

THE CIVILIAN

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No. 19

A Review of the Civil Service Situation.

By Commissioner LaRochelle.

The Civilian has the privilege of presenting to the civil servants of Canada a careful and clear analysis of Commissioner LaRochelle's memorandum to the Secretary of State, which was published in the issues of November 26 and December 10. This analysis was prepared after an interesting conversation with the Commissioner, and should be helpful in the solution of Civil Service problems.

Dr. LaRochelle is of the opinion that the Civil Service law of 1908 is a very efficient safeguard for the merit system, and that, slightly retouched and properly applied, it should eventually give complete satisfaction. Carefully framed along the lines of the British service system, which is probably the best in the world, it should be prudently dealt with. Its general structure is sound, and its imperfections are only connected with details of application. No good purpose can be served by making a target of it; on the contrary, it should be an object of care and solicitude.

The Commissioner is also of the opinion that, on the whole, the new system has favourably stood the test of experience and given satisfactory results. It has already accomplished a considerable reform of the old conditions of the Service, under which appointments and promotions were generally based on political and personal grounds. Since 1908, all the appointments in the classified Inside Service (except to some of the technical and lower grades positions) have been made through competition; and even in regard to professional and technical positions, 58/100 of the appointments since that time have been made by competition. It should not be forgotten that it took Great Britain nearly a century to secure the present state of efficiency of her public service.

The only section of the law with which Dr. LaRochelle finds serious fault—and it may be corrected with a mere stroke of the pen—is section 30, which, in his opinion, provides for an inadequate remuneration of the Third division clerks. This clause has interfered with the proper organization of the Second division of the Service and created evident hardships in the Third division. He regrets the shortcoming of this clause, as otherwise no serious criticism of the law itself would have been heard from any quarter. Such criticism would have been limited to its mode of application.

As to the case of the officials appointed under the old regime and automatically classified in the Third division in 1908, it is not the law that is to blame if their promotion is obstructed by the Second division non-competitive examination, since section 26 properly provides for the protection of such of them as are deserving and had complied with the requirements of the old Act. It is purely and simply rule 20 of the Civil Service regulations, and it can any day be satisfactorily amended by the Government and the Commission through an order-in-council.

Dr. LaRochelle is firmly convinced that the general situation of the Civil Service could be made very satisfactory through the amending of section 30 of the law and of regulation 20, and that all the efforts of the friends of the Service should converge on these two objects, which have the advantage of being clear, simple and practical. Of course, even with this progress, things may not become perfect, but any hardship could then be assigned to the application, and not to the shortcomings of the law and regulations.

The first object should not be so hard to realize, since the Government itself has actually brought before Parliament a new Bill amending section 30 and providing the Third division with an increased scale of salary which runs from \$650 to \$1,800. Such a remuneration should be satisfactory, as young men and women could hardly expect more in commercial life. One great advantage to be secured from such increase would be to deliver them from the necessity of seeking entrance to the Second division for the sole purpose of getting enough to live on. The Third division would be made a desirable life-long career.

As to the second object, concerning the Third division officials appointed under the old regime, Commissioner LaRochelle is of the opinion that regulation 20 should be so amended as to authorize the promotion of such of them as are deserving and had complied with the requirements of the old Act, on the recommendation of the Heads of the Departments, with a certificate from the Commission; but he does not mean to say that they could be promoted to the Second division simply to continue doing Third division work. This would be a violation of the law.

Such a move would surely secure the object of section 35 of the Act of 1908, concerning the maintenance of the former status of the old officials automatically classified in the Third division. It is clear that as soon as regulation 20 is so amended, no formal barrier will in future stand in the way of such of these officials as are deserving promotion on the ground of the nature of their work and of their personal merit. In other words, they will then be able to secure the rank and salary they deserve, according to the character of their function and the degree of their merit, on the recommendation of the Heads of the Departments, with a certificate from the Commission. It is to be noted that sections 26 and 35 should be read concurrently, since they both intended to cover the transition from the old to the new state of things.

Another advantage to be derived from such amending of section 30 would be to facilitate the task of the Heads of the Departments in the recruiting of their employees, both for the Second and Third divisions. In this way they would not be induced to ask for an excessive number of appointments in the Second division for the sole purpose of offering more attractive salaries. At the same time, this would be a safeguard for the proper organization of the Service, by limiting the Second division to the junior administrative group,—that is to say, to the future chiefs and sub-chiefs of the federal administration.

Commissioner LaRochelle insists upon the necessity of establishing an effective line of demarcation between the Second and Third divisions. Our Civil Service system is based upon the British system, which divides the whole Civil Service into two general groups of officials: first, the administrative group, which is limited to the senior and junior administrative officers, and, secondly, the mass of clerks assigned to routine and clerical work.

A great deal has been said about the unnecessary severity of the examinations. This is not the question. The question is first one of proper organization and classification, along the lines prescribed by the law itself, and, secondly, one of adequate remuneration of the Third division clerks. Let the appointments in the Second division be limited to their right proportion and very few will have to pass the higher examination. It is a fact that for the last few years the Commission has had no difficulty in recruiting the required number of officials both in the Second and Third divisions. So the question is not one of examination, but one of organization and remuneration.

The general conclusion of Dr. LaRochelle is that all serious grievances will disappear as soon as section 30 of the law and rule 20 of the Civil Service regulations are properly amended.

PATRIOTIC FUND APPEAL.

New Year's Day, 1916, was marked by the issuing of the Second Appeal to the people of Canada on behalf of the Canadian Patriotic Fund by His Royal Highness the Duke of Connaught, President of the trust. Such an appeal had been anticipated, and its simultaneous presentation, through the mediums of press and pulpit, on the first day of the new year made a profound impression. There is every prospect that the response will be all that can be desired.

The appeal is as follows:

CANADIAN PATRIOTIC FUND.

Second Appeal.

Somewhat over a year ago, as President of the Canadian Patriotic Fund, I made an appeal to the people of the Dominion for funds to assist the families of the gallant men who were going to the front. Though anticipating a generous response, I was hardly prepared for the magnificent manner in which the call was met. Monies have poured into the treasury of the Fund until the total contributions have reached and exceeded six million dollars.

Large, however, as this sum appears, it has not greatly exceeded current demands and, if peace were declared in the immediate future, the entire surplus on hand would be required before all the men of the Expeditionary Force could again return home.

To-day there are 25,000 families,

FONDS PATRIOTIQUE CANADIEN.

Second Appel

Il y a un peu plus d'un an, en notre qualité de Président du Comité du Fonds Patriotique Canadien, nous demandions à tout le pays de participer à la formation de ce fonds, dans le but de secourir les familles de nos braves soldats qui sont sur la ligne de feu.

Nous connaissons bien la générosité des Canadiens, mais nous ne pouvions pas prévoir le résultat obtenu. Les souscriptions pleuvaient de toutes parts, et s'élevaient en peu de jours à la somme totale de \$6,000,000.

Cette somme, toute considérable quelle puisse paraître, suffit à peine aux besoins de tous les jours, et la paix dût-elle être conclue à brève échéance, il nous faudra dépenser la balance de ce fonds, avant même que nos soldats soient revenus au pays.

comprising, it is estimated, 80,000 individuals dependent upon the Patriotic Fund.

With further recruiting the demands upon the Fund will, with each succeeding month, continue to grow, so that it is estimated that, should the war continue during 1916, a sum amounting to some \$8,000,000 and probably more will be required. This would, however, only mean \$1 per head of the population for the people of Canada, and it is little indeed to ask of those who remain at home in comparison with the sacrifice in life and limb of those who are fighting in defence of the nation.

In spite of all the various calls that have been made for funds to aid our soldiers and sailors and the magnificent response that has been made in each and every case, I still feel assured that the warm hearts of all Canadians will respond to this further appeal to enable the Patriotic Fund to continue its splendid work during 1916 and take care of the families of those who are fighting for their Sovereign, the Empire, and the Dominion, on the battlefields of Europe and on the High Seas.

(Signed)

ARTHUR,

President, Canadian Patriotic Fund.
Government House,
Ottawa, 1st January, 1916.

Le Comité soutient aujourd'hui 25,000 familles, soit environ 80,000 personnes.

