this matter. I have here a copy of the memorial which the Civil Service Association of Ottawa presented on this subject to the late royal commission. The work of that committee has attracted wide attention. I do not think anyone has challenged or could challenge the figures which it brought forward. This committee after a most painstaking and thoroughly scientific investigation, proved that it cost the man of low income in Ottawa practically 30% more to live in 1907 than in 1897. The memorial in which these facts were presented in full detail, and which is throughout a strong testimonial to the calibre of the men who are to benefit by this act, con-

cluded with the following statement: ‘The serious nature of the situation is expressed most clearly in the terms of salary, when it is said that the man receiving \$900 in 1897 would require fully \$1,200, and the man receiving \$1,500 fully \$1,900, to live with the same degree of comfort in 1907.’

“As to the way in which these conditions have been met in the outside world, every employer in Canada can tell you that his wages bill is from 20% to 40% higher than it was ten years ago. I hold in my hand some statistics published by the Department of Labour as to wages tendencies in the City of Ottawa between 1897 and 1907, which are very much to the point here. I find that printers who got \$11 a week in 1897 get \$14 to-day; that tailors have been advanced from \$8.50 to \$11 a week; bricklayers from 33 to 47 cents per hour; street car men from \$1.50 to \$1.75 per day; firemen from \$500 to \$650 per annum, and so on. These are only three or four samples of a list of 60 or 70. The same is true of clerical and other help. Up to the present time the government is about the only employer who has not joined in this movement. Of course, in the payment of its manual labour it has kept pace with the time—because it has had to—and the I.C.R. employees, mechanics and other labourers of the government receive the same pay as in the outside world.

“It was in appreciation of these universally admitted facts and tendencies that the earliest action of the government looking to a change in civil service salaries was taken. This was the resolution introduced by the Hon. the Minister of Finance in April, 1907, appointing a royal commission for the purpose, primarily of dealing with the problem of the adjustment of civil service salaries. I do not find



that any objection was made either at the time or since as to the grounds upon which that action was taken. I think that hon. gentlemen on both sides of the House were in sympathy with the objects for which the commission was appointed. It was, in fact, a platitude to say that the cost of living situation, which had arisen, demanded correction.

"Coming now to the report of the commission, and dealing only with their recommendations as to salaries; which is the part of the subject to which I wish to confine my remarks at present, I find even more emphatic language than any I have used above. But this has been already quoted several times, and though that is no reason why it should not be quoted again, I will, in this instance, forbear. Following upon this the commissioners recommended a series of increases to the civil service, amounting to 12½% on salaries above \$1,500, and 15% on salaries lower than that amount.

"Now there is another side to the civil service salary question than that based on economic considerations alone. It is easy to understand that in a period of such rapid expansion as that of the past ten years, ranks and clerkships take on a new form, and the need arises not only for a revised scheme of classification, but for a redefinition of duties all round. The commissioners' report is full of references to this necessity. It is essential therefore in dealing with this question of salaries to approach it from two distinct points of view, the economic and what we may call the administrative, and to keep the two most carefully apart.

"Now, Mr. Speaker, the action of the government, as I choose to understand it, is proceeding with just this distinction in view. It must, moreover, proceed upon thoroughly

logical and consistent lines in this connection, with reference to the broad and general policy of civil service reform. This salary question, of course, must be considered as a part of this larger whole. It is not my intention at present to discuss this wider aspect or to deal with the general principles of the act of the past session. That act, in my opinion, went to the root of the civil service evil by placing appointments and promotion on a proper basis. But it did more. In the present connection it specifically provided a remedy, if properly carried out, for that administrative situation above referred to, by creating an enlarged and intelligent classification. For the first time in the history of the service it has been given a classification which means something. Moreover, the act provided means for the reorganization of the service in the terms of the new classification, and I am glad to hear that the reorganization is to be real and thorough. It also incidentally raised the general scale of remuneration on a liberal basis, but not in a way that could afford immediate relief except to a very few from the economic disabilities to which reference has already been made.

"Now it is precisely to afford that relief that the present measure has been introduced. The act of the past session could not, and was never intended to, meet those cost of living needs which form so important a part of the present situation in the service. It was on broader lines, and it would only have caused confusion had it attempted to deal with what are after all accidental circumstances. Nevertheless, the latter call just as loudly for redress. It is in fact essential that they be removed in order that the order may be introduced with the best chance of success. Under the existing conditions, the new act, though



separate from the reform act of the past year, is essentially a part of the same movement—an integral part of civil service reform. Though it will cost something, it will cost less in the end than a chronically dissatisfied and demoralized body of employees. That is the view I advocated on the hustings, and I am taking now the first opportunity that offers to repeat it in the House.

“And here I would like to say one word in reply to the criticism already voiced in this debate, that the new act does *not* carry out the recommendations of the royal commission, which specifically stated that the increase was *not* to be general, but to be based on rigid examination for merit. Now my answer to this is not in terms of reprobation of the hon. member who voiced that criticism, but of reprobation of the commission for bringing forward such a monumental piece of stupidity as the paragraph of their report which bore reference to the increase. In the name of common sense, how can a *cost of living* increase be anything else, *in the essence*, but a *general* increase. It is an economic, not an administrative, situation it is facing. No doubt every clerk of the 2,700 who will benefit by this bill does not present an exactly equal claim on the score of work and character. But if the inequalities amount to anything, it is nothing but an evidence of the vicious system of appointments which has prevailed in the past. It can be corrected easily by the new machinery; it will even correct itself in time if the machinery is what we expect it to be. In any case, I think it high time that this silly throwing of stones at the civil service should cease. Where are these lazy overpaid men we sometimes hear about? It is up to the critics of the service to specify. I myself have never met one such

case where the fault was personal and not due to the system. But to return. That a commission appointed for the specific purpose of helping the government on so delicate and intricate a matter should have been guilty of the egregious confusion of ideas that saturates their finding in this connection throughout is a marvellous thing to me. They did not even foresee the mere paysheet difficulties of a percentage increase. Let us frankly declare that we know more of the real nature of this situation than the commissioners apparently did, and so throw their paragraph overboard *holus bolus*, in at least the literal side of it, without regret. The spirit of it is another matter—and the spirit of it is simply that the economic wrong should be righted, and the administrative wrong corrected at the earliest possible moment.

“We have heard it said, too, that the civil service at Ottawa was offered a bribe at the late Dominion elections, and that, not by one party, but by both. For my own part, knowing well the high character of the class I represent, I make light of these charges. If, as has been said, both parties made the attempt to bribe the Ottawa service, then I believe that the service acted like the darkey in the story who, when the Republicans gave him \$5 for his vote and the Democrats \$4, took both—but voted for the latter, “because they were less corrupt.”

