

THE CIVILIAN

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No. 17

A Growing Profession.

One of the points made emphatic in the address of Mr. Lockyer, I. S. O., of the Australian service, which we published some weeks ago, was the tendency toward expansion characteristic of the civil service as a profession in these later days, not alone as a result of national growth but of the increasing breadth of the activities brought under government supervision. This is one of the bright sides of the civil service career — meaning as it does the enhancement of prestige and the multiplication of opportunities — and we need subscribe to no far-reaching theories of government to wish it good speed.

The United States government has just issued a blue book which shows a total of 370,065 persons on the federal pay-rolls. Such a figure standing by itself means nothing in particular. But when it is said that the last official register, published two years ago, contained 306,141 names, the latest figure becomes decidedly meaningful. Here is an increase for two years of about 64,000 names, or some 20 per cent. Speaking of the increasing power and expanding activities of the United States government, what more striking demonstration can be wanted than this?

The figures for the Canadian service are in their way even more startling. Seven years ago the number of officials coming under the C. S. Superannuation and Retirement Acts (a rough and ready measure) was slightly over 4,000. To-day the number is over 7,500 — an increase of 87%.

One of the editors of *The Civilian* had a conversation the other day with a leading doctor of Ottawa who quite incidentally brought forward an idea of interest from this point of view. Said he, in reply to some casual reference to the service and its problems: "We doctors, you know, expect to belong to the civil service one day soon, and have, therefore, a personal interest in civil service reform, quite apart from our present interest in it as good citizens. Medicine is more and more becoming the science of the prevention of disease. When we have discovered a few more anti-toxins it will be almost entirely so. Now, preventive measures, such as the purification of water supplies, the sanitation of streets and dwellings, the stamping out of plagues and epidemics, etc., must perforce be handled on a comprehensive scale. Brought to its perfection, this method of treatment makes health a matter primarily of the public interest, to be safeguarded by no authority less omnipresent than the state itself. Thus, the days of the private doctor will soon be gone forever. Even China is a step ahead of us on this point, for in China they pay their doctors only while they are well, and shut off the funds when they fall ill."

The above struck us at the time with perhaps an exaggerated sense of novelty. But, happening on that very night in the bosom of our family to alight upon the Ladies' Home Journal,—that fascinating mine of information for the mere man,—we read the following:

"Within fifty years, at least from one-fourth to one-third of our present number of physicians to the thousand of population will be in the employ of the State and devoted to what may be broadly termed the social treatment of disease, as health officers, school physicians, mine and factory inspectors, directors of food production and superintendents of prisons and asylums."

It may be a day or two yet before the civil service takes on the duty of doctoring the community, but in the meantime we are doing a number of other things of great importance. It is a satisfaction to know we are a growing concern like every thing else in these days and on that score alone can hold up our heads with the best of them.

THE PARABLE OF GASTONIO.

And How he Saved his Bacon.

By Von Ludwig.

And Gastonio was sore afraid; he quaked with fear so that his knees wobbled, and his face paled even to the brown wart on his nose.

And the reason thereof was that his brother Alphonso was discovered.

And he lifted up his voice, and it was a heavy voice, and he roared like unto the roar of a bull, and he cried out, "If my brother Alphonso is discovered I am found."

Now Alphonso, the brother of Gastonio, was a lobster, strong in the claw but weak in the head-piece, and he was expensive and needed much money.

And Alphonso had a large open face with nothing behind it; but Gastonio had a small narrow face and behind it was much.

And these two were in the service of the King,—Gastonio, the elder, because he knew things, and Alphonso because his brother Gastonio was in it.

And it came to pass that Alphonso used much public money, but gave little service therefor. And the multitude became wise and discovered Alphonso in his ill-doing. And Gastonio was sore afraid lest he, too, should be separated from his breath. And so he wept and lamented that he had closed his eye to the doings of Alphonso.

And there was a great meeting of the rulers of the people, in the House which is called Common, because it is so. And they made inquiries into things. And one of the things was Alphonso.

And so the Rulers called Gastonio before them and demanded of him, saying: "Where is thy brother? What doeth he? and wherefore doth he live on the fat of the land, yet toil not, neither spin, except such yarns as are called 'smutty'?"

And Gastonio communed within himself with fear and trembling.

"Speak," said the rulers, "or be condemned."

And, behold, a cunning scheme came into the mind of Gastonio, and he spoke thusly: "Know ye my masters, that the doings of my brother Alphonso are not to my cognizance. Some one thinking to curry favour in my sight hath appointed him and put this money in his hand without my knowledge or consent."

"Then," said the Rulers, "we must have an investigation."

And immediately Gastonio was aware that he was saved, and he smiled a long smile in his sleeve, for he knew that He who is Investigated is Safe.

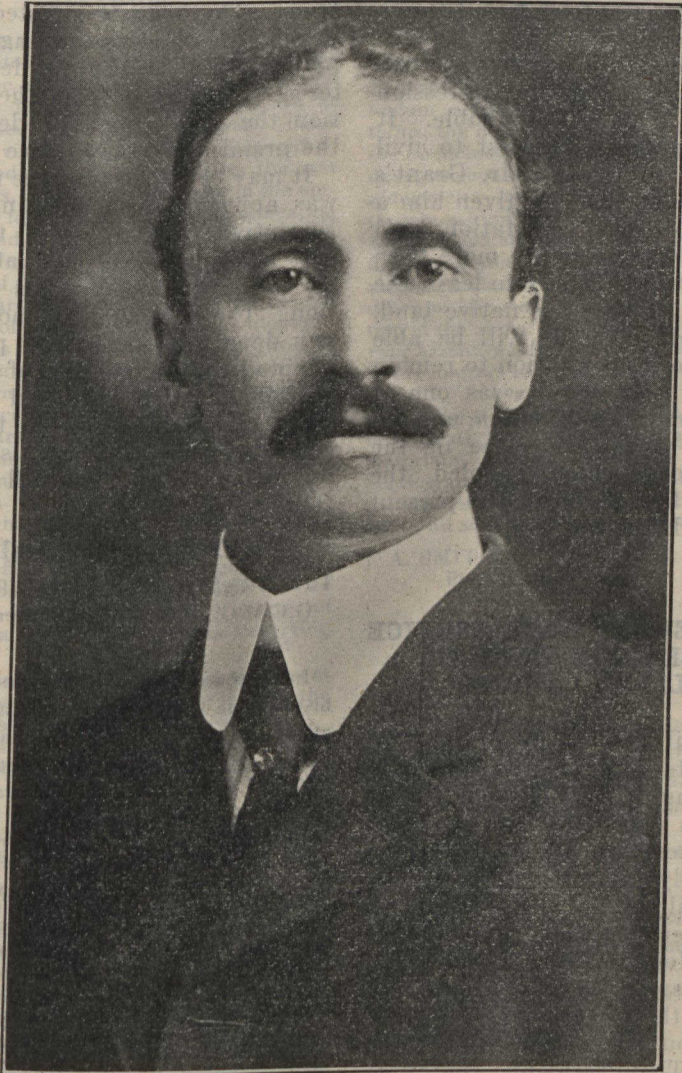
"Men and women range themselves into three classes or orders of intelligence. You can tell the lowest by their habit of always talking about persons; the next by the fact that their habit is always to converse about things; the highest by their preference for the discussion of ideas."—*Buckle's "History of Civilization."*

Civilian Portraits.