Le nombre des demandes de secours va augmenter, de mois en mois, en raison de l'enrôlement, et, si la guerre se poursuit jusqu'en 1916, on prévoit qu'une somme de \$8,000,000 sera requise pour y répondre. Cette somme ne représente après tout qu'un dollar pour chaque citoyen de ce pays. Aussi, on admettra qu'on accomplit facilement un acte de patriotisme en souscrivant ce montant, si l'on songe aux sacrifices que font nos soldats sur les champs de bataille.

De toutes parts, on a fait appel aux sentiments généreux des Canadiens et partout on a répondu avec empressement, et sans compter; néanmoins, nous avons confiance qu'ils n'hésiteront pas à souscrire de nouveau au Fonds Patriotique afin de continuer l'œuvre admirable de ce Comité durant l'année 1916, et de soutenir les familles de ceux qui combattent au loin, sur terre et sur mer, pour la cause de leur Roi, du Canada et de l'Empire.

(Signé)

ARTHUR,

Président, Fonds Patriotique Canadien.

Government House,
Ottawa, le 1er janvier 1916.

The Civil Service had been waiting for this call. Some months ago steps were taken towards making a new collection in the Service for the benefit of the Patriotic Fund, but, after consultation with the management of the national organization, it was decided to defer action until the second general appeal was made. In anticipation of this, the Executive of the Civil Service Association of Ottawa issued a Bulletin, which is given on page 487, and its plans are further developed in a report of the last Executive meeting, which appears elsewhere in this issue.

FORMER "POSTY" DEAD.

J. R. Jones, who was for five years a letter carrier in Vancouver, has met death while in the army. Whether he was killed in action or died under other circumstances, the brief an-

nouncement does not indicate. He was a member of the 72nd Seaforth Highlanders and went to the front with the 16th Battalion, C.E.F. He had resigned from the postal service just a short time before the war broke out.

The Roll of Honour.

THIRTY-SEVENTH LIST.

- W. H. Ricketts, Militia and Defence, St. John, N.B.
 H. Conway, Militia and Defence, St. Boniface, Man.
 F. J. Barwick, Militia and Defence, Saskatoon.
 Wm. Stitt, Militia and Defence, Lethbridge.
 F. W. Long, Militia and Defence, Regina.
 A. G. Lewis, Militia and Defence, Regina.
 R. C. Monger, Militia and Defence, Moose Jaw.
 C. R. Wood, Militia and Defence, Indian Head.
 A. W. Wyatt, Militia and Defence, Prince Albert.
 C. E. Savage, Militia and Defence, Maple Creek.
 R. J. Dick, Militia and Defence, Pincher Creek.
 S. W. Bishop, Militia and Defence, Kamloops.
 W. Johnston, Militia and Defence, Haileybury.
 F. Deneau, Militia and Defence, Windsor, Ont.
 F. Armstrong, Railway Mail Clerk, Winnipeg.
 F. M. Sowden, Post Office Dept., Ottawa.
 R. V. Robinson, Post Office Dept., Ottawa.
 C. V. Lawrence, Post Office Dept., Ottawa.
 J. H. Dudley, Post Office Dept., Ottawa.
 W. O. M. Peaker, Post Office Dept., Ottawa.
 R. P. Tobin, Post Office Dept., Ottawa.
 Eug. Bolduc, Post Office Dept., Ottawa.
 T. G. Lindsay, Post Office Dept., Ottawa.
 W. H. Lanceley, Post Office Dept., Ottawa.
 G. W. Guiou, Post Office Dept., Ottawa.
 Thos. Hewitt, Land Titles, Interior, Moose Jaw, 46th Battalion, C.E.F.
 H. A. R. Dagenais, Public Printing and Stationery Dept., Ottawa.
 Wm. Baril, Printing Bureau, Ottawa.
 James Tighe, Printing Bureau, Ottawa.
 W. J. Donovan, Printing Bureau, Ottawa.
 J. A. P. Haydon, Printing Bureau, Ottawa.
 Gregory Burns, Printing Bureau, Ottawa.
 T. McCadden, Printing Bureau, Ottawa.
 Wm. Doherty, Printing Bureau, Ottawa.
 Alfred W. Branch, Printing Bureau, Ottawa.
 George J. Ward, Printing Bureau, Ottawa.
 P. A. Lefebvre, Printing Bureau, Ottawa.
 Clifford G. Smith, Hydrographic Survey, Interior, Chateauguay.
 C. F. Martell, Post Office, Halifax, Postal Corps.
 B. Benoit, Letter Carrier, Montreal, Postal Corps.
 J. L. Clayton, Post Office, Moose Jaw, Postal Corps.
 E. M. Wilkinson, Post Office, Victoria, B.C., Postal Corps.
 J. H. Brooks, Post Office, Winnipeg, Postal Corps.
 V. H. Whittaker, Post Office, Winnipeg, Postal Corps.
 G. P. Fraser, Railway Mail Clerk, St. John, N.B., Postal Corps.
 W. Hindle, Railway Mail Clerk, Saskatoon, Postal Corps.
 Stewart G. Hicks, Public Works, 7th Battalion, C.E.F.
 Ernest Durand, Marine and Fisheries, Prescott, 8th Battalion, C.E.F.
 Lieut. P. R. White, Marine and Fisheries, Ottawa, 39th Battalion, C.E.F.
 William Henry Parry, Post Office, Calgary.
 James Pender, Post Office, Vancouver.
 Arthur J. Pinchback, Letter Carrier, Calgary.
 John S. Shaw, Post Office, Vancouver.
 John W. Searles, Post Office, Toronto.
 J. A. P. Haydon, Printing Bureau, Ottawa.
 Gregory Burns, Printing Bureau, Ottawa.
 T. McCadden, Printing Bureau, Ottawa.
 Wm. Doherty, Printing Bureau, Ottawa.
 A. W. Branch, Printing Bureau, Ottawa.
 Geo. J. Ward, Printing Bureau, Ottawa.
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Ottawa, Jan. 7, 1916.

THE NATIONAL DUTY.

"There are hundreds of thousands of young, vigorous and capable men who can be spared for this glorious duty, who are still not in khaki. If they hesitate any longer they will be forever shamed. If they refuse to respond to their country's call, the nation must and will claim them on other terms.

"Fellow-countrymen! there cannot be rights without duties. Freedom cannot exist where men are not prepared to defend it. The defence of the country is the elemental duty of every capable citizen. Where the country calls all must respond. It is not contrary to the principles of democracy, nor out of harmony with the bases of trades unionism, to enforce on all citizens that national solidarity implied in the duty of national defence. The men who shrink now will assuredly be compelled to play the game, or be treated as national black-legs."

—Manifesto of the British Socialist
National Defence Committee.

— o —

(By Rev. S. D. Chown, D.D., General
Superintendent of the Methodist
Church in Canada.)

*"We are now living on the highest
peak of history and for generations
to come men will look back upon these
days and ponder."*

OUR BOYS

Previously reported:

Dead	41
Wounded	67
Prisoners	7

THE CALL.

The call has come,—the call which Canadians at large and civil servants in particular have been expecting for some time,—the call for aid to the Canadian Patriotic Fund.

On New Year's Day, His Royal Highness the Governor General appealed to the people of the Dominion on behalf of the wives and children of the men who are fighting for the Empire in the ranks of the Canadian Expeditionary Force. It is an appeal which no argument can strengthen. The heart that does not respond to it is cold and hard beyond any influence of patriotism or gratitude. Through the Patriotic Fund the people of Canada dispense no charity,—they merely pay a debt. Shall it be paid grudgingly, reluctantly, and in niggard measure, or freely, gladly and generously?

Civil servants are urged to join in the organized movement for a Civil Service subscription. The plans for the collection are being carefully prepared, as indicated by the bulletin published elsewhere in this issue. The Civil Service has done well in sending men to the front, in Red Cross work, and in previous subscriptions to the Patriotic Fund. This new call gives the Service opportunity to make another creditable showing and to once more demonstrate that no class of citizens surpasses them in readiness to support the nation's burden by every means in their power. That the opportunity will be welcomed there is no doubt. The civil servants

from Louisburg to Dawson are ready. It only remains to carefully organize the collection of the contributions and to see that the full amount subscribed by civil servants is credited to the Civil Service body. All individuals and organizations in the Service are urged to await the instructions which will be issued for their guidance within a very short time. Be ready and wait for the word.

DR. LAROCHELLE'S ANALYSIS.