“What is needed in this whole matter of civil service reform is that a consistent and carefully thought out line of action should be followed from the start. The present act is in accordance with that principle. When it becomes law, as I trust it may at the earliest possible moment, a tardy act of justice will have been rendered to a deserving body of employees, and the way paved for an enlightened pol-



icy with regard to the administration of the Canadian civil service. We shall then be able to build up for this great and growing country of ours a civil service perfectly adapted to its needs, capable of flexible expansion as occasion requires, steadily advancing in efficiency, and in every way equal to the great and increasingly important demands which will be placed upon it as the years pass. We shall——”

But here just as we were warming to our peroration, a hand was laid upon our shoulder, and awaking with a start we saw nothing below us but the silent and untenanted House — the Speaker left the chair, the page-boys vanished, and the clock pointing accusingly to a quarter past six. It was the gallery policeman, and his words were not kind. He gave us to understand he had seen men in that condition before. Nevertheless, as we came out beneath the frosty stars, we glowed as with the consciousness of good performed; for had we not spoken so as to please ourselves and yet compelled no man to listen!

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**A NEW FIELD FOR THE SAVINGS AND LOAN SOCIETY—  
EXTENSION OF ITS USEFULNESS IMPERATIVE.**

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The past week has witnessed considerable activity in the shape of a campaign against the usurers of this city. At the time of writing, cases have been made out against a half-dozen of the most notorious offenders, and these cases will doubtless be decided by the magistrate during the present week. The determination of the Crown to drive these noxious parasites out of business is in the highest degree commendable, and the

unanimous body of public opinion, openly sympathetic as it is to the prosecution, is certain to impress the law-breakers with a conviction that their unclean business can no longer be carried on in this community. For the present, therefore, it may safely be assumed that these gentry will seek cover with all despatch; some of them, doubtless, hoping that he who fights and runs away may live to fight another day. When that other day arrives, if it should arrive, it is to be hoped that the money-lenders will be confronted with the same conditions, namely, a resolute intention of enforcing the law, backed up by an indignant public opinion.

The Civil Service Association was invited to co-operate with the provincial authorities in procuring evidence of infractions of the law. The Association, very wisely as we think, came to the conclusion that the matter was not one in which it could properly intervene. The matter obviously required very delicate handling, and the Association believed that a committee of the Loan Society could deal with it much more appropriately than could the Association itself. For these and other reasons, accordingly, the Association passed the invitation on to the Loan Society, and that body, whether officially or otherwise we do not know, has been instrumental in procuring evidence against the money lenders which, it is hoped, will materially increase the chances of successful prosecution.

At all events, there is a very general expectation that the day of the usurer in this community is about to close. For many years he has taken huge toll without let or hindrance. In the civil service he has had a clear field, not because civil servants are more improvident than others, but because the burden of living has of late years pressed with peculiar sever-



ity upon a class whose rate of remuneration, speaking generally, had fallen far behind the increase in the cost of the necessaries of life. Under such circumstances, there could be only one outcome: scores of civil servants had got behind in their finances, —some without proper excuse, doubtless; others for reasons which will appear valid to reasonable men, such as sickness in the family and other adverse circumstances. THE CIVILIAN has always set its face against extravagance of living, and will always do so. Thrift is of all the practical virtues one of the manliest; while unthrift or extravagance is a mark of weakness of character, which deserves the severest discouragement. The habit of unthrift soon renders the habitué a nuisance of his family, his friends and to the community. But we have known too many instances where circumstances proved too strong for the individual, however rooted his principles. No parent can be content to see his child languishing from disease when the possession of a little money, wisely administered, would bring it back to health and strength, and no human-hearted person can blame such a parent if he mortgages his future to accomplish that end. The conclusion is forced upon us that, in considering such a large body of salaried persons as compose the civil service, there will always be a percentage of cases where relief is genuinely needed. This legitimate relief, as well as the far more common illegitimate relief, has been supplied in the past, upon terms frightful to contemplate, however, by the usurers. But the point is that that source, ruinous though it was, is now about to be cut off. The outcome will probably be that a considerable number of persons will be unable to meet the claims with which they are suddenly confronted, and

that their condition will be worse than before.

Our Loan Society, which will soon attain to the dignity of becoming an incorporated body, and which has the support of every well-wisher of the service, has for some months past been doing work of the very best character. It has already smoothed the path of not a few honest persons in the service, and that without the loss of a dollar. There is no reason why its usefulness should not be increased many-fold, and, as has been shown, no better opportunity than the present could be conceived for an extension of its sphere of action. THE CIVILIAN has the honour of being the inaugurator of the movement for the formation of the Loan Society, and, while it does not desire to parade that fact unduly, it feels that it has the right to make proposals looking to the continued well-being of the Society. The need of the movement, therefore, in our judgment, is for an extension of the activities of the Society. More capital is urgently required, if the good work which the Society has begun is to be properly continued. Nor is it too much to say that such further capital can be obtained if an active effort is made to secure it. If the management of the Society were to appeal to the service, we believe that it would meet with a response that would surprise it. Many persons throughout the service are ready to become shareholders, if only a little solicitation be applied. The Civil Service Association, we feel sure, would gladly lend a hand in any campaign which might be started having this end in view. At all events, it seems to us that an earnest attempt should be made forthwith to make the society what it should be. So far as THE CIVILIAN is concerned, it will support any such effort by every means in its power.



## The Increase Before Parliament.

### Extracts from the Debates upon the Resolution.—The Process of Reform.—The Two Acts.—The Cost of Living Increase.—The Re-organization.

The most important event in civil service annals for many months past was the introduction by the Hon. the Minister of Agriculture, on Friday, January the 29th, of the resolution designed to pave the way to the granting of a cost of living increase to the inside service. The resolution itself was published in the last issue of THE CIVILIAN. Up to the time of going to press with the present number, the resolution is still without the final ratification of the House, though the more important explanations and declarations of policy in this connection have been made, and the principle of the new Act generally accepted. The delay involved need not be regretted, as the more thorough the debate upon the resolution the less protracted will be the discussion of the resultant Act.

In order that the service may have a record in accessible form of the more important statements made by the government in the course of the debates, with regard to its general attitude towards the service and with respect also to the proposed increase, THE CIVILIAN presents below a series of excerpts chosen somewhat liberally from the Hansard reports, and arranged under headings appropriate for reference.

