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THE CIVILIAN

VOL. V.

APRIL 4, 1913.

No. 25

For the Women in the Service.

AN INFLUENCE FOR CLEAN LIVING.

The Civilian desires to dedicate its first article to-day to the women in the service. The article printed below is an extract from an interview given to the N. Y. Sun by a young New Zealand woman studying journalism at the Pulitzer college of that city. The leavening influence of women in the world's work is becoming every day more apparent.

“Our remote little country has managed to set the world an example of good government. And yet twenty years ago New Zealand was the most drunken country in the world. Its wealth was all in its mines in those days, and the miners were hard characters.

Then, as now, there were two political parties—the Government and the Opposition, the Ins and the Outs. The Outs had been there for some time and were tired of it when some one suggested the brilliant idea of starting an agitation for giving the suffrage to women as a means of making the party in power unpopular. There was very little objection and the measure was carried by a few votes.

At first the women hung back. They had not asked for a vote and they did not particularly want it. But with the coming of a wave of temperance activity they began to take more interest. They were not eligible for Parliament, but for all civil service offices.

With the first use of their new power they found out what they could accomplish and an era of reform set in. The first measures passed by the women looked toward the protection of the families. A man cannot will his property away from his family or give away large sums of money during his life without

paying a crippling stamp duty. There is a sort of interstate traffic in deserting husbands between New Zealand and Australia, which now also has suffrage. They are shipped back, sent to jail and made to work for \$2 a day, which is paid to their families. Not a girl under 18 nor a boy under 16 is at work in the whole country, and there is a strong sentiment in favor of raising the working ages to 18 and 20. No boys are allowed on the streets selling newspapers or doing messenger service after 6 o'clock, the night work being done by men.

There is not a beggar in the whole country except a few blind men playing organs, nor are there any unemployed. In fact the demand for labor is rather serious and constant supplies are being sent out from England. But our immigration laws are very strict. The working people find the islands a paradise, for charwomen get from \$2 to \$2.50 a day, and factory hands work in beautiful light buildings. There is an eight hour day and a quarter of an hour off both in the morning and afternoon, when the men smoke and the girls make tea in their clean and airy rest rooms.

This extra half hour off as well as the time at noon is rather an innovation and I remember the horror with which my father greeted it in his

mill. Other manufacturers and merchants said that the women were running the country, but after trying it for a time they were all converted, for the output was the same and the health of the workers much better. Home work is forbidden now unless the worker is crippled and unable to get to the factory.

Of course we have compulsory education and our schools are the finest in the world. The children of the Governor-General and the laborer go to these schools together; we have no such system as the English private schools. Boys and girls are educated in the same classes and all learn politics just as they do history. The hotels have been reformed for the sake of the country teachers who have to live in them and each house must be in charge of a decent married couple.

The women know just as much about politics as the men and gradually certain departments of administration have been left to them. Our treatment of the dependents is considered the most advanced in the world. Idiots are no longer shut up in asylums, but are segregated on State farms, where they work in the open air. The words jail and asylum have been abolished in favor of reformatory and hospital. The word illegitimate has also been forbidden in Government documents and a father is forced to provide for his illegitimate child until it is 14 years old and also in his will.

There is no white slavery on the island, nor are there any houses of ill fame even in the cities. I do not mean that there is no immorality, of course, but commercialized vice is unknown. But, then, even in our cities there is no poverty.

Although the women take an active interest in politics they do little public speaking. But they talk about politics far more than the women in this country seem to do, and their influence is strong, if silent. A young statesman who stumped the country six years ago holding a series of wo-

men's meetings and promising them reforms, is now in the ministry. They watched him for a year or two, and then they gave him their entire support.

But because our women do take part in them, our elections are quite different from yours. Colonials are as conservative as Englishmen about the places where their women go, and the first thing they did was to change election customs. Hotels and public houses are closed on election day. For two days before election no newspaper is allowed to publish any biased opinion. As a result there is absolutely no election disorder."

SOUTH AFRICAN HUMOUR.

The medical men looked the postman (found unconscious on his round) over carefully, but were unable to find anything wrong externally. Finally, they decided to operate on him for appendicitis.

Later the coroner was called and a coroner's jury sworn. They searched his pockets for evidence, and found a bunch of stickers that the postman used in his official capacity. The coroner took one of these stickers from the bunch and pasted it on the coffin.