Mr. M. D. Grant.

Every good friend of the service will have learned with the keenest

sion in the wider calling of civil servant. From the earliest beginning of collective activity in the service, it is literal truth that no man contributed more, by unsparing and disinterested effort and the exercise of unceasing good judgment, to the



MR. M. D. GRANT.

regret a few weeks since of the resignation of Mr. M. D. Grant as Dominion Actuary. Mr. Grant was not only an officer of the highest standing in his own line of work; he was also one who merged his profes-

success of the Association in the obstacle-bestrewn path it had at first to follow. He was one of the first officers of the Association, and though he retired from the Executive after the opening year, his ab-

sence was nominal rather than real. A serious illness during the past year, brought on by the overwork incidental to a considerable enlargement of his office, has made it necessary for him to regard his health the first consideration, and the service and his many friends in Ottawa are the losers. His plans for the future involve his return to work and the practice of his profession at as early a date as possible. It will be of practical interest to civil servants to know that Mr. Grant's work in the service has given him a more than national reputation, and that he has had to refuse more than one temptation not only to leave the service but to leave his native land. We sincerely hope he will be able to adhere to his resolution to remain in Canada. Mr. Grant was one of the founders of *The Civilian*, and his gifts as a writer were one of the chief factors which enabled the venture to find its feet. His present address is Liverpool, N.S.

INTERVIEW OF CIVIL SERVICE FEDERATION WITH SIR WILFRID LAURIER.

The Civil Service Federation introduced itself to the government on the morning of Dec. 4, when a large deputation consisting for the most part of members of the Executive were kindly granted an interview by Sir Wilfrid Laurier. With Sir Wilfrid were the Hon. Mr. Fielding and the Hon. Mr. Fisher, the latter of whom spoke at Sir Wilfrid's request for the government.

The deputation was made up as follows: The President, the Vice-President, the Secretary, Hon. A. T. Dunn of St. John, Messrs. McLaughlin and Jacques of Montreal, Messrs. Garrow and Callow of Toronto, Messrs. Doyon, Allen, Freeland and Macoun of Ottawa, and Mr. Pattison of Bridgeburg.

The interview was sought for the

purpose of presenting a memorial, which was read to the ministers, and which is printed in full below. No definite declaration of policy was made by Sir Wilfrid in reply, but the deputation was assured that its views would be given full consideration. The hearing granted by the Prime Minister was thoroughly sympathetic, and he showed decided interest in learning from the Federation the general action desired in the premises by the service at large.

It may be added that the memorial was approved at a meeting of the Executive, or at least of the members within reach, held at Ottawa on the day preceding its presentation. The memorial did not involve any departure from the principles adopted at the meeting of the Federation in April last, and the difficulty inherent in getting the Executive together was in this instance not encountered. The full text is as follows:

Text of Memorial.

To the Right Honorable Sir Wilfrid Laurier,
G. C. M. G., P. C., Prime Minister of Canada.

Sir,

In approaching you for the first time in its history, the Civil Service Federation of Canada desires the privilege of explaining to you very briefly the objects which it has chiefly in mind

The Civil Service Federation is an organization made up of delegates from existing Civil Service Associations throughout the Dominion. Practically every class of the Service is represented in it, and its affiliations extend from the Atlantic to the Pacific. The aggregate memberships of the organizations which compose the Federation is considerably over 5,000. It was organized at a convention held at Ottawa in April, 1909, at which some thirty-five delegates were present representing every province and all of the largest centres in the Dominion. The main purpose of the organization is to provide working means whereby the various problems which pertain to Civil Servants of every class may be discussed in a comprehensive and thoroughly representative way.

At the meeting above mentioned a number of resolutions were passed, and it is for the purpose of asking your kind consideration of these resolutions that the present interview has been sought.

CIVIL SERVICE REFORM

On the subject of Civil Service Reform, the following resolution was unanimously carried; "That this Federation expresses its approval of the general principles and reforms involved in the Civil Service Amendment Act of 1908, and desires that its provisions be extended to the whole service.

SALARIES

In dealing with the salaries question, the Federation desires to differentiate the grounds on which the claims of certain parts of the service for increased remuneration are at present based. These fall generally under two heads, viz.—(1) the claim arising out of the enhanced cost of living during the past twelve years, and (2) the necessity in the outside service for a revision of the classification schedule, and in both services of a thorough reorganization in view of the recent rapid expansion of the work performed.

With regard to the claim based on cost of living, the following resolution was adopted.

"That this Federation heartily approves of the provision made by the Government for an increase to members of the inside service to meet the increased cost of living during the past ten years in particular; that the Civil Service Commission of 1907 reported in very definite terms in favor of similar assistance being given to members of the outside service, since they are subject to precisely the same conditions; therefore, it is desirable that immediate effect be given by the government to the recommendation of the Civil Service Commission in that regard, as a matter of justice to a large body of its deserving employees."

With regard to the schedules of salaries at present prevailing in the outside service, the following resolution was carried:—

"That this Federation regards the scale of salaries paid to members of the outside as wholly inadequate, and resolves that the executive be instructed to prepare and submit to the government suggestions which shall correct these unsatisfactory conditions."

SUPERANNUATION AND INSURANCE

The action already taken by the Inside Service and the Outside Service of Montreal with regard to Superannuation and Insurance is endorsed by the Federation and the memorials presented by the former approved, the following resolution being carried:

"That this Federation attaches great importance to the questions of superannuation and insurance and resolves to adopt in its essential features the memorial of the Civil Service Association of Ottawa on these subjects."

INCOME TAX

During the past two years a number of provincial governments and of municipal authorities have for the first time assessed the incomes of Civil Servants for income tax. As

the imposition of this tax under existing circumstances would cause a considerable hardship, and as the question is largely one of constitutional law involving an appeal to the Judicial Committee of the House of Lords, the Federation begs to request the Government that on behalf of its employees throughout Canada it submit a stated question to that tribunal in order that a final ruling on the subject may be available.

A MEMORIAL

In connection with the above questions the Federation has prepared an extended memorandum setting forth, in full and definite terms, the lines along which it is desirable, in the opinion of the Federation, that the various changes should be carried out. As this is to a degree a matter of detail, and as such largely within the purview of the several departments affected, it has been reserved for presentation by the various class organizations included in the Federation to the different Ministers concerned. The Federation in the above is desirous only of securing your assent, as the leader of the Government, to the matters of government policy involved therein. In every request that is put forward the Federation is actuated by the sincere belief that in acceding thereto you will materially enhance efficiency within the Service and thus serve in the highest degree the interests of the country, which interests are in all such questions paramount.

J. A. SMITH,
President

R. H. COATS,
Secretary.

Possession.