#### Process of Reform to be Followed by the Government.

With regard to the general line of action followed by the government in dealing with the problem of civil service reform, Mr. Fisher stated as follows:—

“Speaking in general terms and as shortly as possible, I may say that the report of the Royal Commission embodied five principal recommendations: (1) that the entry into the Civil Service should in future be through a competitive examination instead of, as had been the case up to that time, through a qualifying examination; (2) that the service should be reorganized and classified on a somewhat different basis, the classification dealing rather with the duties than the personnel of the offices; (3) that an independent and non-political body of the Civil Service Commissioners should be appointed who would have charge of the competitive examinations and generally of the administration of the Civil Service under the government; (4) that the salaries of the Civil Service should be increased in consequence of the largely increased cost of living during the many years in which the salaries generally had not been greatly increased; (5) that a system of superannuation should be worked out and adopted for the benefit of those retiring from the service. The Bill of last session covered three of these recommendations. The resolution which I now have the honour to propose to the House covers the fourth of these recommendations.”

The Prime Minister on the same subject, but from a somewhat different point of view, also made the following statements:—



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## CRITICISM OF THE INCREASE.

In our last issue we published a letter from a French correspondent, "X," which was devoted to criticism of the proposed cost of living increase. We published it primarily as a good example of the kind of ingenuity in finding fault which ought not to be engaging the civil service mind at the present moment, and which, we believe, as a matter of fact, is not so engaging it. But it may serve as text for a word or two of analysis and explanation.

In the first place, no one in casting up the benefits which the new Act confers is entitled to consider it solely by itself. It is not an independent piece

of legislation, but is wholly and frankly a complement or supplement of the Act of 1908. Criticism, therefore, upon the ground that the new act does not grant a permanent increase because a clerk will reach his maximum anyway, is, in the final resort, criticism not of the act, but of the principle of dividing the service into classes having a maximum reached by a series of advances.

This will be made clear by an example:

A clerk at present at \$900 goes at once by the new act to \$1,050. He thence proceeds by stages of \$50 to \$1,200. For four successive years he is accordingly better off by \$150. For the fifth year he is \$100 to the good, for the sixth \$50, and thereafter he receives the same as if the act had never been. Altogether he has received \$750 over and above what he would have received had the act never been passed. On the other hand, a clerk at \$1,000 by the same process of reasoning profits for only four years and to the extent of only \$450, while a clerk at \$1,100 profits for only two years and to the extent of only \$150. And at once the exclamation is: what inequality!

But is the above common sense? We think not. As well blame the oxygen of the air because one cannot wash one's hands in it, though it is a constituent of water. The common sense view of the past year's salary changes in the civil service is simply this, (and it requires no lengthier statement): that everybody (i.e., 98% of the service) gets a permanent increase of at least \$100, while a number get an increase of \$150 for the two, three or four years which must pass until they reach their maximum and share the general rate of advance. There is here no great inequality, surely every one will ad-



mit. Of course, there are variations on the above, seeing that the maximum for the first class clerks is raised by \$200, and that of the chief clerks by \$300—\$1,500. But for the great mass of the service it forms the rule.

Reduced to first principles, therefore, the new act simply makes universal at once what otherwise would not have become universal for six or seven years' time. It enables all to reap at once the approximate advantage of the raise in maximums accomplished by the act of 1908. It is an equalizer pure and simple. No one claims anything else for it. And what more would you have? Nay, what more under the circumstances *could* you have?

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#### THE PASSING OF THE "OUTSIDE."

On February 4th, the Hon. the Minister of the Interior laid upon the table of the House of Commons, in response to an enquiry, a list of the clerks, draughtsmen and messengers in the "outside" service of the department at Ottawa who received increases in salary after June 1, 1908, and prior to their transfer to the inside service on September 1st. The full list will have been seen by our readers in the Hansard of the current date. The following brief analysis, however, showing the nature of the increases in question will be of interest:

In all, some 285 clerks received increases in this connection. Of these 80 received an increase of \$50, and 74 an increase of \$100. Twenty-nine obtained a raise of \$200, seventeen a raise of \$250, fifteen a raise of \$300, and thirteen a raise of \$80. Next in order, eleven were increased

by \$350, six by \$400, five by \$180, three by \$130, two by \$550, two by \$470, two by \$170, and two by \$30. Individuals were granted increases amounting to \$520, \$500, \$450, \$270, \$220, \$70 and \$10.

It will be seen that the highest individual increase granted was \$550 and the lowest \$10. The aggregate amount of the increase was about \$41,810. The average increase to individuals was, therefore, in the neighborhood of \$180.

Thus, in truly characteristic fashion, "dying game" as the saying is, doth that old anomaly, the "outside," which is not outside, and never was outside, and never was intended to be outside—sore puzzle for many a year to those not up in the jargon of the Canadian civil service,—pass to its last *account*, in the place wherein of all others it flourished as the green bay tree. Nevermore shall it spread its pleasing net in the sight of the birds eager to be caught. Nevermore shall it double and elude, boosting and overpassing, and no questions asked. *Abit, excessit, evasit, erupit.* Has the reader ever noticed at St. Anne's, where our Ottawa joins the St. Lawrence, what a turbid streak it makes—good sound water of the forest though it be? But a few miles down it is the blue St. Lawrence again! So be it with the civil service, "outside" and inside, at last, *coûte que coûte*, one and indistinguishable!

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#### THE REORGANIZATION.

THE CIVILIAN is neither a prophet nor the son of a prophet, and we understand full well that one should never prophesy unless one knows. We utter this disclaimer in the fear that some of our readers after the



first glance at the civil government estimates of the year may turn back to certain of our utterances on the subject of the reorganization (wherein we begged to doubt the possibility of a real reorganization under the old conditions of supervision) and apply to us the perilous name. But that would be scarcely fair, for the government has made it very plain, as we have quoted elsewhere, that the reorganization as thus far completed is not *the* reorganization.

Briefly, the view of THE CIVILIAN is that a thorough reorganization of the civil service cannot be successfully carried out, unless under the main direction of an independent and impartial tribunal—the civil service commissioners to wit. We cannot see how many a situation in the service admittedly undesirable can be corrected under the domination of the forces under which it sprang up. Moreover, there is the absolute necessity of a broad and general view in the matter. With the best intentions in the world no two men can carry out a command in exactly a similar way. If proof were wanted, behold the reorganization as it stands to-day. For in spite of the statement that lack of time is thus far primarily responsible for the lack of progress made, we cannot but think that ultimately a different sort of machinery as well as additional time will be found necessary to complete this important undertaking.