The interview with Dr. LaRochelle, Civil Service Commissioner, which is published elsewhere in this issue, is of both interest and value to the members of the Civil Service, inasmuch as it throws additional light upon the matters dealt with in Dr. LaRochelle's recently-published Memorandum to the Secretary of State, and also gives a fuller idea of the personal views of the Commissioner.

In this interview Dr. LaRochelle confines himself to a discussion of the Civil Service Act and the Regulations of the Commission. The conclusions which he arrives at are in accord with the broad principles which underlie the Act and which are followed in Sir George Murray's recommendations and in the Bill introduced at a recent session of Parliament by the Hon. Mr. White.

Dr. LaRochelle refers only incidentally to methods of administration, and this is a matter of vital importance. He states that fifty-eight per cent of the professional and technical appointments made since 1908 have been decided by competition. By "competition" he means, it is presumed, the mere comparison of the applications sent in by candidates. This system was explained in detail by Dr. Shortt in his speech at the Ottawa Forum some time ago. Its imperfections and utter inadequacy are so glaring that one wonders that the Commission,—that the Ministers

themselves,—have been content to permit it to be followed so long. "Competition" can only be applied to it in the broadest sense.

There seems to be no good reason for delaying the establishment of a proper system of competitive examinations for such appointments. No legislation is required. The Commissioners have the matter in their own hands.

Civilian readers and civil servants at large would be glad to have from Dr. LaRochelle a discussion of the *administration* of the Civil Service law and regulations, together with his views on the present and possible methods of "competition" for technical and professional appointments.

AU REVOIR, "LOW RATE."

"Low Rate" has gone,—gone a-flying,—flying over battlefields "on a thing made of string," looking for Huns with a machine-gun. Those who know "Low Rate" in person will appreciate that it means no small sacrifice for him to give up the ease and comfort of life in Ottawa for the hardships of the field and the stern discipline of army life. "I've a duty to do," says he,—and *The Civilian* knows he will do it well. "Low Rate" is one of *The Civilian's* best "finds." He is a front-ranker among those whose literary gifts have been made known through the columns of this journal. Of all the original contributions published since its inception, those of "Low Rate" have been the most widely copied and most earnestly discussed. "Low Rate" has neither feared nor favored anyone and the outspoken and unsparing character of his writings has earned him many critics. Such is the penalty of originality. "Low Rate" is now in England. On the bosom of the broad Atlantic he sang his "Swan Song." Readers will find it on another page, and will join with the editors in wish-

ing the author success and distinction as a soldier and a safe return to Canada when the war is ended. Au revoir, "Low Rate"!

Motto for the new year—"War first."

* * *

The devotion of every energy to the prosecution of the war is the first duty of every loyal British subject.

* * *

The causes of the war, its rights and wrongs, and what we shall do when the war is over, are matters of no importance in comparison with the one great fact,—we are in the midst of a war for existence and we must win for our own sakes and for the sake of the weaker peoples who look to us for protection.

* * *

Everyone has a duty to perform in direct relation to the war. The duty of every able-bodied man who has not absolutely prohibitive family ties is to don the khaki. To those who cannot serve under arms remain the two duties of keeping the affairs of the nation in the best possible condition and of guarding the dependents of the soldiers. Faithfulness to the daily task in office, shop, factory or home, a willing ear to the cry of distress and a constant practice of thrift are the qualities required in the civil population of a country at war. Under our free democracy we are permitted to do as we please in these matters. The law compels no one. May conscience prove a sterner master!

* * *

Correspondents whose contributions do not appear in the first issue after being sent to *The Civilian* or whose reports are condensed or reduced, must not take this to be an indication that matter is not acceptable for publication. *The Civilian* has to be made up on the principle of "the greatest interest to the great-

est number." Both Inside and Outside services, all the departments and all sections of the Dominion have to have consideration. The problem of what to leave out is one of the most vexatious that the editors have to deal with, and it is one that has to be met before the "make-up" of almost every issue. The Christmas eve number was no exception to the rule and much good material had to be held over for this and subsequent issues.

LAMPLOUGH WON D.C.M.

F. L. Lamplough, father of Corp. L. A. Lamplough, of the Canadian Field Artillery, who was killed in action at Ypres on May 9th, has received a letter from the King's military secretary which bears ample testimony to the gallant young soldier's worth. It is now also learned that Corporal Lamplough was in command of his gun when he received his death wound, the senior n.e.o.'s having been struck down earlier in the action. The letter to the grieving, yet proud, father is as follows:

Sir,—I have it in command from His Majesty the King to inform you, as next of kin of the late Corporal Leonard Alderson Lamplough, of the 1st Brigade, Canadian Field Artillery, that this non-commissioned officer was mentioned in a despatch from Field Marshal Sir John French dated the 31st May, 1915, and published in the "London Gazette," dated 22nd June, 1915, for gallant and distinguished service in the field.

His Majesty desires to condole with you on the loss you have sustained and to express his high appreciation of the services of the late Corporal Leonard Alderson Lamplough.

(Signed) TECK, Lt.-Col.,
Assistant Military Secretary.

MOUTH-FIGHTERS.

"Some fight with rifles, some fight with their purses and some fight with their *mouths*," someone has said. It is those who fight with their *mouths* now that will be boasting "*we won*" after a while.

OTTAWA ASSOCIATION.

A special meeting of the Executive was held Tuesday, December 28th, for the purpose of receiving the reports of the sub-committee on Patriotic Affairs and the special sub-committee appointed to meet the Directors of the Civil Service Club in conference regarding the affairs of the Club.

Briefly, the report of the sub-committee on Patriotic Affairs recommended as follows:

(1) That an appeal for further subscriptions to the Patriotic Fund be made to the Inside Service at an early date.

(2) That the appeal be made in the form of a circular with a detachable coupon on which each individual may indicate the amount and the method of payment of his subscription, it being understood that such would be the authorization for making the deductions from the salary cheques.

(3) That a general meeting of the Association be held in January for the purpose of acquainting the Service with the needs of the Fund and with the methods of its administration, and for the further purpose of endorsing the action of the Executive.

After some discussion the report was passed without amendment, the arrangements for carrying it out being left in the hands of the sub-committee on Patriotic Affairs.

The report of the delegates to the conference regarding the Club consisted mainly of a statement of the present financial position of the Club, which has already been published in *The Civilian*. As no definite proposal for immediate action was submitted, a sub-committee of Messrs. McVeigh, Tremaine and Doyle was appointed to endeavor to find some way of assisting to put the Club again amongst the flourishing organizations of the Service.

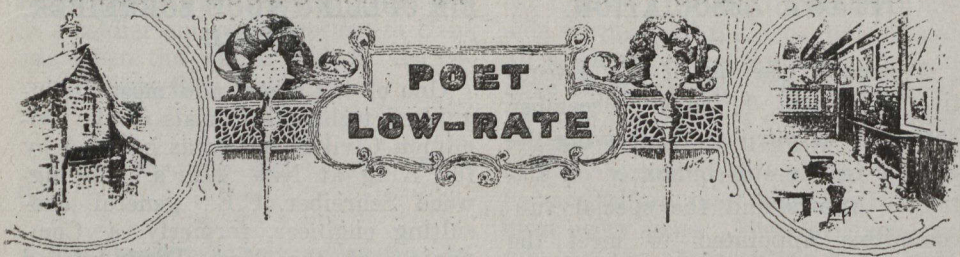
**SIR COLLINGWOOD SCHREIBER,
K.C.M.G.**

One of the oldest and most distinguished technical officials of the Dominion Civil Service was honored by the King at New Year's. Collingwood Schreiber, C.E., general consulting engineer, formerly a Companion of the Most Distinguished Order of St. Michael and St. George, was raised to the dignity of a Knight Commander.

Sir Collingwood Schreiber is a native of England, being born in Essex in 1831, a son of the late Rev. Thos. Schreiber and Sarah Schreiber.

He came to Canada in 1852 and almost immediately obtained a position on the engineering staff of the Toronto and Hamilton Railway, continuing in the employ of that company until the completion of the road in 1856. He practiced engineering in Toronto as a member of the firm of Fleming, Ridout and Schreiber from 1856 until 1860, following which he was superintendent of engineers for the Northern Railway until 1863. At this date he became divisional engineer for the Nova Scotia Government on the Pictou Railway, remaining in charge of the works until their completion in 1867. Subsequently he became connected with the Intercolonial Railway in charge of surveys, taking charge of the Eastern Extension Railway as superintending engineer in 1869. He was appointed chief engineer and general manager of government railways in 1873, and in 1892 he was appointed chief engineer of the Department of Railways and Canals and also Deputy Minister of Railways and Canals. Since 1905 he has been general consulting engineer to the Dominion Government.