A youth sate down on a wayside stone,
A pack on his back and a staff at his knee,
He whistled a tune which he called his own;
"It's a fine new tune, that tune," said he.

In his pack he carried a crust of bread,
And he drank from his hands at a brook
hard by,
"Spring water is wonderful cool," he said,
"And wonderful soft is the summer sky."

He looked to the hill which his steps had
passed,
He looked to the slope where the brooklet
purred,
He looked to the distance, blue and vast,
And "Ah!" cried he, "what a fine, wide
world!"

The youth passed on down the winding track
That led to the beckoning distance dim,
And, tho' all he carried was staff and pack,
The world and its giving belonged to him!

—Isabel Ecclestone Mackay.

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Ottawa, Dec. 3rd, 1909

THE INTERVIEW AND THE MEMORIALS.

The double interview which was granted by the Prime Minister to the service on Dec. 4, coupled with the presentation of the two memorials, forms the most important incident in recent civil service history. Full reports relating to both appear elsewhere. Mention here need only be made to the cordial reception which was given the deputations, and especially to the warmth of the compliment paid to the civil service organizations by Mr. Fisher.

The Federation memorial contains little that is new, being no more than a forceful statement of the views adopted at the last convention.

The memorial of the Ottawa Association, which has just been distributed, is, perhaps, the most considerable of any that has been presented since the famous one addressed to the Royal Commission in 1907.

Here, again, there is only one part that is new,—the part relating to sanitation. The plea for superannuation is substantially the same as that of a previous memorial, while the reorganization part is only a virtual repetition of the request which was made at the time of the negotiations for the cost of living increase, and which was published in the press at that time, and universally approved. Every request that it contains is "eminently reasonable," to quote Mr. Fisher's words, and the service may safely leave the result on the knees of the future.

SUPERANNUATION.

Says the New York American, commenting on President Taft's recent message:

"The fact that the national civil service is clogged and cumbered in all its parts by the retention of old servants whose usefulness is ended is a fact that speaks well for the heart of the country, but pays no compliment to its head.

"Mr. Taft has pointed out in his message to Congress—and he ought to be listened to—that the thing to do with these veterans is not, indeed, to turn them helpless into the street, but to give them decent pensions and let them go and sit on the sunny side of the wall—out of the way.

"He remarks that some of the more enlightened industrial concerns of the country have learned how to provide for their superannuated employes.

"Certainly the servants of the government should fare as well."

In one of the vaudeville theatres two "side-walk conversationalists" engage in this bit of repartee. "How much do you earn my good man?" inquires one of them. "I get \$8 a week is the answer. "Only \$8!" says the first in surprise. "Can a man lead a good Christian life on \$8 a week?" "Hub," replies the other, "he can't live anything else."

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INTERVIEW OF THE OTTAWA ASSOCIATION WITH THE PRIME MINISTER.

The officers of the Ottawa Association, pursuant to the instructions of the Executive, had an interview with Sir Wilfrid at the same time that the interview with the Federation took place as above. The interview was sought for the purpose of presenting the memorial, copies of which have been distributed to the service. A special meeting of the Executive was called to receive the report of its officers, which was in written form as follows:

Report of Officers.

Pursuant to your instructions, your officers during the past week sought and obtained an interview with the Prime Minister, in order to present the memorial approved by the late Executive and adopted by the present Committee. The interview was granted by the Premier on Saturday last, at the same time that a delegation representing the Civil Service Federation also presented a memorial. The Hon. Mr. Fisher and the Hon. Mr. Fielding were present with Sir Wilfrid Laurier, and Mr. McGiverin, M.P., introduced both delegations.

The reception accorded by the government to your deputation and to the views expressed in the memorial was of a most cordial and satisfactory nature. At the Prime Minister's request, the Hon. Mr. Fisher dealt with the various matters set forth in the memorial, the purport of which was explained in general terms by the President. As a copy of the memorial had been supplied to Mr. Fisher some time in advance, the discussion was of an exceptionally comprehensive character. With regard to the portion of the memorial relating to Re-organization, Mr. Fisher paid a high compliment to the Executive for the careful and

fair-minded analysis of the situation contained in the memorial. Mr. Fisher himself described at some length the various aspects of the Classification and Re-organization problem, his reading of the situation being at all points substantially the same as that contained in the memorial, concluding with an expression of concurrence with the views of the Association as to the need of uniform and comprehensive action. The suggestion contained in the memorial, he stated, would be possible by order-in-council, legislation not being necessary. On the subject of Sanitation, Mr. Fisher also expressed himself as in entire accord with the statements contained in the memorial, and although the specific request of the memorial was not referred to, there can be no doubt of the sympathy of the government with the changes proposed in the memorial. A less definite expression of opinion was obtained in reply to the portion of the memorial relating to Superannuation and Insurance, though the paragraphs bearing on this question were read in the course of the discussion. We have no reason to believe, however, that the views of the service in this, as in the other matters of the memorial, will not ultimately commend themselves.

Under the circumstances we would advise that an expression of thanks be extended to Mr. Fisher as per the accompanying letter, for his statement in reply to the delegation, and that the officers, or some other committee, be instructed to continue in touch with the government, for the purpose of keeping the views of the Executive forward and of supplying any further detailed information that may be required from time to time.

J. G. RUTHERFORD, President.
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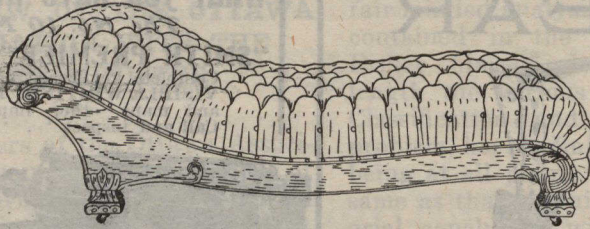
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THE C. S. COMMISSIONERS' REPORT.

The first annual report of the Civil Service Commission, covering the period between the 1st September, 1908, and 31st August, 1909, has been tabled since the last issue of *The Civilian*. Time and space will not allow us here and now to make a lengthy review of this important report, to which we expect to return at length. We will limit ourselves to-day to a brief synopsis of its contents.

The report is divided into four parts. Part I. contains the report of the Commissioners. Part II. is made up as follows:

Appendix A.—Civil Service Act.

Appendix B.—Civil Service Amendment Act, 1908.

Appendix C.—Regulations of the Civil Service Commission.

Appendix D.—Draft of a Memorandum submitted to the Governor-in-Council by the Civil Service Com-

mission with regard to the appointments and promotions of the members of the Inside Division of the civil service.

Appendix E.—Examiners for Civil Service Examinations, September, 1908, to August, 1909.

Part III. is composed of thirteen tables and fourteen lists, giving detailed information as to appointments made under the Civil Service Amendment Act, 1908, certificates of qualification issued by the Commission, list of candidates at Interim, Special and General Competitive Examinations.