Meanwhile we have gained a point: the admission that the undertaking *is* important. With this as a foothold, no pains should be spared to insure that every clerk in the service obtains a fair and final adjudication upon the matter of his classification. That this should be done is as much in the interests of the government as of the civil servant. No employer gains by a wrong apportionment of

status among his employees. Sooner or later an employee gets what he deserves—or deserves what he gets.

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#### AN URGENT NEED OF THE MOMENT.

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In another column of this issue we strive to enforce the view that the time is opportune for extending the sphere of activity of the Loan Society. The manager of the Loan Society makes in effect a similar plea in a letter which is also published in this issue. He also agrees with us in thinking that an increase of the membership of the Society, and of its available working capital, is of the greatest possible importance at the present time. The aims of the Society are now well known. It has a host of sympathizers both within and without the service, and an appeal to the service on behalf of the Society would not, we are convinced, be made in vain. The confidence which the management has inspired is an asset at such a time, and we have yet to meet with anyone who would desire to see the Society go out of existence.

An active campaign for the bringing in of additional members ought to be inaugurated at once. That, and a continuation of the prudent management which the Society has been fortunate enough to secure, will put its operations upon a firm foundation and completely realize the end of its existence.

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#### CLAUSE 21.

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Half measures are sometimes possible, but half principles never. Civil service reform, like truth and all the virtues, is an indivisible entity. You may limit its application and the



sphere of its influence, but within that sphere it must rule or be ruled. In Emersonian phrase it must "be" and not "seem."

It is perfectly within the expedient and the justifiable, as a matter of reason, that a part only of the civil service should be brought at first under the system of reformed appointments. But within that part, whether it be great or small, the system itself must be a real system. If it is not, then the whole falls to the ground. The line is either straight or it isn't, and the strength of a chain is always that of its weakest link.

Clause 21 of the act of 1908 is the sole point at which attack is now possible on the principle of independent appointments to the civil service. No appointment has ever been made under that heading, and there is accordingly no reason to believe that it constitutes even the most insignificant breach in the wall. But if it prove to be such, then the rest of that painfully constructed edifice is all in vain. A Commission to safeguard the appointments to the lowest clerkships only,—clerkships, which, thus circumscribed, lead, patently, to no future worthy the name—will be a small affair indeed.

It is all a matter of clear understanding. The government has repeatedly declared its attitude as to the future administration of the inside service. It will not with one hand neutralize what it has established with the other. Upon the commissioners devolves the duty — perhaps first in its importance now that the act comes actually into operation — of showing in the clear way that is possible what in the final analysis will follow a loose interpretation of Clause 21.

"If rats and maggots end us," says Whitman, "then alarum! for we are betrayed." So, if at the end

of a painful journey through the ranks of the classes, the civil servant come at length to the door which is labelled "pull," wherein is there any hope for the man who has only his work and his brains? Plainly none, and if he is wise from the beginning he will never seek an occupation, which, barred by triple brass at the entrance, ends only in a *cul-de-sac*. And that will be a piteous fate for civil service reform.

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### CONFEDERATION.

As already stated in THE CIVILIAN the work of organizing a federation of all the civil servants in Canada is quietly going on. THE CIVILIAN has shown its interest in this matter by distributing all over Canada several thousand complimentary copies in pamphlet form of a provisional constitution, which was published in a previous issue. In the desire to conduct a department devoted exclusively to the outside service, THE CIVILIAN has sent out notices to those associations already in existence inviting contributions to its pages, which it is to be hoped will be forthcoming. The federation has a wide field of labor to enter upon and should serve to stimulate a public interest in the rehabilitation and reform of the entire civil service of Canada.

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### HAMMER-TONGS.

BY MERCUTIO.

Never heard of Hammer-Tongs?  
You're a stranger in the city I observe;  
For the story of our wrongs,  
And the glory of our songs,  
Are as nothing to the splendour of his nerve.

Well, we cannot all be great;  
Fame has small room on her slate



For the jotting down of ciphers of our kind ;  
 Even when she wets her thumb  
 To rub out a cancelled sum,  
 She has Hammer-Tongs or such like in her  
 [mind.

'Tis of Hammer-Tongs I sing ;  
 He is somewhat less than King,  
 But a great deal more than "Subdivision A",  
 Has the charge of fifty men,—  
 Fifty servants of the pen,—  
 And he makes them feel their slavehood all  
 [the day.

It was Hammer-Tongs who said,  
 "O, I don't care what you've read,  
 I am after men who do things with a will".  
 Which translated reads, to wit :—  
 "You are Zero, I am It,  
 And the less you make a fuss the better still."

He is grand at half-past nine  
 As he draws the double line  
 And gets ready for the beggar who is late,  
 You can see the inkstands jump  
 And he gives the desk a thump :  
 "There will be but one man speak in this  
 [debate".

He has fifteen bells to ring  
 Should he need the slightest thing  
 From a pen nib to an expert on the law ;  
 And it's woe betide the thrall  
 Who is tardy at his call,  
 For he holds Olympic thunder in his jaw.

Yet he's rated by the Folks  
 Who believe in Fake and Hoax  
 As a genius sent from Heaven here direct ;  
 For a hyphenated name,  
 And a swing to suit the same,  
 Are credentials that the Folks will ne'er  
 [suspect.

But I have a firm belief  
 That the men who dread their chief  
 Come to dread the task he sets for them to do,  
 That the whistle and the gong,  
 And the stopwatch and the thong,  
 Will make schoolboys out of freemen good  
 [and true.

Show a staff you like their work,  
 And for seven men who shirk  
 There are seven times the seven who stand  
 They may spend in half a day [fast.  
 All the gold they get as pay,  
 But will treasure words o' cheer unto the last.

## THE INCREASE BEFORE PARLIAMENT.

Continued from page 561.

"Last year we undertook to reform the Civil Service, which comprises two branches, the outside and the inside. We undertook last session to reform the inside, but took the power to also, at a later date, operate a similar reform in the outside service. I may say to those hon. gentlemen, who were not here last session, that it was then shown that, as a matter of history, wherever civil service reform has been operated, whether in Great Britain, the United States or elsewhere, it was introduced and made effective by gradual stages. No government has ever yet undertaken, so far as I know, such a task as to reform at once both the outside and the inside service. In the United States and Great Britain they proceeded by stages, and we are doing the same thing. We have undertaken to reform the inside service, reserving the power to do the same with the outside, which we intend doing as soon as possible after we have got through with the inside departments."

And again :—

"So far as the outside service is concerned, it must come under this system of reform, of course. But we are doing one thing at a time: we are completing the reform of the inside service, and when that is done we will apply ourselves to the reform of the outside service also."