One lie engenders another. Once committed, the liar has to go on in his cause of lying; it is the penalty of his transgression.—*F. Jacob.*



It will interest Civilian readers to know that the "Swan Song" was written by "Low Rate" on board the R.M.S. "Adriatic" while on his way overseas on military service. "Low Rate" has qualified as Flight Lieutenant in the Aviation Corps, and in this very important branch of the service hopes to do his bit.

SWAN SONG.

I'm bidding adieu,
 To the friends, staunch and true,
 Who have honored, by reading this page,
 The fellow whose pen
 Has p'raps sprayed, now and then,
 Its whiteness with thoughts sad or sage.
 For those who've been fair
 A well-wishing prayer
 Comes stealing from depths of my throat,
 Whilst I freely forgive
 Those others who live,—
 The fellows who've cursed all I wrote.

I've taken to wings
 On a thing made of strings
 Propelled by a motor thru air.
 I've started abroad,
 And I trust to the Lord
 I'm permitted to do my wee share.
 They'll mount me a gun
 To go seeking the Hun,
 Who has made of fair Europe a hell;
 And whatever you say
 Of the thoughts I've let stray,
 I know you're all wishing me well.

I'm going to fly
 Thru the limitless sky
 With a thing that is feeble and frail;
 Where the chances of death
 Come as fast as one's breath,
 But I swear that I never shall quail.
 I've a duty to do,
 And in parting from you,

Here to stay till the struggle is won,
 I'll remember the name
 That has gone down to fame,—
 "The Dominion" of which I'm a son.

I may not come back,
 With my pen, to attack
 Many things that it pleased me to do;
 But wherever I be
 Fighting hard o'er the sea
 I shall often be thinking of you.
 So again, now,—Good-bye!
 Ere I rush thru the sky
 On a trip that, mayhap, is my last,
 And I hope that you all
 Place a casket and pall
 O'er the bones of my lit'rary past.

THE CIVIL SERVICE ASSOCIATION OF OTTAWA.

Bulletin No. 1, 1915-16.

In view of an anticipated early appeal by the Central Committee of the Canadian Patriotic Fund for further subscriptions to that fund, the Executive has decided to call a meeting of the Association in January in order to place before the Service a proposal for a Civil Service contribution or contributions.

The details of this plan are now being worked out by the sub-committee on Patriotic Affairs, but it may be stated that the proposed plan will be found comprehensive enough to provide for receiving the humblest subscription as well as the largest.

In order to preserve unanimity of action in this matter, civil servants are requested to bear these facts in mind until the meeting referred to is called. It is the intention of the Executive to arrange for a full explanation of the needs of the Fund and of the method of its administration to be given at the meeting, in the confident belief that with the facts before them all civil servants will contribute as generously as their means will permit.

Signed on behalf of the Executive,

WALTER TODD,

President.

J. C. O'CONNOR,

Secretary.

Ottawa, December 30th, 1915.

CIVIL SERVANTS ON CITY BOARDS.

Several civil servants were elected to municipal boards in Ottawa on January 3rd.

Joseph Kent, of the Ottawa River Works Branch, was returned to his old place on the Board of Control.

Chas. G. Pepper, of the Printing

Bureau, was returned Alderman by acclamation.

J. W. Featherstone, of Public Works, was re-elected Alderman.

Wm. Cherry, of the Post Office Department, went back to the City Council where he was two years ago.

C. S. Birtch, of Trade and Commerce, is School Trustee by acclamation.

ELECTED IN TORONTO.

John Arpen Cowan, re-elected Alderman in Toronto, is a retired Customs officer. He was in the Service for forty years, superannuating in 1914.

J. George Ramsden, Alderman in Toronto for 1916, was formerly an inspector of reserves in the Department of Indian Affairs. He was Alderman in 1903, 1904 and 1915.

WHAT IT MEANS.

The question is often asked by newcomers to the Capital, "What does the Civil Service mean to Ottawa?"

If the query is directed to an individual outside the Service, it is very likely to uncover one of the numerous "chronic knockers" who will promptly display his prized assortment of jibes and witticisms and wind up with a lecture on "easy money," "high living," etc., etc. A civil servant answering the question will tell a different story and may, on occasion, make some little remark about "sour grapes." Newspapers are generally non-partisan on this question, but the newspapermen know what is what. Here's what a leading daily had to say on December 15th:

"Four hundred and fifty thousand dollars will be dumped into Ottawa business channels to-day. This amount includes the pay cheques to some 8,000 employees, cabinet and administrative salaries. Watch business jump from now to Christmas."

Surely this gleeful outburst tells what the Civil Service means to Ottawa!

OTTAWA FORESTERS' CLUB.

At the annual meeting of the Ottawa Foresters' Club it was decided to continue and extend the work of getting the forest engineers in Ottawa together every two or three weeks during the winter to hear lec-

tures and informal talks on different phases of forest conservation.

The officers elected for the ensuing year were: President, R. H. Campbell, Director of Forestry; Vice-President, Clyde Leavitt, Chief Forester, Commission of Conservation; Secretary-Treasurer, F. H. Byshe, Forestry Branch.

The club is in affiliation with the Canadian Society of Forest Engineers and in addition to having members give their special experiences on surveys, fire-fighting and the like, it is hoped to have addresses from prominent forest engineers who may be passing through Ottawa.

The first of the regular winter meetings was held on the evening of December 15th. The chair was occupied by President R. H. Campbell and there were present representatives of the Forestry, Entomological, Horticultural and Seed branches, of the Railway Commission, Commission of Conservation and Geological Survey and of fire protective associations and Ottawa lumber firms.

The speaker of the evening was Clyde Leavitt, Chief Forester of the Commission of Conservation and Chief Fire Inspector of the Railway Commission. Mr. Leavitt spoke on the work of the convention of lumbermen and foresters held at San Francisco during the recent exposition. This was followed by a general discussion. The belief of all present was that the only way to cure the forest fire menace was to have thorough and hearty co-operation among all responsible for forest protection. The work of the St. Maurice Valley and Lower Ottawa Co-operative Forest Protective Associations was endorsed and their good results recounted. During the evening a resolution was passed expressing the sympathy of the club with the family of the late A. Knechtel, Forester of the Parks branch, whose sudden death was referred to in the last issue of *The Civilian*.

FURTHER ELECTIONS.

Further elections of representatives to the Executive Committee of the Civil Service Association of Ottawa and of an Advisory Board are reported, as follows:

Dept. of the Interior—Representatives, N. B. Sheppard and W. B. Armstrong.

The Senate—Representatives, C. H. Jones, Advisory Board—Division I, S. Lelievre; Division II, W. J. O'Neill; Division III, Charles H. Larose; Messengers, A. Delaire.

RED CROSS THANKS.

The following self-explanatory letter has been received by the secretary of the Civil Service Section of the Woman's Committee of the Ottawa Red Cross organization:

Miss Doyle,

Civil Service Unit.

Dear Madam,—

I am directed by the President and Executive of the Women's Committee to tell you how much the excellent work done by the Civil Service Section is appreciated, and to ask you to give the very hearty thanks of the Committee to your members, who are so generous and self-sacrificing. We know our thanks are unimportant, but we cannot do less than express them, since the gratitude of the actual recipients, though heartfelt, cannot always be sent.

I have the honor to remain,

Your obedient servant,

(Sgd.) HENRIETTA C. WILSON,
Hon. Sec.

WAR NOTES.

Captain N. C. Ogilvie, of the Princess Patricia Canadian Light Infantry, was among the invalided soldiers who returned to Canada by the trans-

port Metagama at Christmas. Capt. Ogilvie was a civil employee of the Department of Militia and Defence before the war and held a commission in the 3rd Victoria Rifles of Montreal. He was wounded on April 25th.

The President of the South Vancouver Soldiers' and Sailors' Mothers and Wives Branch of the Red Cross publishes acknowledgment of a donation of \$25 from the Vancouver post office staff. The money is to assist in purchasing material for the work of the branch.