Speaking of the working of the new Act, the report says: "It was scarcely to be expected that the new system of selection, appointment and promotion for the civil service, involving considerable changes in the administration of the service, would work out in all respects as anticipated when the Civil Service Amendment act was passed and the regulations of the Commission were

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framed to give effect to several of its provisions. The social, economic and educational conditions of Canada and the existing organization of the civil service being quite different from those of Britain, have prevented the normal experiences of such a country from being exactly repeated in Canada. But, though modifications of certain features in the Act, and minor changes in the regulations, apart from the larger question of the general reorganization of the service, will undoubtedly be required; yet, on the whole, the results expected from the Act are being realized. Others not yet fully worked out are proved to be capable of realization with the aid of a few obvious amendments and the passing of some legacies from older conditions."

The next question referred to is that of "Supply and Demand." One of the significant facts pointed out in connection with the examinations is the comparatively small number of men who went up for these ex-

aminations, and the smaller proportion of men amongst the successful candidates in the Third Division examination.

Another subject referred to in the report is that of "Employment of Women." Closely connected with the adequate supply of suitable persons for the different branches of the service, is the question of the relative numbers of women and men who may qualify for entrance to the service. Reviewing this situation the Commissioners arrive at the conclusion that there are several reasons which render it inexpedient for women to be employed in certain branches of the service, even in the Third Division. They state, nevertheless, that in the Third Division there is naturally much work which can be performed quite as well and in some cases much better by women than by men.

Another portion of the report deals with "Promotion and Classification." This is one of the most difficult problems the Commissioners

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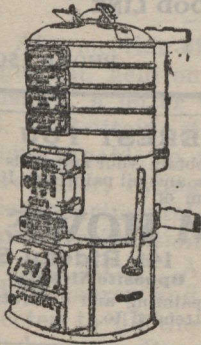
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seem to have been confronted with and the situation is so carefully dealt with in two pages of their report that we advise its reading with close attention. The same remarks apply with equal force to that part of the report which refers to "Passing from Third to Second Division."

Other subjects are also referred to, such as "Employment of Temporary Clerks," "Probation," "Transfers," "Reinstatement," &c.

The report ought to be in the hands of every civil servant, as it contains the greatest amount of the most valuable information.

This publication is listed at 10 cts. and can be obtained from the King's Printer.

THE CIVIL SERVICE CLUB.

Permanent Officers Elected. — First Annual Meeting. — Meetings of the Board of Management.

The first annual meeting of the C. S. Club of Ottawa was held on Tuesday evening, the 7th instant, at 75 MacKenzie Avenue, with Mr. G. S. Hutchinson, provisional president, in the chair. There were present over eighty members of the club.

The provisional constitution, as published in the last issue of *The Civilian*, was adopted without amendment.

The election of officers was then proceeded with. On motion of Mr. Wm. MacKenzie, seconded by Mr. A. M. McMillan, Mr. G. S. Hutchinson was unanimously elected to the office of President.

For the office of First Vice-President, Mr. P. F. Marchand was nominated by Mr. T. N. Doody, seconded by Mr. G. H. Wattsford, and declared elected. For Second Vice-President, Ald. E. H. Hinchey was nominated by Mr. J. A. Doyon, seconded by Mr. Walter Billings, and declared elected. Mr. A. E. Chamberlain

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was nominated for the office of Secretary by Mr. J. M. Macoun, seconded by Mr. John Byrnes. There being no other nomination he was declared elected. For Treasurer, Mr. E. L. Brittain was nominated by Mr. F. Grierson, seconded by Mr. J. O. Patenaude, and elected. The seven members, who with the officers, constitute the Board of Management, were elected as follows:— Messrs. F. Grierson, Winsley Thomp-

son, W. A. Fraser, J. Gobeil, J. W. Reid, G. Emond and G. H. Wattsford.

It was announced at the meeting that 206 applications for membership had been received. This number has since been increased to about 250 and it is confidently expected that by the date of the formal opening the club will have a membership of at least 400.

At a meeting of the Board of Management, held on Thursday, the 9th instant, a letter was read from Mr. E. L. Brittain, stating his regret at being unable to accept the office of Treasurer, owing to the nature of his departmental duties. Mr. Brittain's resignation having been accepted, Mr. W. A. Fraser was elected Treasurer, and Mr. E. A. Primeau elected to fill the vacancy thus created on the Board of Management.

A second meeting of the Board was held on Saturday, the 11th instant, when the following standing committees were elected:

Purchasing—Messrs. W. A. Fraser, P. F. Marchand and J. Gobeil.

House—Messrs. A. E. Chamberlain, F. Grierson and E. A. Primeau.

Membership—All the members of the Board with Mr. Wensley Thompson as chairman.

It was decided to proceed at once with the furnishing or the club with a view to having the formal opening early in January. It was also decided to grant the Savings and Loan Society the temporary use of the board room without charge.

A NEW CIVIL SERVICE ASSOCIATION AT LONDON, ONT.

A branch of the Civil Service Federation has been organized at London, Ont., with Mr. Geo. Tyler as Secretary-Treasurer. The branch includes Customs and Inland Revenue officers, and preparations are in progress to enroll the Postal Clerks as well.

Christmas Gifts of Gold

A Selection showing a few of the moderately-priced gifts of gold being shown at this store, the quality of each piece is beyond question.

15159. Fine 14-carat Gold Hat Pin \$3.25

15156. Disc 10-carat Gold Thumbie, \$3.30

1372. Filigree Coils, with Whole Pearl centre. 14 carat. \$11.25

8513. Bloodstone Hand-engraved Signet Ring, 18 carat, \$6.00

13366. Pearl Bridal Brooch, 14 carat, \$15.00

17144. Fine Amethyst and Whole Pearl Stud Pins, opposite work design, 14 carat, \$20.00

13282. Lace Pin Pearl, 14 carat, \$2.25

17124. Safety Pin, 14 carat, \$1.60

17125. Safety Pin, 14 carat, \$1.35

17126. Safety Pin, 14 carat, \$1.00

1313. Pearl Scarf Pin, 14 carat, \$3.00

16172. Riding Crop Ascot Pin, 14 carat, \$5.50

17141. Collar Pin, 14 carat, with name engraved, \$1.80

161925. Thread Border Tie Clip, \$4.00

8479. Masonic Ring, raised design, 14 carat, \$8.00

Florence

Henry Birks & Sons, Ltd. 57-59 Sparks St.

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Correspondence.

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

A Letter From the President of the Civil Service Club.

To the Editors of *The Civilian*:

The Civil Service Club — long hoped for, long talked of, — has become an established institution. The provisional officers and Board of Management were selected on the 25th November. It was not until the 3rd December that the printed matter, essential to the issuance of a general invitation to civil servants to become members of the club, was available. Yet in four days, applications were received to the number of 206, and we felt justified in organizing upon a permanent basis. At the moment of writing, the number of members enrolled is very near the 250 mark.

From all quarters of the service

comes the inquiry: "What kind of a club are you going to give us?" The answer to that depends entirely upon how many of "us" there are to be.