### The Cost of Living Increase.

It will be a pleasure for the service to note the endorsement given incidentally in the following by Mr. Fisher to the cost of living memorials of the Association :—

"Let me say a word or two in re-



gard to the reason for carrying out this recommendation of the Civil Service Commission of 1907. That commission had before them an elaborate calculation of the cost of living, which showed that it had increased in a very great degree during the last few years, and also showed clearly and conclusively that the salaries of civil servants had not been increased proportionately, while men in private employments in Canada and men otherwise earning a living for themselves had an increase of revenue perhaps commensurate with or fully equal to the increased cost of living. I may point out that since then the Association of the Civil Service have submitted to the government another memorandum in confirmation of what the Civil Service Commission said in that respect, and I am informed by persons who live in Ottawa that even this year, when there has been somewhat of a check in the general progress of industry and commerce in the country, the actual cost of the necessities of life has not come down in accordance with that check of general business. I would also point out that the change in the scale of salaries of civil servants has been very slight ever since the original fixing of those salaries in 1857."

#### The Two Acts.

With respect to the relation of the proposed Act to the Act of 1908, Mr. Fisher said:—

"This resolution is the complement of the action of last session when the government introduced an amendment to the Civil Service Act, which amendment was founded on the report of the Civil Service Commission in 1907.

"The Bill of last session provided for laying down a scale of salaries suited to each department and office of the public service, but it did not

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provide for immediate relief in consequence of increased cost of living. We believed that the arrangement of salaries and reorganization of the service would bring such a measure of relief to so large a number of individuals in the service that it would be sufficient to meet that demand. But we have found since we had our classification completed that that expectation was not borne out, and we now propose to remedy that defect."

#### Details as to the Cost of Living Increase.

The following explanation as to the leading details of the new increase were added by Mr. Fisher:—

"The general principle is a flat rate of increase to everybody in the service, and after careful consideration and after counting the cost, we decided that \$150 would be a fair treatment. I am glad to say that the delegation of the Civil Service Association which interviewed the Prime Minister and myself, afterwards agreed to that; and I am glad to say that since that agreement they have placed the matter before a special meeting of the Civil Service Association, which passed a resolution thanking them and thanking the government for the decision which has been taken.

"In the case of an officer who has received an increased salary upon classification and organization, that increase shall be offset against the increase provided here. As I said to begin with, this Act is the complement or continuation and fulfilment of what was designed in the Act of last session. By the classification and reorganization certain increases did accrue. Those men had, therefore, under the action we took last session, received their increases, and it would not be right for them to receive an

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additional increase. If their increase is \$150 or more they will receive no increase under this Act; if their increase is less than \$150, it will be subtracted from the sum of \$150 which otherwise they would get under this Act. There is another exception. By the Act of last session we deliberately laid down the principle, with the unanimous concurrence of parliament, that certain classes of work were worth certain salaries, that men in certain subdivisions doing the work which pertained to those subdivisions, should get so much a year, going on to the maximum. In such a proposition as this, if we made no exception to the rule, there would be a considerable number of people who, being close to the maximum of the subdivision in which their work is placed by the reorganization, would be raised above the maximum of that subdivision. One of two things would result: Either we would have to promote them into a higher class, disarranging the reorganization, and give them a standing in the department which their work did not justify; or we would have to give them the whole of the increase, and they would be paid a sum higher than that which the Act of last session decided was a just and fair payment for the class of work they were doing. We therefore made the second exception, which is that no increase under this Act shall go beyond the maximum of the class in which the individual is.

"Anybody who came into a particular class, with very rare exceptions, when the Act of last session came into force on the 1st of September, came in \$100 below the maximum of his class. He is there still. He was there on the 1st of September. This Act will come into force and be applied as from the 1st of September

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last. Therefore, there are very few cases in which the individual will not get at least \$100. There are a few who will get less, and there are even a few—a very few—only 35 in the whole service out of over 2,700—who will get no increase at all under this Act and who, under the reorganization of last session, got no increase. The number who will get less than \$150 is inconsiderable, speaking from memory, something under 300. All the rest will get \$150 or more.

“Let me say first that the salaries of the classes and of the officers generally in the service are almost all round figures of hundreds, and hundreds and fifties, and so. If we took the proposition of the Civil Service Commission and gave increases of 12½ and 15 per cent. on the various salaries we found there would be a great many odd figures in the salaries of the officers. Anybody can see how inconvenient that would be in the estimates, and in working out the monthly pay in the accountant’s office and in the Auditor General’s office. We therefore dismissed the idea of absolutely adhering to a percentage basis in every detail. Then the question came up as to what groups of salaries we could deal with in round figures, and we found that by the commission of 12½ per cent. for the higher officers and 15 per cent. for the lower, by adopting the percentages recommended it would work out in groups ranging several hundred dollars of difference in the salaries. Giving \$100 increase to all those between \$500 and \$800, and \$150 to all those between \$800 and \$1,200, and so on, we found there would be a result which we did not think was in harmony with the views of the Civil Service Commission, and

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which we did not think so equitable as the decision which we have arrived at as final. In working out groups or schedules of salaries with the approximate percentage of increase, we found also that lower officials would get very much lower increases, and the higher ones, especially those with very high salaries, very much greater increases. We had representations from the civil servants themselves, we had formed our own ideas; and from the fact that the Civil Service Commission recommended a higher percentage for those lower down in the service than they did for those higher in the service, we came to the conclusion that it was the lower officers in the service that needed help in greater degree than the higher officers. I have had made up for me tables of various kinds. I have studied various plans, and after considering the question with careful attention, and on the recommendations embodied in a memorial which was sent by the Civil Service Association proposing different alternatives, one of which we accepted, we have adopted the principle of giving a flat increase to everybody in the service.

"I spoke a few minutes ago of the fact that not a large amount of remedy was given by the classification. The actual amount was \$36,238 added to the salaries in Ottawa. Under this Act \$347,145 will be added and the total under both Acts will be \$383,383. The average percentage rate of the whole increase is 13-12-100ths—very close to the recommendation of the Civil Service Commission, worked out without any idea when we actually went into the details of just how it would come out.

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last session came into force on the 1st of September. This Act being a complement to that Act, we believe it is only fair and just that the Act should take effect as from the 1st September last, it being altogether in this fiscal year, and we therefore think it proper that the Act should take effect on the salaries and that we should start payment from the 1st of September."