"LAURENTIAN LYRICS."

Fresh and clean as a sprig of holly, and sweet as the first breeze of morn across a clover meadow, is the little volume of "Laurentian Lyrics and Other Poems" by Arthur S. Bourinot, just from the Copp-Clark Press. To those who have tasted the charms of the Laurentians and who have been thrilled by evening's mysteries and morning's revelations, these little verses come as long-sought-for words of adequate expression. The author touches lightly here and there, never venturing to familiarity, never brushing the dew from the flower, but always worshipping and wondering and leaving the fine taste of pleasure unspoiled. Bourinot knows his hills in all their gentler moods and has flung about them a robe of daintiness such as their granite crests and pine-clad slopes have never known before. But, while he loves to yield to Nature's spell, his ears are not closed to the sore cry of humanity in these times. In "Immortality" he lays a fragrant offering upon the bier of soldier and sailor. The call to arms is heard in "Reveille" and in "To Italy" while to the memory of Rupert Brooke, the poet-dreamer who heard that call, he pays a fellow-singer's tribute. Finally, in the last lines of the little volume, we have a hint of a new field of rapture, just discovered, and the

reader cannot but anticipate the pleasure of more verses from the same pen, inspired by feelings to which the granite hearts of the Laurentians could not respond.—J. D. C.

ASTRONOMICAL SOCIETY.

The Ottawa Centre of the Royal Astronomical Society of Canada held its annual meeting a few days ago. The reports of the secretary and the treasurer showed the very satisfactory condition of the affairs of the Society. The following officers were elected for the coming year: President, F. A. McDiarmid; vice-president, J. J. McArthur; secretary, E. A. Hodgson; treasurer, D. B. Nugent; councillors, Dr. W. Bell Dawson, G. B. Dodge, T. Fawcett, together with Past Presidents Dr. King, Dr. Otto Klotz, Dr. J. S. Plaskett and R. M. Stewart. L. O. Brown was elected a member of the Society and Dr. M. G. LaRochelle, T. L. Tanton, F. E. Buck and M. C. Jamieson were proposed for membership in the Society.

A good programme is being planned for the coming year, and already a number of excellent lectures are in view.

NO TIME FOR SPORTS.

"I am sorry to hear so much about the captains of hockey and baseball teams. This is not a time for games. These are men physically fit for the army. Let them throw aside their weapons of play and take the rifle and the bayonet. I say that not one of us should go to a hockey match."

These were the words of ex-Controller Wanklyn, one of the foremost citizens of Montreal, at a recent recruiting meeting. Mr. Wanklyn's sons are at the front and it is their father's deepest regret that he cannot be there too.

At the same meeting Dr. A. W. Thornton, of McGill University,

spoke of his experience during his recent visit to France and England. He said that there was something of divinity about the conduct of some of the men who were there in the firing lines. Their experiences would drive the yellow out of any man. "The British Empire is tapping to call us to her aid," he said; "the khaki uniform in these days is better than the richest suit of broadcloth."

TRADE OFFICIAL DEAD.

E. D. Arnaud, one of the oldest Trade Commissioners on the staff of the Department of Trade and Commerce, died suddenly last week at Bristol, England, in which city he was stationed. Mr. Arnaud was sixty-eight years of age and entered the Trade Commissioner service in 1905. He was located first at Chicago and later at St. Johns, Nfld. Before being engaged by the Government he was manager of a bank at Annapolis, N.S.

HONORS THE BRAVE.

The Government of the Commonwealth of Australia has publicly recognized the patriotism of its civil employees who are serving in the Expeditionary Forces in an unique way. In the new Civil Service list, just issued, the name of every such volunteer is distinguished by a special mark and an explanatory note appears at the foot of the page. This constitutes an official and permanent "roll of honor" for the civil servants of the Commonwealth.

IS IT UP TO YOU?

Simcoe Reformer.

Canadian boys in German prisons living on food here given to pigs, are waiting for fellow-Britishers to release them. Young man, what are you going to do about it?

IN A DRESSING STATION.

Every man who goes to the front sees the war from a different angle than any of his comrades. Conditions and work in advanced hospitals, upon which the lives of thousands of wounded depend, are always matters of interest.

Writing from France, Sergt. R. J. Hardwicke, formerly of the Vancouver post office staff, and now with the Canadian Army Medical Corps at the front, says in part:

"Things are rather quiet here at present. The dental surgeon works in the Field Ambulance headquarters dressing station of the unit of ambulance to which he is attached, so therefore, he and I, his humble, are working at an improvised hospital staffed and equipped by the 4th F. A.

"The building is a small school-house attached to a convent. The conversion of the two classrooms into a receiving room and a surgical ward was easy, owing to the fact that we took over the premises from an ambulance corps of the imperial army, who were good enough to leave with us quite a collection of improvised equipment. For instance they had partitioned a small space for the operating table, had built a few tables out of packing cases, also chairs and other such articles quite large enough to be accepted gratefully.

"In the ward a small heating stove has been fixed up for the comfort of the patients, whose stay here, by the way, is usually very brief. In the receiving room a large field boiler has been fixed, this of course is to provide hot water for the surgeons to sterilize the surgical instruments, dressings and so forth. Naturally it also keeps the room warm, which greatly adds to the comfort of all concerned.

"Patients are brought here by motor ambulance from the advanced dressing station. If the medical officer thinks it necessary the field dressings are removed. Flesh wounds are treated as is necessary, not only for the good but for the comfort of the patient also. Fractures are also made immobile by the application of hospital splints, replacing the improvised field splints, some of which are very original and also very clever.

"All surgical cases are given anti-tetanus injection, and all those who are able to receive it, a good warm meal. They are thus made comfortable for a journey again by motor ambulance to the Casualty Clearing Hospital. There is no distinction. The rank and file are treated the very same as

the officers. We are being very well fed here, and have a good variety of wholesome food. At the present time the hospital orderlies are working eight-hour shifts, but naturally are available at any time. When a rush comes all hands are at work.

"At the present time we are situated five miles from the first line of trenches. This I believe is as near as possible for the Field Ambulance H. Q. dressing station, which is really a collecting zone for the brigade to which it is attached. The weather has been very favorable to us for the time of the year, but just a casual glance is sufficient to show that the boys are preparing for winter."

BONAR LAW'S OPINION.

(The New Age, London.)

On the demand in Fleet Street for the introduction of business men into the Government, Mr. Bonar Law, a business man himself, said a severe word. Having, he said, had experience of the best of our civil servants, he preferred them to the business men he knew!

TIT FOR TAT.

John Muir, California's naturalist and explorer, relates the following story of Col. D. C. Collier:

While riding along a mountain road in San Diego, Cal., Mr. Collier came upon a dilapidated corral fence upon which hung a sign bearing the following announcement: "For Sail." A bright looking small boy sat on the fence beside the sign, and Mr. Collier asked him: "When does this ranch sail?"

The small boy glanced up quickly at Mr. Collier, smiled and said: "When some sucker comes along who can raise the wind."

A well-known statesman is not fond of giving his signature to collectors. On one occasion, however, when asked to write in a lady friend's album, he consented to do so. He noticed that someone had written in the book the words, "Do right, and fear no man." Without a moment's hesitation he wrote underneath it, "Don't write, and fear no woman!"

Personals.

The following list includes changes in the personnel of the Service during the month of November, 1915, as far as obtainable. Division (Div.) refers to Inside Service only:

Appointments.

Customs Dept.—Wilbert Worsley to Div. 2B; Douglas L. Peters to Div. 2B; Percy W. Johnston to Div. 2B; Wm. A. Deslauriers to Div. 2B; Hyman Doctor to Div. 3B; Alice E. Boreham to Div. 3B; M. J. Campbell, preventive officer, Rainy River; Edwin A. Cook, preventive officer, Prescott.

Inland Revenue—Michael F. Gallagher to Div. 1B and private secretary; Mary E. O'Connor to Div. 3B; Juliette Tremblay to Div. 3B; Melrose McSpadden to 3rd class officer, Vancouver.

Interior Dept.—John W. Simmers to messenger; John D. Armstrong to Div. 2B; Stephen J. Murphy to Div. 2B.

Justice Dept.—Mary I. Story to Div. 3B; Chas. P. Plaxton to Div. 2A at \$1,800; Jas. L. Bell to police magistrate, White Horse.