It is not to be assumed that we shall start in any other than a modest way, and it must not be forgotten that nearly every big undertaking has had a modest beginning. It is intended, however, to make the club an attractive one from the outset, and one to which no member need be ashamed to invite his friends. The premises at 75 MacKenzie Ave. which are to be occupied only as a temporary abiding place, will at once be suitably furnished, — provision being made for lounging, reading, smoking, writing, chess, card and billiard rooms. This is to be our beginning. It is for the service as a whole to say what the development shall be.

To make the club the success it should be, five hundred members are needed. Many are holding off with the promise that once the club is placed upon a satisfactory running

CIVIL SERVANTS ATTENTION !!!

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SERVES REGULAR MEALS.—ALSO A LA CARTE.
BREAKFAST 25c — LUNCH 25c — DINNER 35c

PRIVATE DINING ROOM OPEN TILL 1 A. M.

DUNCAN MATHEY, Prop.

When at Cobalt—the Silver City, Stop at

The Cobalt Hotel

Rates \$2.00 per day and up

100 Rooms. Steam Heat. Running Water

J. Martin, Prop.

CHRISTMAS STOCK NOW READY.

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basis they will come in. To such permit me to say that we prefer to have them now. The day is not far distant when the club will be recognized as one of the most successful of civil service institutions, but the credit of making it such must belong to those who gave it their support in the days of its infancy.

One word as to the officers and the Board of Management: If due allowance be made for a singular lack of judgment in the selection of a President, it may be said that no better choice could have been made. Nearly all are young; all are energetic, enthusiastic, and determined to achieve success. If accorded anything like the support they deserve, they will soon demonstrate that the confidence which has been reposed in them has not been misplaced.

G. S. HUTCHINSON.

* * *

A Few Kind Words From Distant Friends.

To the Editors of *The Civilian*:

Dear Sirs,

I beg to enclose you postal note

for two dollars (\$2.00) in payment of subscriptions for two copies of *The Civilian* for one year. I may say that I am well pleased with the contents, and am satisfied that *The Civilian* will be very helpful to all civil service officials.

Yours sincerely,

E. O'FLAHERTY.

Stratford, Ont.

* * *

To the Editors of *The Civilian*:

Dear Sirs,—

Enclosed please find postal note for 50c, for which please send me *The Civilian* for 6 months from Oct. 1st, 1909. I received copy dated Oct. 22nd, 1909. Send me the other Oct. number, please. I hope the Federation idea will carry with all, it seems to me to be our only chance of getting what we are looking for. I think every Revenue officer should have your paper. I personally did not know of its existence until I saw a copy in the Collector's office, Stratford.

Yours very truly,

W. H. HICKS.

Listowel, Ont.

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THE OLD RELIABLE FIRM FOR HOCKEY OUTFITS

SEE THE 1910 LEADERS

Ketchum's Patent Hockey Boots and McCullough Skates
acknowledged to be the best by all leading Hockey players

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Rates - - \$2.00, \$2.50, \$3.00 per day, with bath

JAMES K. PAISLEY, Prop.

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* * *

"Transfer Examinations."

To the Editors of *The Civilian*:

Your editorial on "terms" in your last issue raises an important point. So long as we go on discussing "promotion examinations" there will always be danger of making the field too wide, and the door left open for all sorts of misunderstandings and misrepresentations. Strictly speaking, there is no such thing as promotion examinations, pure and simple. Examinations arise only where the principle of the double entrance is involved. How would the term "transfer examination" do? Or, seeing that the third division alone comes under the examination rule, the full expression "Division III. Promotion Examinations"? Or, again, "re-entrance examinations"?

Yours,

QUERY.

INLAND REVENUE REPRESENTATION.

In *The Civilian's* statement, published in the last issue, of the personnel of the old and new Ottawa executives, mention of the Inland Revenue Department was by an error of the printers crowded off the page. Mr. Halliday, who sat in the Executive from the beginning until now, was one of the most valued of its members, and his thorough-going work in committees will be greatly missed. Mr. Brodeur who takes his place is a popular and capable officer who will be an acquisition to the Executive. Apart from the character of its representatives, the Department of Inland Revenue should certainly not have been omitted from the survey of the last issue, for the additional reason that every member of its staff, to the number of sixty-four, had joined the Association and paid the annual fee by the second week of November.

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Systems

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Any Sheets
Any Business

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Agent

Phone 4455.

35 QUEEN STREET.

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Printer's Ink.

What the Newspapers are saying about Civil Service affairs.

The Ottawa Citizen Has Heard About the Service:

Of the departmental administration in Ottawa much might be written. It is there that the great inside service does its work. The business of parliament is largely prepared there and the routine administration of the country carried on. With the general working of the civil service the average Ottawan is not unfamiliar. Much of the work is clerical, much of it technical. Conditions of late as to hours have become more onerous and the job on the hill is not the snap it used to be in certain branches in the past. The average civil servant is hardworking and industrious, earning the limit of

the none too generous salary the government gives him.

The Postal Current:

The civil servants of Ottawa have been worried for some time over the Income Tax question. By an adjustment made by the Government with the city fathers there is no further cause for worry. The same question looms up in several other places. A similar question affects postmasters. In a few towns the postoffice fixtures are taxed, but government-owned fixtures are not taxed. The postmasters do the same work for the public up to the time the government office is built.

Professor Shortt Interviewed by a St. John, N.B., Newspaper:

"We are finding the new system of civil service examinations exceedingly effective," said Prof. Shortt, of Ottawa, of the civil service

THE BANK OF OTTAWA

ESTABLISHED 1874.

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

SAVINGS DEPARTMENT

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

TEN OFFICES IN OTTAWA AND HULL.

Please Patronize Our Advertisers.

department, last evening shortly after his arrival here on the Boston train. "It relieves the politicians of a great deal of worry, as they can now point out to the half hundred friends whom they used to have clamoring about them for positions that they have nothing to do with appointments, as competitive examinations decide them all. Although the new system has been in effect for only a year and a half, it is now working very smoothly, and this in spite of many predictions to the contrary. In fact, we approached the matter very dubiously ourselves."

Prof. Shortt is in the Maritime Provinces to make arrangements as to the holding of examinations which take place bi-annually. He will confer here with Dr. G. U. Hay, the local examiner, and will proceed on Monday to Yarmouth and Halifax. Moncton, Charlottetown and Fred-

erickton are also to be visited. The number of applicants taking the semi-annual examinations just finished, said Prof. Shortt, which was about 309, would be sufficient to fill the present vacancies, provided all of them were successful. There were now fifty-five vacancies in the second division of service, and twenty-four in the third division. Very few of the 300 who had written had come from points west of Ontario.

ON THE SIDE.

By *Democritus.*

Where are the custodians of our ancient law and order?

Last Monday morning a man who was obviously a Russian anarchist of the most virulent type was seen at

L. B. SYSTEM OF VERTICAL FILING.



Will lay before you any letter you have ever written or ever received—in ten seconds.

Or—just as quickly—all the letters to and from a given correspondent in one bunch, in order written.

Or—just as quickly—all the letters to and from any number of correspondents concerning a given subject.