### The Reorganization.

On the all important question of the Reorganization, Mr. Fisher defined the attitude of the government as follows:—

"Section 6 of the Act of last session defined how a clerk under the classification in the old service was to come under the new Act. It seems to be rather mechanical in its operation. When we came to discuss classification and reorganization — and I may take my hon. friend into my confidence and tell him that we had to do that after the assiduous task of carrying the elections in the country and the prior work of preparing for them—when we came then to discuss the matter the consequence was that my colleagues and myself had not a very great opportunity of going into the theoretical organizations of our departments. However, the Act defines that we should make a reorganization. The Department of Justice informed us that clerks with fixed salaries must come, without any deviation whatever, into the subdivision which their salary entitled them to. The classifications therefore which have already been adopted and passed under section 8 are largely the mechanical transfer of the old service into the new classification. In some of the departments we have made changes; I myself have made some changes in the reorganization.

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I would be sorry to think that the reorganization was final and conclusive. I do not think that with the short time at our disposal, and in view of the duties which have devolved upon us during the last few months, we have been able to really thoroughly consider and discuss and come to final conclusions upon the proper organization of our departments. As I said to a Civil Service delegate not long ago, I think that work will have to be done more completely and more thoroughly in the near future, and possibly from time to time as events and circumstances and knowledge arise. That, however, is the classification which we passed not very long ago, and in that classification the clerks in the old service are transferred into the new classification under the operation of the new Act, partly mechanically, partly automatically, and partly in

consideration of the duties discharged and the theory of the organization of the department."

---

### CO-OPERATION: A NOTE ON PROGRESS.

---

It will be remembered that shortly prior to the New Year, a special committee was appointed by the executive of the Civil Service Association to draw up a definite scheme for the formation of a Civil Service Co-operative Society, including a constitution comprehensive enough to embrace any form of activity within the probable scope which the movement might take. The committee was given a joint form, three members being chosen for their active identification with previous co-operative undertakings within the service, and

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three from the executive of the association for the purpose of representing the point of view of the association in the matter, which in turn is interested in the subject because of its important bearing on the general welfare of the service. Messrs. Caron, McNeill and McLeish were the three selected on the first count, and Messrs. Coats, Macoun and Lewis as representing the Association. It is understood that the latter will remain, after the completion of the specific duty above referred to, as a standing committee of the executive for the purpose of safeguarding the Association in all matters pertaining to co-operation, and of reporting from time to time to the executive as to the progress and character of the movement within the service.

At a preliminary meeting of the joint committee held in January, Messrs. Caron and Coats were appointed a sub-committee to prepare the preliminary draft of the constitution for the proposed Association. It is understood that this work has been completed and that the constitution is being passed on by the whole

committee. In deference to the active sympathy and interest of the Civil Service Association, the constitution, together with an outline of the action contemplated by the new organization in the immediate future, will be submitted in full detail to a special meeting of the executive to be held at an early date. After this final discussion the scheme will be given out to the service at large and their co-operation invited.

The first step of the Co-operative Society will probably be to take over the ice scheme launched in January, and to repeat the coal and apple purchases which were so successfully carried out last year. By degrees, and only as may be seen to be consistent with perfect safety, the principle will be extended, until the saving effected for civil servants may be expected to become substantial. It would be useless to attempt to anticipate the extent and form to which the movement may attain, but that it has the opportunity, if rightly directed, for a great success would seem to be already demonstrated.

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## ANNOUNCEMENT OF ICE COMMITTEE.

The date for the final closing of the list of those taking advantage of the Ice Committee's scheme has been fixed for Tuesday, Feb. 16th. Those joining at that time will please note that two instalments will be payable on that date of \$3.00 in all for 10 lb. lots. This will also serve as notice to the earlier subscribers that their second payment is due on that date. A fine crop of ice is being stored and those desiring to see Mr. Caron's work may visit the ice houses on St. Andrew street, near the Rideau river, where 1,500 blocks of ice are being stored daily. There will probably be a supply of ice for 1,000 customers more than already on the list, but those joining after the 16th will have to pay current rates, and moreover will not be considered eligible to participate in the benefits of any future privileges the committee may have to offer. In order to get such privileges, late subscribers will have to pay current rates and an admission fee as well.

Every preparation is being made for delivery. Eight waggons are

being painted and they will carry in large letters the following inspiring device: Civil Service Co-operative Ice Supply.

## HEADQUARTERS.

A sub-committee of the Civil Service Association of Ottawa has had in hand the problem of establishing a rendezvous where its members may meet socially and where committees of the C.S.A., the Athletic Association, the Loan and Savings Society, the Co-operative Committee, and the Chess Club may meet to do their business. Such an arrangement would no doubt lay the foundation for other new useful branches, and for the fuller perfection of those established. A suitable house is obtainable, and the committee is asking support for the project through departmental lists in the hands of the members of the executive of the C. S. A. The service should have a lunch room for the summer season, where a very desirable interchange of ideas could take place and such a scheme may develop if the rendezvous idea meets with encouragement. Ul-

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timately the project may develop into a permanent social club. Those who have not had the opportunity to record a vote in favor of this movement should communicate with their representative on the executive. The following is the proposal offered to the service:

"A sub-committee of the Civil Service Association has been appointed to collect information as to the possibility of operating a rendezvous or club-house in the service. A suitable house can be obtained on MacKenzie Avenue, under very advantageous conditions. The C. S. A. and subsidiary societies will contribute a share of expense for accommodation and it is proposed to raise the balance by charging a membership fee of one dollar.

"Department of .....

"We hereby subscribe to membership in the Civil Service Club at a fee of not more than one dollar per annum."

### ENDORING THE C.S.A.

The following resolution was adopted unanimously at a large meeting of the Dept. of Agriculture held on Monday afternoon:

"That the members of the staff of the Department of Agriculture desire to express their appreciation of the action of the government in its efforts towards the betterment of the civil

service; that they approve the resolution now before Parliament for a general increase to meet the high cost of living, and they desire especially to thank the Honourable Mr. Fisher for his interest in the matter; that they feel confident the same liberal spirit will animate the government when it undertakes the final reorganization of the service; and that a copy of this resolution be forwarded to the Honourable Mr. Fisher."

### CORRESPONDENCE.

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

#### The Loan and Savings Society.

To the Editors of THE CIVILIAN:

At the present time, while there is so much agitation going on with regard to the question of money-lending, I would like to call attention to several matters in this connection that are worthy of the consideration of the service. One of these is the large amount of money lost to members of the service in the way of exorbitant interest on loans, and which could easily be kept in the pockets of the members by means of the Civil Service Savings and Loan Society, where the interest on loans goes back to the shareholders in the shape of dividends on shares.