Marine and Fisheries—Paul L. Kuhring to Div. 2B.

Mines Dept.—Marc Marchesseault to Div. 3B at \$600.

Post Office Dept.—Jean Dumont to Div. 1B and private secretary; John S. Ringrose and L. L. Chapman to sorters; Eugene Leveille to 3rd class, Montreal P. O.; Russell MacKenzie to 3rd class, Winnipeg P. O.; Ivan Galipeau to 3rd class, Ottawa P. O.

Public Works Dept.—Chas. A. Narraway to Div. 2B at \$1,000.

Promotions.

Interior Dept.—To Div. 5A, G. E. Purvis, J. E. Dowd, Margt. A. Thomson; to Div. 1B, Kenneth R. Daly.

Post Office Dept.—J. B. Demers, Montreal, to 3rd class; Alexander Beattie, Toronto, to 1st class; Richard C. Hornibrook, P. O. Inspr's., North Bay, to class 2A; Walter H. Galaugher, North Bay, to class 2A; Oliver McCallum, London P. O., to class 2A; Roley J. Hislop, London P. O., to class 2A; George W. Oliver, London P. O., to class 2A; J. J. Fitzmaurice, London P. O., to class 2A; William E. Potts, London P. O., to class 2A; George W. Grimshaw, London P. O., to class 2A; Thomas M. Bidner, London P. O., to class 2A; Robert Cordiner, Guelph P. O., to class 2A; E. B. Walker, Guelph P. O., to class 2A; Miss Helen Jeffrey, Victoria P. O. Inspr's.,

to class 2B; Miss B. C. Perkins, St. John P. O., to class 3A; C. D. Colpitts, St. John P. O., to class 3A; E. H. Ouellette, Supt. R.M.S., Ottawa, to class 3A.

Resignations.

Helen A. Grange, Div. 3A, Conservation Commission.

S. S. McLaren, packer, Customs Dept.

Alexander J. Clark, sub-collector, Campbell's, Customs Dept.

Archibald Bishop, sub-collector, North Lake, Customs Dept.

Thos. B. Perry, sub-collector, Deloraine, Customs Dept.

Chas. McCarthy, prev. officer, Halifax, Customs Dept.

John W. Curran, prev. officer, Vicars, Customs Dept.

W. K. Thompson, Div. 2B, Interior Dept.

Miss M. A. Schofield, Div. 3B, Interior Dept.

Jas. E. Lee, railway mail clerk, Ottawa.

F. J. Tooze, clerk, Toronto Post Office.

Andrew Buchan, clerk, Winnipeg Post Office.

Eugene Lafrancoise, clerk, Montreal Post Office.

Miss L. M. Bates, Div. 3A, Public Works.

Frank Jamieson, Div. 3A, Railways and Canals.

Robt. W. Thornton, 3rd class, St. John Post Office.

W. R. Fortin, 3rd class, Montreal Post Office.

H. F. Gosselin, 3rd class, Quebec Post Office.

Transfers.

Austin J. Murphy, from Immigration Outside Service to Div. 2B, Interior Dept.

Chas. Bruce, from engineer, St. John, to Div. 2A, Naval Service at \$1,700.

Superannuations.

J. M. McGovern, Immigration agent at Port Arthur.

Louis A. Grison, Div. 2B, Printing and Stationery.

General.

The official list of superannuations for November contains the name of Louis Armand Grison, doyen of the King's Printer's staff. Mr. Grison has attained his eighty-fourth year, and has been in the Civil Service for thirty-six years. His retirement is assuredly well-earned.

B. W. Sherwood, for thirty-two years in the office of the Auditor General, has been appointed assistant accountant of the

House of Commons. He succeeds Lieut.-Col. D. W. Cameron, who was promoted to be chief accountant, vice D. C. Chamberlain, superannuated.

Mr. Y. Williams, Ph.D., of the Geological Survey, was married at Inkerman on December 23rd to Lulu Maud, youngest daughter of Rev. Dr. and Mrs. Philip.

Mr. and Mrs. F. P. Gutelius, of Moncton, N.B., announce the engagement of their eldest daughter, Dorothy, to Dr. Duncan A. Campbell, son of Mr. and Mrs. Donald Campbell, of North Bay, Ont. The wedding will take place quietly, early in the New Year.

Postmaster William Vance, of Millbrook, Ont., and Mrs. Vance celebrated their golden wedding anniversary at Christmas-tide. The venerable couple took up their residence in Millbrook two years after their marriage, and Mr. Vance has been postmaster of the town for forty years.

Obituary.

Another of the few remaining members of the original Civil Service of the Dominion passed away on December 21st in the person of George Smith, of the House of Commons staff. Mr. Smith was first appointed in September, 1866, and for the past twenty-nine years had occupied the position of bank messenger and assistant in the accountant's office. He was seventy-three years of age. Death was caused by pneumonia, his illness being very brief. His widow and two sons survive.

Mrs. Charles Stock, mother of Thomas Stock, of the Railway Mail Service, died on December 18th in her fifty-third year.

Annie, wife of Charles F. Schroeder, of the Printing Bureau, died on December 26th, aged thirty-three years.

The death occurred on December 27th of Alexander Duff, the oldest member of the staff of the Public Archives. Mr. Duff had passed his eighty-third birthday and had been connected with the Archives for twenty-two years.

John B. Mason, of the Department of the Interior, died on January 3rd, aged 83 years. He had been in the Government Service for thirty-one years.

QUANTITY MOST IMPORTANT.

Said the landlady to the newly billeted soldier: "How do you like your eggs boiled?"

"Two at a time please," was the young fellow's prompt and illuminating reply.

"MY LITTLE WET HOME IN THE TRENCH."

Here's the latest "trench song" as sung by our gallant soldier boys in Flanders. It is to the tune of "My Little Grey Home in the West." It runs as follows:

I've a little wet home in the trench
Where the rain storms unceasingly
drench;

There's a sky overhead,
Clay and mud for a bed,
And a stone that we use for a bench.
Bully beef and hard biscuits we
chew—

It seems years since we tasted a stew.
Shells crackle and scare,
Yet no place can compare
With my little wet home in the trench.

The Huns in that trench o'er the way,
Seem to know that we've come here to
stay.

They shoot and they shout,
But they can't get us out,
Though there's no dirty trick they
don't play.

They rushed us a few nights ago,
But we don't like intruders, and so
Some departed quite sore;
Others stayed evermore
Near my little wet home in the trench.

So, Hurrah! for the mud and the
clay,

Which leads to "Der Tag"—that's
the day

When we enter Berlin,
That City of Sin,
And we'll make the black-hearted
ones pay,

Yes, we'll think of the cold, slush and
stench,

While from Huns our just payment
we wrench.

There'll be shed then, I fear,
Redder stuff than a tear
For my little wet home in the trench.

The Mint reports an astonishing demand for coppers. Church attendance going up?

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THE POSTAL JOURNAL

VOL. I.

JANUARY 7, 1915

No. 7

*Edited under the auspices of
The Postal Clerks' Association of the Dominion of Canada.*

Executive Board of the Postal Clerks' Association.

President	A. S. Black, Vancouver.
Vice-President	C. Gardner, Regina.
Secretary	J. W. Green, Winnipeg.
Treasurer	E. Simms, Calgary.
Vice-President for Manitoba	S. C. Berridge, Brandon.
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Vice-President for Alberta	E. H. Mitchell, Edmonton.
Vice-President for British Columbia	J. B. Sinclair, Victoria.

The Association Aims.

1. To obtain for all Post Office clerks one day in each week for a day of rest.
2. To impress upon the Government our desire that eight hours shall constitute a day's work, such eight hours to be completed within twelve hours and to consist of not more than two attendances.
3. That seven hours constitute a day's work between the hours of 10 p.m. and 7 a.m.
4. To obtain time off for all overtime worked or payment in lieu thereof.
5. To secure equal conditions for all Post Office clerks, whether employed in semi-staff or city offices.
6. To abolish, by any and every means in its power, the patronage system, at the same time bringing all possible pressure to bear upon the Government in order to obtain the adoption of the merit system throughout the entire Civil Service.
7. To secure, as a reward for merit and long and faithful service, the higher positions in the Postal Service, knowing that such positions can be filled more advantageously from the rank and file of the service than by the appointment of individuals having no knowledge of Postal work.
8. To stimulate and foster organization among Post Office clerks, believing, as we do, that by this method only is it possible to obtain justice at the hands of the Department and equal rights for all.