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HEAD OFFICE: ISABELLA STREET

Sale Office for Ottawa - - - 201 Queen Street

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the corner of Metcalfe and Sparks starting a revolution.

He then stepped into the automobile and darted off.

* * *

"One good turn deserves another," smiles the carbureter as the automobilist tries for the twenty-seventh time to get a start, with the thermometer standing at ten below.

* * *

New Book:—"The Doctor's Cookery Book," or "A Polemic About Rush on Poland." The author treats of Arctic appearyances (à la mode) and gumdrops (Esqui-mode).

* * *

Parliament has now opened. Dances have commenced, and bawls will soon be the order of the night.

* * *

Why do they make so much fuss about the Pole; why, we have scores here in Canada we will gladly let them have.

It is noted that the leading editorial for October 8th of *The Civilian* compares that journal to "a harp with a single string"—Reorganization. Why not rather "an organ with a single pipe"?

Then in the same editorial to speak of the "Woman's page reflecting" necessarily causes every lady civil servant to glance at that page,—which savours of coercion.

"Heard in the P.O.D." is rather suggestive of the overcrowding question. And "From a Woman's Standpoint" suggests a similar state; with discourtesy on the part of the males.

A little girl once wrote to Mark Twain from New Zealand, stating that her father had told her his proper name was not "Mark Twain," but Clemens. She knew better, because Clemens was the man who sold the patent medicine. She liked the name of Mark. Why, Mark Antony was in the Bible! He replied to her that he was glad to get that information from her, and as Mark Antony had got into the Bible, "I am not without hopes myself."

GENTLEMEN:—

For Anything Electrical

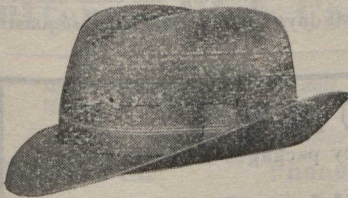
The Empire Electric & Manufacturing Co. of Ottawa Limited

Desires your Orders.

**A. G. Trudeau,
Manager**

Corry Building, Rideau St.

Tel. 926



SIMS' HATS

Made to look the part.

**Henry J. Sims Company Ltd.
110 SPARKS ST.**

WHEN in Need of FURNITURE, Remember

HARRIS & BARRY Ltd.

511-513 Sussex St.

Phone 2599

UPHOLSTERING and DRAPERIES

Please Patronize Our Advertisers.

THE REORGANIZATION IDEA IN PRACTICE.

The British Columbia Example.

In British Columbia, as is well known, the provincial government recently passed a Civil Service Reform Act on substantially the same lines as the Dominion Act of 1908. The B. C. government grappled with the reorganization problem at the outset and handed the whole matter over *holus bolus* and at once to the Provincial C. S. Commission. The "Vancouver Province" just to hand contains the following note on the progress of the Commission in their work of reclassifying and reorganizing:

Excellent progress is being made by the the provincial executive, *in conference with the members of the civil service commission*, toward giving full force and effect to the Civil Service act and organization, under which efficiency, loyalty and length of service will be recognized in a system of periodic earned increases of salary. While the completion of the work of the commissioners and their final report may require some little time yet, it is expected that the notification will be sent forthwith to all members of the service whose cases have thus far been considered, so that their entry upon the enjoyment of earned increases may not be unduly delayed.

is interesting to note that the cost of the civic service in British Columbia has increased little more than 25 per cent, while the volume

of public business handled is four times what it was at the beginning of the period under comparison.

The introduction of a practical measure of civil service reconstruction—indeed the introduction of definite system into the service, for it had never prevailed before—had for years been admitted as highly necessary by public men of both parties. The work of devising and introducing a comprehensive system providing for appointments to the service only after practical competitive examinations, instead of political favoritism, *and for the grading of salaries with due recognition of tenure of service, responsibilities, etc.*, constituted however a task of such magnitude that parliamentarians shrank from attempting it until recently when it was taken up with business-like determination as something necessary for the proper conduct of affairs on modern well-considered lines, and essential in justice to the service and its members.

The Intercolonial Example.

The Department of Railways and Canals has been carrying out recently, in the case of certain I.C.R. employees, a reclassification under the supervision of the Commission which is now managing the I.C.R. system. The move was recommended by a Board of Conciliation which sat with respect to certain grievance between the management and the men. A press despatch refers to the matter as follows:

The work of arranging the classification took several days to complete. The requests

GIFT PERFUMES.

French, English, Canadian, American, plain and fancy packages 25c to \$10 00

Choice Chocolates in Holiday Boxes.

McConkeys' and Moirs, exclusive lines—25c to \$6.00 Fenway, pound—80c
Ganong, pound—50c Lowneys,—50c to 60c.

SPECIAL VALUE IN EBONY HAIR BRUSHES at \$1.00—\$1.50
and \$2.00, and in Military Brushes at \$2.00 a pair.

FOUNTAIN PENS,—\$1.00 to 6.00.

Allen & Cochrane, The Red Cross
Druggists.
FOUR STORES

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Linoleum Window Shades

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HARDWARE MERCHANTS

55-58 Rideau St. - Ottawa, Ont.

R. MCGIFFIN

MEN'S FINE FURNISHINGS

2 STORES 24 RIDEAU ST.
106 SPARKS ST.

Butterworth & Co. Ltd

A full line of Stoves, Ranges and
Hardware of every description.

179 Sparks St. - Phone 271

R. H. MILLAR

LADIES' TAILOR, HABIT MAKER
AND FURRIER.

216 BANK ST., - OTTAWA

The Royal Bank of Canada

Paid-up Capital \$5,000,000
Reserve \$5,700,000

Solicits Your Deposit Account.

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Sparks and Elgin Sts., - Geo. Kydd, Mgr.
York and Dalhousie Sts., - J. G. Ogilvy, Mgr.
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**The Pritchard & Andrews
Company of Ottawa, Limited.**

GENERAL ENGRAVERS
AND BRASS WORKS

264 Sparks Street, Ottawa

Cunningham & Co.

104 Sparks St. (Holbrook Chambers)

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Agents for Northern, Phoenix of London and
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Also Accident, Plate Glass and Burglary
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MEN'S OUTFITTERS

60 Sparks St.

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SEMI-READY CLOTHING

112 Sparks St., - - - Ottawa

PHONE 1700

**Canadian House
Furnishing Co.**

69-71-73-75 Rideau St.

OTTAWA

Please Patronize Our Advertisers.

of the clerks were in most instances agreed to and what was particularly asked for—reclassification—was granted. In the new order of things clerks will be paid according to the importance of their work and the responsibility of their positions. Some of the clerks will get no increase; the present occupants of the offices will continue at their present rate of pay. On the other hand, however, most of the clerks will get increases from \$2.50 a month to \$20 a month, according to

the importance attached to their claims.

The increases will be retroactive in the case of Halifax and St. John, to April 1st, so that the Halifax freight clerks will have pleasant Christmas boxes this month when it is distributed.