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While the society has been able to assist a number of those in want of money, it has been prevented by insufficiency of funds, from assisting all those in such a position, and this difficulty can shortly be overcome if those getting the increases of salary now being granted would put some of the money into the shares of the society, which they would find to be a good investment. In this way those who are in the hands of money-lenders, if not getting sufficient themselves to clear off their indebtedness, could obtain loans from the society at a reasonable rate, and thus also afford a satisfactory investment for their less needy fellows. The amount granted on account of the increased cost of living would clear the service from the loan sharks.

In order to show the possibilities of such a society, I would like to quote a few statistics from the annual statement recently issued of La Caisse Populaire de Levis, the first society of the kind established in Canada:

Receipts for the year	\$83,891.35
Loans (518)...	75,572.97
Shares...	55,447.02
Deposits ...	19,581.06

For the eight years of the society's existence the figures are as follows:

Receipts ...	\$464,789.84
Loans ...	352,666.13
Deposits ...	96,526.78
Shares ...	69,406.09

All this business has been done without the loss of a cent, and in a community of some 7,000 people. In the first year of its existence the society made 50 loans, amounting to \$3,667.21. Our own society has been in existence a little over four months, and has made 30 loans, amounting to \$1,931.00. With the growth of the Reserve and Provident funds, which are made up from the fees on shares and 20 per cent. and 10 per cent. respectively, from the profits of each year, the shares ought to be a safe and satisfactory investment.

Hoping the members of the service will bear our society in mind when they get their increases.

Yours truly,

H. LeB. ROSS.

5th February, 1909.

The Garrison Dramatic Club.

To the Editors of THE CIVILIAN:

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time and space to ask if you would be good enough to bring to the notice of your many readers that "The Garrison Dramatic Club" of Ottawa will present a most excellent play at the Russell Theatre on Saturday, 20th February, entitled "The Second in Command." As its name implies, it is a military play, and those who had the pleasure of seeing this delightful play in London with Cyril Maude in the leading part, will, I am sure, welcome it at the Russell. To others we can offer a very true portrayal of life in a cavalry regiment of the British Army quartered in England on the eve of leaving for active service in South Africa. The club numbers among its members, both acting and non-acting, many civil servants as well as militia officers and their families, they therefore appeal with con-

fidence to both services for support.

The club will welcome gladly an addition to their membership, either as acting or non-acting members. The fee for both classes is only one dollar a year and it may be added that all members are invited to the club performance at the theatre without extra charge.

There will be a matinee as well as the evening performance at the Russell theatre on Saturday, 20th February.

In conclusion I may say "The Second in Command" has never been produced in Ottawa, in fact Toronto is the only place in the Dominion where it has been acted.

I am,

Yours truly,

W. R. WARD (Major.)

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**THE CASSELS' COMMISSION.**

The result of the Cassels' enquiry in all its fullness has become part and parcel of Canadian civil service history, and should play no small share in the march of civil service reform. It is not pleasant reading for members of the service, nor for the people at large, but such as it is the dose must be taken with the smallest grimace possible.

The recommendations of the commission have already been freely advertised in the public press.

The awakening of the public conscience against abuse of trust, the adequate remuneration of efficient officers and the prompt payment of departmental accounts are recommendations that need only to be stated to become axiomatically accepted. The salary question has been recognized

as well within the scope of civil service reform. The most acute case instanced by Judge Cassels is that of Mr. Parsons who, in the control of about \$700,000.00 per annum, received a salary of only \$1,600.00. Mr. Parsons before accepting employment with the government was a lawyer. The great lack of uniformity in salaries, the underpaid man here and the overpaid man there, pleads eloquently for the administration of the outside service by some body of men, whose whole energies may be exerted in adjusting in the balance the worth of each man's merits. Before the recent changes in the schedules of the Ottawa service, the general scale of salaries in the outside service was below that of the inside, and we believe are below a fair wage basis.

Judge Cassels' fourth and last re-

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commendation in reference to patronage appears to be limited to the purchase of supplies for the Department of Marine. His Lordship, it would appear, lost an opportunity to assist in a general reform when he omitted to admonish the public-minded upon the desirability of removing the outside service out of politics as has already to some extent been done with the inside. In respect of this much to be desired consummation, we are already twenty-five years behind the United States and over thirty years behind Great Britain.

The civil service of a country is a massive piece of machinery, to whose huge wheels the administrative functions of government are tightly mortised. Should not the best machinery be used, and when put in place should it not be kept in the most effective and efficient state? As a matter of fact, the ministry does not make the nominations to the public service under the patronage system. The ma-

jority of nominations are made by men whom the minister never sees, — the politicians of the wards in cities and of the backtownships in the country. The nominations pass through many hands and finally to the local member and thence to the minister. The aforesaid hanger-on may be of good or bad character; it is, nevertheless, true that he commands largely both appointments and promotions under the patronage system and thus it is that the ranks of the public service are frequently filled with men of poor character and of no ability, often placed over the heads of worthy and deserving clerks of long standing. Mr. McGiverin might make a national instead of a local reputation as a civil service reformer by directing the attention of the government to the importance of Dominion as well as Ottawa civil service reform, first as regards salaries, in which respect the outside service is in a state of starvation, and secondly as regards status

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under an independent commission.

It must be a matter of congratulation to all in the public service of Canada that Sir Wilfrid has pledged the government to a policy of reform in the outside service similar to that in the inside service. It must be borne in mind, however, that the government's attention is taken up with a formidable array of business, and that it will shelve the item which seems of least pressing importance. It is the plain duty of the combined inside and outside service to hasten the formation of the proposed federation of the Civil Service of Canada, so that to the weight of just argument may be added the weight of a united service, acting through and by the force of public opinion.

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### ATHLETICS.

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The introduction of a government measure purposing to make it a criminal act for business men to pay secret commissions, recalls to mind the fact that the athletic atmosphere is constantly charged with rumors of secret payments to those indulging in amateur sports. Athletics being only play, the enormity of corrupting the principles of the participating boys is not recognized by the powers that be. In all respects the corruption of the boy in athletics is a more heinous offence than is the one the new act is intended to correct. This point may be amplified under three heads:

1st. The youth of the player as compared with the man of business. It is almost superfluous to reiterate what is freely admitted, that the mind of youth is indelibly influenced by its associations. What the boy is taught the man will largely practice. The Juvenile Court and the Children's Aid Society are modern acknowledgements of this elementary ethical truth.

2nd. The constant practice of hypocrisy. The man of business is rarely questioned as to his giving or receiving of bribes. The athlete professing amateurism and accepting a commission or salary, denies in fact such acceptance each and every time he appears in amateur games, commits an act of hypocrisy and lays an easy foundation for the practice of this vice all through his life.