All correspondence, matter for publication, etc., should be addressed to the Editor, A. Venables, Calgary, Alberta.

CALGARY POSTAL CLERKS' MUTUAL AID.

The annual general meeting of this society was held on Dec. 10th. The society was formed in February last, and in spite of exceptional conditions created by the war, and the loss of several members owing to their enlisting, the result is most gratifying, as the balance sheet shows. The balance in hand was divided pro rata among the members, and the Secretary remarked that the difference in the appearance of the members when receiving their cheques and when he goes to collect

their dues made an interesting study in facial expression. Thirty-three members received \$6.58, ten \$5.73, and one \$3.58.

It was unanimously decided to continue the society and many new members have been enrolled. It was also suggested that an effort be made to make this scheme Dominion-wide.

With the one exception that Mr. Scott replaces Mr. Venables, the personal of the officers remains the same, although there is a shift round of offices. Everyone was most enthusiastic over the good work done by the able Secretary, Mr. Davies, and a suitable appreciation was given him in a practical manner.

BALANCE SHEET FOR THE YEAR 1915.

Receipts.

By total of dues received	\$458 20
Interest on bank account	3 10
Total	<u>\$461 30</u>

Expenditures.

Stationery	\$ 6 05
Postage and war tax	1 70
Refund to members enlisting and leaving the Service	51 05
Sick benefit—	
G. Peakman	\$50 00
J. Speechley	20 00
H. Ripley	25 00
A. King	30 00
H. Holden	5 00
	<u>130 00</u>
Balance in bank for distribution.	272 50
	<u>\$461 30</u>

F. M. DAVIES,
Financial Secretary.

Audited and found correct:

H. L. CHENEY.
S. CUNNINGHAM.

NOTES BY THE WAY.

A Comparison.

The following is an extract from the final judgment delivered by Mr. Justice Powers, sitting as arbitrator between the Postal Sorters and the Public Service Commissioner of the Commonwealth of Australia,—Hours of duty and overtime,—“Hours of duty are ordered to be: For day work, 44 hours per week; for broken shifts, 42 hours; for night work, 40 hours. Overtime on ordinary days beyond the hours of duty is to be paid at the rate of time and a half, and for all time on Sunday time and a half is to be allowed. An employee shall be entitled to half a day’s pay at least, at the rate mentioned, if called upon to do duty on a holiday. If an employee is required during any shift to do work between the hours of 11.30 p.m. and 4 a.m., the whole of that shift shall be deemed to be night work.”

Apart from the fact that these hours are somewhat shorter than Canadian postal clerks are in the habit of working, there’s something that is a still greater advantage, viz., that the Australian postal clerks know just how long they are expected to work and exactly what they are entitled to if they are required to work overtime or on holidays and Sundays.

Those reading the Regina Notes will learn that Mr. Robert Beauchamp was married recently. Mr. Beauchamp, for some time past, has been the energetic Secretary of the Regina Association and a constant contributor to *The Civilian*. Further, since the inauguration of these pages, Mr. Beauchamp has been one of the foremost pillars of support to this journal. All will join in wishing Mr. and Mrs. Beauchamp very many years of health and happiness.

The Editor acknowledges, with very many thanks, greeting cards from Regina, Moose Jaw and Brandon.

We learn that a number of the Strathcona boys have recently joined our Edmonton branch. This is very encouraging, and perhaps we’ll get some news from the south side of the river sometimes.

With the rush over and the New Year in, there will be no excuse for those who do not do their share, in some way or other, to make these pages a success.

When the general public’s opinion of Government servants is considered, the following from the Calgary Herald is not too bad: “Clerks in the city post office may not have a hard time of it for the best part of each year, but in the Christmas holidays weeks they make up for all the easy times they have the other eleven months.”

BRANCH NOTES.

Edmonton.

Our Executive is following up the good suggestion of our Vancouver brothers in the holding of an entertainment after the meeting, and the suggestion will be put into practise at our next meeting. Our orchestra is busy putting up the musical scores in preparation, and aspiring masters of song and poetry are to be found in various corners of our office giving vent to the airings of their cherished pieces. Donald McPherson is rubbing up “Gunga Din” and Kipling himself will be proud of his poem when Mac. has dramatized it. “Jim” Cook, our new committeeman, is busy studying up the work for the association’s new year. “Jim” is one of the pioneer workers of the association movement, and we are glad to have him on the Executive.

We have just had word from one of our boys “somewhere in France,” who is best known as “Pallie” Pallister for ordinary purposes. “Pallie” wrote us from an old French barn wherein he and his fellows were having an impromptu concert by using a mouth organ and an old tin whistle as accompaniments. He tells us he is long-

ing to get back to the trenches to have another "go at Fritz." The Edmonton boys wish to congratulate Regina and Moose Jaw branches in their joint meetings.

Prince Albert.

Believing that charity begins at home, the boys of this branch adopted a novel scheme for aiding returned wounded soldiers and their dependents or other needy families. At a meeting held recently it was decided to ask each man to make a contribution of one dollar monthly to be paid into a fund called the "Prince Albert Postal Clerks' District Fund." The postmen came in with us and we now bank a neat little sum monthly; three trustees were appointed, and the postmen on their rounds note any case of distress and report the matter; the trustees in turn send a local lady, well used to this class of work, to look into the case, and on her recommendation certain suitable relief is granted. The scheme promises to turn out well.

Regina.

That the Regina branch was lucky in its selection of an Entertainment Committee was more than proved by the success of the first whist drive and dance of the series to be held during the coming winter, which was held in the S.O.E. Hall, Angus street, on Wednesday evening, Dec. 1st. About fifty couples sat down to the whist, and Mr. C. Gardner, President of the branch, was the winner of the gentleman's prize.

In the interval between whist and dancing, refreshments were served by the committee.

Dancing followed, and the party finally broke up, assured that the good times of the coming winter will equal, if not surpass, those of last year.

Mr. Robert Beauchamp, Secretary of the Regina branch, was married on Dec. 6th to Miss Peggy Haward, late of the Regina Public Library. The wedding took place at St. Mary's Anglican Church. Mr. Stanley Tranter of the office performed the duties of best man, and gave every assistance to the groom during his hour of trial.

Vancouver.

If the December meeting of the Vancouver branch was not so well attended as the October and November meetings, it was equally as successful, and it is a matter for regret that more members did not hear the excellent narratives of Messrs. Digby and Hamilton, who were invalided home after doing their bit for King and Country and are at present filling temporary positions on the staff.

As far as business is concerned there was little to do, and it was soon disposed of.

Thereafter Mr. A. H. Digby, late sergeant in the 16th Battalion, Canadian Scottish, and Mr. R. L. Hamilton, late sergeant in the 7th Battalion (1st B.C. Regiment), recited their experiences from the time of their leaving Vancouver in September, 1914, until their return about a month ago. Sergeant Digby had lots to tell about the fights around Neuve Chappelle and Hill 60. He was wounded in the knee by a shell and spent several months in hospital in England.

Sergeant Hamilton was one of those who were gassed by the Germans at Festubert, and he finished his military career by being blown twenty yards by a shell, being badly smashed up during the process. Five months in hospital was the result, but he is now restored to health.

The simple narratives, told without any attempt at elaboration, without a word of criticism, praise or condemnation, stirred each listener to the core, and made one realize in a way no book or newspaper could have done the awful struggle waged so valiantly on our behalf against the German hosts in the earlier part of the year.

During an interval Sergeant J. C. Clucas, who has been serving during the summer with the Postal Corps at Vernon Military Camp, sang "Land of Hope and Glory," Mr. J. E. Holden accompanying.

* * *

Branch No. 12, Federated Association of Letter Carriers, has elected officers as follows: President, Bro. Lewis C. Carl; Vice-Pres., Bro. John Cass; Secretary, Bro. Robert Wight; Asst. Secy., Bro. Wm. A. Squires; Treasurer, Bro. Robert Kirkwood; Tyler, Bro. Maurice W. Buck. Trades and Labour Council delegates: Bros. Fred Knowles, Arthur R. Cook, John Cass, Robert Kirkwood and Robert Wight.

The following is the statement for November of the Vancouver Post Office War Fund:

Nov. 1.