The other offices of the I. C. R. will be dealt with in the general scheme which has been evolved. The board of management must agree to the new classification.

Athletics.

The game of bowling is going merrily on these quiet winter days when no other form of sport is followed by the members of the civil service. The schedule to be arranged cannot be completed before the end of March, with one match per diem, as over one hundred and fifty games are included. Forty-eight games have already been played, and the averages show such an improvement on the records that while

twelve men averaged over 450 during the first quarter of last year, this year ten go over the 500 mark. The leaders in the race on Dec. 11 were:—

Archambault, Mint	562.7
Shore, Interior-Langevin... ..	535.
Stewart, P. W. & Rys.	524.5
Payne, J. L., P.W. & Rys.	523.9
Douglas, Statistics	520.3
Hutton, Interior-Langevin	514.3
Edwards, Interior-Langevin	505.
Shore, Bureau... ..	504.2
Reardon, Bureau	501.7
Blair, Customs... ..	500.

THE WINNERS OF THE TORONTO TROPHY.



From left to right:—W. T. Urquhart, R. R. Farrow (skip), J. L. Payne, and F. J. Shannon.

The Ottawa Sanitary Laundry Co.

WOULD LIKE YOUR WORK
 Phones 122 or 577

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LIMITED

Manufacturers of

Account Books, Loose-Leaf
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Leather Goods, Stationery, Office Supplies

**DIARIES, OFFICE and
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Dealers in all kinds of

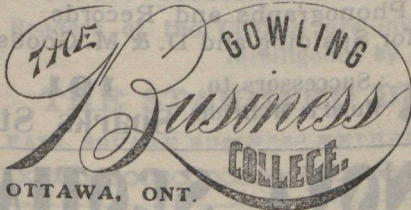
**Paper, PRINTERS'
 SUPPLIES, Etc.**

51-53 Wellington St., TORONTO

A GREAT SCHOOL!

Great in Reputation Great in Influence
 Great in Results Great for Thoroughness

Now is the time to enter this great school,



and prepare for one of these good positions that
 are always open for a Gowling graduate. Write
 for our catalogue. It is free and will interest you

W. E. Gowling, Principal

174 Wellington St.
 OTTAWA ONT.

We Manufacture **FURS**
 A Call Solicited.



COTE & CO.

114-116 Rideau St.

P. S. **HATS**



"I am convinced that I can learn more
 Latin by the DeBrisay Method in the next six
 months, than I did in my eight years of school
 and college and by my reading of ecclesiastical
 Latin since."

REV. G. FOLEY, D.D., Philadelphia.

L'ACADEMIE De BRISAY
 414 Bank St., OTTAWA.

The R. J. Devlin Co. Limited

Importers of

HIGH GRADE HATS

Manufacturers of

FINE FURS

76 Sparks St. Phone 1198

The team leaders thus far is the Interior-Langevin, with an average for seven games of 2,985. It is sufficient contrast to show that the best average of the first quarter of last year was 2,604.

The schedule for the next fortnight as arranged is as follows:—

- Dec. 20—Agriculture vs. East Black and Audit.
- 21—Savings Bf. Branch vs. Interior Outside.
- 22—Public Works and Rys. vs. Railway Com.
- 23—Interior Outside vs. Customs etc.
- 27—Interior Langevin vs. Customs Statistics.
- 28—Post Office vs. Savings Bk. Branch.
- 29—Public Works and Rys. vs. East Block and Audit.
- 30—Agriculture vs. Interior Outside.

* * *

Correction.

In the review of the bowling sea-

son, published in *The Civilian* of Dec. 3rd, Mr. W. T. Urquhart is given sixth place in the singles in the Eastern Canada Tournament. The credit should have been given to W. T. Mellquham. It was also stated that the service bowlers won 7 out of 34 prizes in this competition, whereas the number of prizes won was 17.

THE NEW BUILDINGS.

The Honourable Minister of Public Works informed the House on Nov. 26th, that the new departmental building, which it is proposed to construct in Ottawa, will cost \$3,439,200, not including the heating and interior fittings. The site cost \$528,000.

The new buildings will be large enough to accommodate all the departments which occupy rented buildings, and on which the government now pays an annual rental of \$140,000.

"Interior fittings" will doubtless cover a proper ventilation system.

CIVIL SERVANTS

PHONE 3397.

Special Prices to
Civil Servants



Anything in Sporting Goods.
Edison Phonographs and Records.
Agents for Spalding and D. & M. Goods.

HURD & CO.

Successors to **191**
Hurd & McBride Sparks St.

THE BANK OF NOVA SCOTIA

Stands for UNPARALLELED SECURITY TO THE DEPOSITOR.

ASSETS OVER \$44,000,000

CAPITAL \$3,000,000

RESERVE \$5,400,000

The large surplus combined with conservative management are the guarantors of safety.

\$1.00 Opens an Account.

TRY IT.

CORNER SPARKS and O'CONNOR STS.

JOHN McKEEN, Manager

Please Patronize Our Advertisers.

THE SOCIAL WHIRL, OTTAWA.

O REGGIE, come and help me, dear,
 And hook me up the back ;
 I wish I had a dinner gown
 Of jet-bespangled black.
 This ivory silk is getting old,
 I've worn it everywhere,
 And had it altered twice you know,
 By Mamselle Beaurepaire.



Why don't they raise your salary?
 You ought to make a stir.
 You can't afford to keep a house
 On Eighteen Hundred per,
 That is, when I'm so popular
 At every social ball,
 And when we're singled out like this
 To dine at Rideau Hall.

I know you missed the lining hooks.
 I feel it in my bones.
 Now, Reggie boy, you must not talk
 In savage undertones.
 Of course I know you dare not say
 Those wicked words aloud.
 Just start again. I wonder, dear,
 Who will be in the crowd.
 Ouch! Stabbed me with a beauty-pin,
 My goodness, how it stings!
 If you had eyes, you stupid boy,
 You wouldn't do such things.
 What? You refuse to hook me up?
 If you were better paid
 I wouldn't bother you, my dear.
 I'd have a ladies' maid.

Now, Reggie, come and fix my dress,
 Please do. I won't be glum.
 Ah, you're a darling.—There's the cab
 I knew the thing would come
 Before we're ready. Such is life.
 It costs so much to wait.
 My goodness, Reggie, fix your tie
 It's not the least bit straight.
 My opera cloak ! Just see that spot.
 I wonder will it show?
 Perhaps my sleeve will cover it.
 My land, what loads of snow.
 My left foot's wet, but then who cares?
 Your arm, I'd hate to fall.
 Just think, my dear, we're going out
 To dine at Rideau Hall.

—Toronto News

Readers of the *Civilian* are invited to still further demonstrate their intelligence by patronizing

THE STANDARD DRUG STORE, COR. RIDEAU @ NICHOLAS STS.

FAIR, SQUARE BUSINESS METHODS AND PROMPT SERVICE.

IF YOU WANT TO BE STRONG EAT AT SAM. CASSIDY'S

If You Have no Money, Come just the same.

Bijou Hotel and Cafe

Corner Sparks and Metcalfe Street - Ottawa.