3rd. Athletics in the hands of corrupt managers are a preparatory school turning out its annual supply of graduates into the business world where the taking and giving of secret and improper gifts and commissions will be simply a logical sequence.

It is claimed that, although it takes longer, it is more profitable to improve the race by education and example than by punishment, but if the government finds it necessary to put a check upon improper commissions in business, how much more important, for the above reasons, to do so in respect of the club manager who, usually in a business way, makes secret payments to the boys. The man who makes dishonest payment to boys is a menace to society, and if he will not respect the decencies of life must be made to fear the law. At present there is no law to reach the many who are said to be corrupters of athletic clubs, but surely there is occasion for an additional clause in Mr. Aylesworth's bill to provide for this condition of affairs. Aside from morals, the prosecution of which is only incidentally the function of club executives, the tendency of secret money payments in athletics is towards the policy of win at any cost with its twin brother, brutal and unmanly tactics.

\* \* \*

The unmanning of the race of Canadian boys goes merrily on in the national winter game, and there is



nobody to say it nay. In Hull on Jan. 29, six men were laid out by cowardly blows. One boy received a fracture of the skull, the referee received a blow in the face, and the spectators took part in the free fight which ensued. At Kingston, Commandant Taylor suspended three of his own boys for the season for playing hockey in the current fashion. Who is to correct the hockey distempers of the day? The hockey trustees will not attempt it, the C.A.A.U. cannot cover their enormous territory in detail. Who will do it? Echo answers who?

\* \* \*

The Civil Service Athletic Association must do its duty in this respect, by example, by discipline, with occasionally a little precept. The athletic grounds must come. There can be no retreat. Pocket books are to be replenished to the extent of from \$50.00 to \$1,000.00. There may be some in the latter category who feel their fortune is greater than their deserts. They may relieve their consciences of many a pang by backing an aggressive athletic programme and thereby, who knows, get absolution.

A constituency of over 4,000 civil servants in Ottawa is to be provided with outdoor recreation. Each one of these should take as much exercise as he can enjoy every day for the benefit of his own efficiency as a man and an officer in the service of his country. We should have rowing, canoeing, and a field and track all under one roof with the letters C.S.,

in which we are one day to take great pride, emblazoned in large type. It is said that the Interprovincial Hockey League is to metamorphose into a lacrosse union. The service could thus get into well conducted amateur lacrosse. But to have all this the commissioners or the government should grant a four o'clock hour as uniformly as practicable. Any additional hours of work could be adjusted by beginning the day at a correspondingly earlier hour.

### Alley-Bowling.

Chairman Thomas and his committee have been planning a little surprise for the faithful enthusiasts of this roaring game, but have had at least a temporary check put upon their intentions. When civil service bowling started last year, under the leadership of Mr. Urquhart, the bowlers took the name of the athletic association and the use of its machinery with the understanding that although all comers might compete, non-members, or amateurs, or professionals, yet no prizes were to be played for and no gate money charged. The reason for this was that the C.A.A.U. held alley-bowling to be under its jurisdiction. While this is still the case, the game is hardly under the control of the union, and in truth the governors intend holding a meeting immediately to decide whether to abandon or to retain it. The C.S. A.A.A., while not at the moment in active membership in the C.A.A.U., adheres to its principle and sym-

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pathizes with its objects. Consequently, no announcement of the prize list will be made until the point is settled, as there have been at least two professionals playing in the bowling league.

\* \* \*

It may be early in the year to forecast results, but at this stage it looks like a race between Militia and Minn, Public Works, and Customs, for the championship. M. & M. have only one loss, but have five hard matches to play, viz.: Public Works, Bureau, Interior, Railways and Customs. They are almost certain to lose three of these, which will make their losses four. P. W. should win all of their remaining matches but two, which would give them also four losses.

Customs are coming strong and may finish without a defeat, but this is unlikely, and one defeat will put them out of the running.

Blair, Hutton, Stewart and Lindsay are leading in the high average, but as there are several dark horses at their heels, a few games may materially change the standing.

Howe and Foster with their cross-alley scores of 589, look good for the prizes in this department. The individual who beats this score must combine the three main qualities of the game—skill, nerve and luck. Ches. Payne still leads with his 235 for the high single string, but this score is in danger at every match.

For the Brunswick ball, Hutton, Blair, Lindsay and Lecours are bunched, but the game is yet young

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and some good scores will be registered ere the close.

#### STRIKES AND SPARES.

Public Works has the highest team score.

Interior has the highest team average.

The average bowler lifts about 700 lbs. during a match.

The pin boy averages a ton a day. Who wants the pin boy's job?

Mr. J. L. Payne, president of the C.S.A.A., is one of the most enthusiastic bowlers in the League.

Jamieson of the Railways is the oldest in years and experience.

Jobin of the Bureau bowls the speediest ball, and Beardsley (Interior) the slowest.

The captain of the Customs team will surely forgive what follows: it has been in our system for some time.

Abou F. Richards (may his tribe decrease)

Awoke one night from a deep dream of peace,

And saw an angel with a fountain pen

Scribbling upon a sheet of foolscap.

Then,

Regaining his composure, Fred sat up,

And asked the angelic one to have a sup.

The angel shook his head.

"I'm on the water wagon, now," he said.

Abou F. Richards waved his hand.

"I see,

But by the way what writest thou?" said he.

The heavenly vision answered, "Well, I write

The man who never slips, or never falls,

In short the winner of the 'Brunswick balls.' "

The gallant Richards brightened up.

"Pray Sir,"

He queried, "Does the name begin with R?"

"I'm sorry," said his guest, "It is a shame,

But as things stand, I cannot write your name."

F. Richards made reply, "Would I were It,

But put me down as one who never quit!"

The angel wrote and vanished. The next night

He called on Fred again, but not to write.

Said he, "I have on this large handsome chart,

(A fine example of the engraver's art)

The names of all bum bowlers—none the best."

And lo! F. Richards' name led all

the rest!

#### CHESS AND CHECKER CLUB.

The above club has unfortunately had two or three weeks of enforced inactivity, having been compelled rather summarily to vacate their room on O'Connor street on account of the tenant leaving the house. The almost immediate prospect of obtaining suitable and comfortable accommodation at the proposed civil service headquarters on MacKenzie avenue has deterred the members of the Chess Committee from looking elsewhere for a room. It is hoped that when the club house is ready, the members will renew their interest in the game. Notice will be sent to the members as soon as play is practicable in the new quarters. Members who have not yet paid their entrance fee of \$1.00 are requested to do so without delay to any of the members of the committee or to G. H. Wattsford, Sec'y.-Treas., Public Works Dept.