To Cash in Bank	\$ 720.05
City Sortation and Postmaster's Office	69.00
Accountant's Dept.	18.00
General Delivery Dept.	14.00
Money Order Dept.	18.00
Despatch Dept.	71.00
Registration Dept.	17.00
Letter Carriers, Main Office..	168.00
" " Station "C" ..	81.00
" " No. Vancouver	12.00
" " and Clerk, Station "B"	38.00

Collectors	2.00
Parcel Post Carriers	10.00
	<u>\$1,238.05</u>
Nov. 2.	
By Loan to Carrier F. Edwards ...\$	75.00
Wool to be knitted into socks by young ladies in P. O. I.'s Office, for our men at the front	8.00
Vancouver Daily Province, pa- pers	1.75
22 parcels to our "boys" in England, France and Dar- danelles	56.25
Nov. 3.	
Parcel of food to prisoner of war	2.40
Assisting return to Scotland of sick soldier of 47th Bat- talion.	50.00
Nov. 6.	
Assistance to destitute cases of tuberculosis	50.00
Nov. 10.	
Assistance to soldiers' families awaiting pay	100.00
Nov. 19.	
Donation to North Vancouver Red Cross Fund	50.00
Nov. 26.	
Wrappers	1.20
Donation to local relief fund Vancouver city	250.00
Donation to local relief fund Municipality of South Van- couver	250.00
Donation to South Vancouver Red Cross Fund	50.00
Postage	13.36
Nov. 30.	
Balance at Bank	280.09
	<u>\$1,238.05</u>

HAROLD HARGREAVES,

Treasurer.

There will be no collection for this fund on December 31st. There being a good balance on hand (including a collection not announced above), it is thought well to omit the collection during the holiday rush.

AFTER THOUGHTS ON CHRISTMAS WEEK AT THE CALGARY OFFICE.

We're all pleased to see the acting asst. P.M. back for the rush, after a prolonged illness. May your health continue to improve, Mr. Elson.

The "Chicago Lunch" was busier than usual between 5 and 7 p.m.

The M.O. boys were the guests of the Registration most nights.

If the condition of his chin on 'Xmas morning was anything to go by, Billy must have had less time to himself than anyone else around the office.

Our long, lean Secretary was to be seen 'Xmas eve, late at night, with puckered brow and far away gaze, in a toy store. More worrying than sortation by his appearance, we imagine.

Adolph knows what's good.

There was no "British" to spoil things at the last moment.

F.E.G. made a splendid speech late on 'Xmas eve to an audience of three. 'Tis a pity there were not more to hear him.

There was an epidemic of raffles. Packie senr. won the turkey and we believe Packie junr. helped him eat it.

If only those cigars were labelled with the donors' names, we'd know whom to bless and whom to curse.

Freddy Cousins, who was up from Niagara for a few days, looked as if he'd been "fed up" for Christmas.

Why does our pianist remind us of a bull? Because he seems to hate the sight of red.

We were always under the impression that the Scotch were so fond of Haggis. Then how is it that the Registration boys, a large majority of whom come from the land of the thistle, wouldn't have it in the place?

GROOVES IN THE POSTAL SERVICE.

How many of the clerks in the Postal Service are in a groove, and how many of them in this groove are able to rise out of it? These ruts, or grooves, surely exist in the service, and before a clerk can become a really efficient postal clerk the ruts must be abolished. In several offices the situation at present is this: A clerk enters one of the offices and is allotted to a certain department, either on the Dispatch, Incoming, General Delivery, or other of the various departments contained under the heading of Postal Service. If the clerk in question is a man good at his work, it is often an unfortunate circumstance for him for he becomes too valuable a man for the department, in which he works, to lose, and consequently, he stays in that department and gets into a rut from which it is hard for him to escape. In many offices, it is only the man who is of such value that his department can easily spare him, who is given a trial in some other department and is thus enabled to obtain an all round postal experience.

Every clerk entering the Service does so with an ideal before him, and his hopes are usually centred on the possibility of

his attaining in time an inspectorship, or at least the position of Postmaster or Asst. P.M. To hold down a job of this kind it should be necessary that the applicant for the position be a fully qualified postal clerk with an all round experience of every department in the Postal Service.

How many clerks at present in the Service can lay claim to an all round postal experience? Very few, for the simple reason that a clerk is usually kept to the department to which he has proved of use, and his chances of learning any of the work that is done in other departments are very small indeed.

There is indeed something wrong in a system which will start a clerk entering the office on a certain class of work and after say four or five years find him still doing the same kind of work, although his salary has received several increases. In several offices one will find men of four, five and six years service with a salary in proportion, perhaps sorting on the same rack as when they entered the Service, whilst the really responsible positions, in which one would expect to find men with a record of service behind them, are held by clerks with only a few weeks experience.

The man at the rack has become too valuable to his department, and rather than place him in the more responsible positions, in spite of the fact that he has merit and service behind him, the officials would rather put the green man in the responsible place, to save themselves the trouble of breaking in another man to take the place of the man at the rack.

Surely a system that keeps a man in a groove because he has proved of value is not a fair one. It is time that the clerks in the groove made an endeavour to get out of them. How can a man be an efficient postal clerk if his knowledge is only of the work done in one department?

When the Guide exams come along the clerks are expected to know something of the work of all departments. Such knowledge is best gained by actual experience, such experience as a man cannot gain if he is to be continually kept in one groove.

Why wont the Service be fair, and allow every man entering it a chance to acquire that general all round knowledge of the postal work which the Guide exams expect of him?

REGINA AND MOOSE JAW BRANCHES FRATERNIZE.

"Well, the Moose Jaw boys are some great crowd." This was the unanimous verdict of that lucky party from Regina who managed to spend the afternoon and

evening of Nov. 24th as guests of the Moose Jaw branch. The members from Regina arrived at Moose Jaw about 4.00 p.m. and were met at the station by Messrs. Baxter and Ferguson, the Secretary and Treasurer of the Moose Jaw branch. The party then adjourned to the Post Office, where everybody was made acquainted, and the boys were soon busy comparing the systems, working conditions, etc., of their respective offices. After a round of inspection at the office, the Regina party was split into sections and each section was shown the sights of the town by a Moose Jaw member. After reassembling, a visit was made to the Rex theatre, and finally the whole crowd gathered at the King George hotel, to find that a sumptuous banquet was ready. It was sure some banquet and the various dishes soon disappeared to the accompaniment of much jolly conversation and jesting. Mr. White, President of the Moose Jaw branch, gave a speech of welcome to the visitors, and Messrs. Gardner and Child replied on behalf of Regina. The speeches were unfortunately cut short, as the Regina boys had to make a hurried dash for their train. The train pulled out amidst cheers for the Moose Jaw and Regina branches, and the Regina boys left behind them the hearty wish that as many of the Moose Jaw members as possible visit Regina for a dance to be held by the Regina branch on December 1st.

The boys from Regina left Moose Jaw with the feeling that they had real friends in that city and that the object of the association, "To unite fraternally all post office clerks . . ." had become a real live object to the two branches.

The Regina branch are anxious to solve one question in connection with their trip to Moose Jaw, "Why did Wilbert stay behind?"

THE SHOPPING HABIT.

One of those dear old ladies who are the cause of so many suicides among store clerks, recently approached the stamp wicket. Glaring at the clerk with her Young-man-I-am-one-of-your-best-customers look, she asked, "Do you sell postage stamps?" The clerk admitted that he did and asked what she wanted. He was met with the query, "What kind do you keep?" and upon informing her, was told, "I should like to look at some red ones if you have them in stock." The clerk, thinking to impress the old lady, flourished before her gaze a sheet of two cent stamps, whereupon the old dear, gazing at it, said, "Yes, they are very nice," and, pointing to one in the middle of the sheet, "I think I'll take that one."—Regina.

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WHAT OF THEM?

Montreal Evening News.

What of the men, unmarried, without personal ties, young and healthy, who can stand on the sidewalk and watch a regiment go swinging by without feeling a sense of shame?

If you are a lover of birds and want to know how to win their friendship till they nest about your home, and come back year after year to gladden you with their presence, to wake you with their matin songs, and to teach you many a lesson you need to learn, read Ernest Harold Baynes' "Wild Bird Guests—How to Entertain Them."—Dumb Animals, Boston.

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