Please Patronize Our Advertisers.

From a Woman's Standpoint.

Just now, when the Canadian women have been so recently reproved by their lack of interest in the subject of woman suffrage, and since in England at least this subject has been closely allied to the wage-earning problem, it is interesting to notice how vastly different are the conditions of the women wage-earners in the two countries.

When one looks into the matter, it would seem as if the history of the woman wage-earner in Great Britain or on the continent, and, indeed, in the congested cities of the United States, has been a long history of submission to oppression. It seems as if the employer has ever been bent on getting from his employee the maximum amount of labor, quite regardless of the fact that an employee, like himself, possesses a body and soul. The very fact that women labor organizations in these countries have been active for many years shows that there has been the necessity for combined action on the part of the women earning their own livelihood, to combine to protect their interests. Mrs. Katherine Graves Busbey, in her history of the women's trade union movement in Great Britain, tells something of the efforts which

women had to make to overcome the prejudice which existed in England against women wage-earners. She asserts that the Women's Trade Union League, which was originally organized in 1874, had to protect itself under the title of the "Women's Protective and Provident League." To have attempted an organization for bettering wages would have meant disaster, since it would have awakened the fear of competition in the men's unions. Their opposition would have been incurred, and public opinion which was averse to women's self-assertion in any form would have been aroused. So they adopted this name, so as not to suggest any warlike intent on the part of the women. At first they dared to protect each other chiefly in cases of illness, but by 1889 sufficient courage had been gathered to substitute the words, "Trade Union," for "Protective." Later the word "Provident" was dropped, and the union became the "Women's Trade Union League"—with the object of bettering the wages of the women. Such a union was destined to become strong in a country where nearly twenty-six per cent. of the wage-earners are women, and it has accomplished many things.

Shorter hours have been gained, protection against fines and impositions, agitation for the extension of the Truck Acts to shopworkers, requiring that wages shall be paid in

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full in current coin of the realm, and that board and lodgings, if provided by employers, should not be a condition of employment—as the majority desire to live out,—a desire which can readily be understood. Such an enumeration of advantages gained is, of course, decidedly uninteresting reading, unless one is interested in the conditions to which people more unfortunate in their circumstances have had to submit.

This writer asserts further that the most tangible success attributed to the women's trade union is the final adoption by women unionists of the process of settling trade disputes by conciliation and arbitration,—a method which has lessened the number of strikes.

Further glimpses of the sad condition of women wage-earners are got by glancing through a recent report of this "Women's Trade Union League." For instance, in

one centre of the lacemaking industry in France, 53% of the women labor ten hours per day, and 19% of them earn 1d. per hour,—no one earns more than 1½d. per hour.

Turning from the consideration of such conditions to the condition of the Canadian woman who earns her own livelihood, one notices, at the very outset, how hard it is in Canada to distinguish between the women of work and the women of leisure. In some of our Canadian cities, it is asserted by women deeply interested in the problem of the woman wage-earner that one can scarcely say there is such a problem as exists in other countries. "The problem with us," said one such lady, answering inquiries regarding the girls who work, "is the problem of overdress." She said that in her opinion the Canadian girls needed to learn to subordinate the matter of dress to other and greater advantages which money can bring.

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POT-POURRI.

Miss Shillaber, a daughter of the famous humorist, P. B. Shillaber, gives this account of how her father came to sign himself "Mrs. Partington":

"My father had always been delighted with Sydney Smith's description of a 'Mrs. Partington' mopping back the Atlantic with a broom, and her name just then occurring to him, he chronicled a rise in breadstuffs thus: 'Mrs. Partington says the price of flour makes no difference to her, as she always pays the same for half a dollar's worth.'"

* * *

The Guelph Co-operative Association, Limited, held its first half-yearly meeting for 1909, recently. The total sales of the Association amounted to \$29,795, an advance of \$2,815 over the preceding half year. The profits amounted to \$1,043, after paying interest on loans. A dividend of five per cent to shareholders and two and a-half per cent to non-shareholders was paid. Profits were reduced by the fact that meat cost 2½ cents per pound more than when the butchery department was started, and that the selling price had not been advanced. The net profit on share capital was 56 p. c. The Association has added coal to the commodities dealt with, the price charged being \$6.20 per ton. The City bought its coal from the Society. The Association is also starting two new departments, namely, graniteware and crockery. In less than 2½ years the Society has paid in dividends and interest on shares over \$4,700 on a share capital of \$3,690. The Society has a reserve fund of \$2,000, and a surplus of \$457 at profit and loss.

* * *

A professor at a well-known engineering college says that but for occasional innovations in the application of learning, such as the following, he would find it hard to judge the extent of his usefulness.

This question was asked upon an examination-paper: 'What steps would you take in determining the height of a building, using an aneroid barometer?'

The answer was: 'I would lower the barometer by a string, and measure the string.'

Personal.

Appointments.

Mr. Artemas Lord has been appointed Inspector of Lights and Superintendent of Life Saving Service for the province of Prince Edward Island.

Transfers.

Customs Department:—G. A. McHaffie has been transferred from the Inside to the Outside service.

Promotions.

Interior Department:—S. J. Willoughby, A. R. Morrisset, F. W. C. Cumming, F. C. Blais, E. F. Drake and A. Pinard, from 2B to 2A.

Inland Revenue Department:—E. O. Way, from 3B to 3A.

Audit Department:—Miss J. Herron, Miss L. R. Living, Miss S. E. Steeves, Miss E. L. Inglis, Miss F. Brook, Miss M. Daly, Miss T. Darcy, Miss F. J. Halkett, Miss F. Loverin, Miss J. G. M. Lour, Miss E. M. Snow, Miss S. E. Turnbull, Miss M. C. Teoy, Miss Wright, Miss M. H. Sullivan, from 3B to 3A.

Indian Department:—J. W. Steone, G. M. Mathesous, G. L. Chitty, R. B. E. Moffat, R. M. Ogilvie, P. J. O'Connor, S. W. Hobart from 2B to 2A. R. G. Orr, from 3B to 3A.

Superannuations.

Mr. Thomas Foster, Collector of Customs, Brantford Ont., will retire on superannuation on January 1st, 1910.

Col. F. Toller, Comptroller of the Currency, Finance Department, will retire on superannuation on January 1st, 1910.

A. G. D. Taylor, Chief Clerk of English Journals, House of Commons, will retire on superannuation on January 1st, 1910.

Resignations.

Interior Department:—M. J. McLaughlin has resigned from Dec. 15th.

Customs Department:—D. J. O'Donoghoe and Miss H. E. Scott have resigned from Dec. 31st, 1909.

Deaths.

Walter Dickey, a superannuated official of the Customs, Toronto, died on Nov. 28th.

Edward Gordon, a superannuated official of the Railway Mail Service, Ottawa district, died on Nov. 19th.

R. E. Hardy, a superannuated official of the Rideau Canal staff, died on Dec. 5th.

George Andrews of the Government Printing Bureau died Nov. 30th, 1909.