"I think this about expresses the verdict, gentlemen," he said. The label read:

"Opened by Mistake."

* * *

For some reason or other the Savings Bank Department has been described as the dullest branch of the Post Office Service, but occasionally a flash of humour comes like a ray of sunlight to brighten up the dullness.

For instance, recently the department received a note from a lady depositor with reference to a change in her name.

"I am married," she wrote, "but wish to carry on as before."—*South Africa Post-Tel. Herald.*

GRIN, — YOU, GRIN.

By the Poet "Low-Rate."

When the sky looks black, and the thunders roar,
Grin, — you, Grin.
When the stocks go down, that you thought would soar,
Grin, — you, Grin.
When out of your pocket slips a Yen,
Thank all the Gods that it wasn't ten;
Whining's all right for dogs—not Men;
Grin, — you, Grin.

When you fall down stairs and you break your beak,
Grin, — you, Grin.
When the hens don't lay for a solid week,
Grin, — you, Grin.
When you wife runs off with a Count or Earl,
Just fall in love with the hired girl,
And as you burn up the first one's curl,
Grin, — you, Grin.

When you find you've twins, and they start to howl,
Grin, — you, Grin.
When you walk the floor and you'd like to growl,
Grin, — you, Grin.
Just think if you'd been a typhoid germ,
You'd have had 10,000,000 or more, Old Worm,
Just grit your teeth, boy, good and firm,
Grin, — you, Grin.

When you're down on your luck and out of work,
Grin, — you, Grin.
As you ask the Boss for a job as clerk,
Grin, — you, Grin.
Don't look to your friends to see you through,
GET OUT and show them what YOU can do;
They'll cheerfully boost you along if you
Grin, — you, Grin.

And then when you come to the Golden Gate,
Grin, — you, Grin.
If Peter should tell you that you are late,
Grin, — you, Grin.
Tell him you stopped on the way awhile,
To hand out a cheery word and smile,
And as he whispers of Durance Vile,
Grin, — you, Grin.

As you wander up to the Seraphims,
Grin, — you, Grin.
As you turn and bow to the Cherubims,
Grin, — you, Grin.
Grab hold of a harp with a golden string,
And tap an angel upon the wing,
And call aloud for them all to sing
GRIN, — YOU, GRIN."

C. S. COMMISSION.

Discussion in the House of Commons.

Civil Service Commission—salaries, \$29,025; contingencies, \$50,500.

Mr. SINCLAIR: Might I ask if appointments are made to the inside service without the authority of the Civil Service Commission?

Mr. BORDEN: So far as I am aware they are not. I could not understand how, under the law, they could be made without application to the commission.

Mr. SINCLAIR: Are promotions being made which are not authorized by the commission?

Mr. BORDEN: I am not aware that they are, and if my hon. friend will direct my attention to anything of the kind, I will make inquiry as to the matter. I do not understand how it could be done except in accordance with the provisions of the law.

Sir WILFRID LAURIER: If my memory serves me right, my hon. friend obtained authority last year by statute to increase the number of the Civil Service commissioners, and, although a year has elapsed I am not aware that the number of the commissioners has been increased.

Mr. BORDEN: I had expected before this to have made considerable progress in extending the scope of the Civil Service Act. My right hon. friend will remember that I went away almost immediately after the session last year and was absent until the autumn. When the autumn arrived, we secured the services of Sir George Murray for the purpose of investigating Civil Service conditions, and he has made a report which has been laid on the table of the House. We hope to give that report consideration in connection with the extension of the Civil Service Act, and, possibly, in connection with some revision of that

Act, which is not in all respects absolutely satisfactory in its operation. In the meantime, until that extension does take place, and until the consideration of that report can be made, it is not thought necessary that a third commissioner should be appointed. The appointment will, however, eventually be made.

Sir WILFRID LAURIER: My hon. friend had not thought of the report of Sir George Murray when he obtained power to increase the number of the commissioners. When my hon. friend last year introduced the Bill authorizing the Government to increase the number of the commissioners, we offered no objection. We assumed at that time that my hon. friend had made up his mind to have a third commissioner, and although the reasons given were rather meagre, we took it for granted that there were good reasons for this change. Perhaps we too readily took matters for granted, because my hon. friend has now been deliberating for a year, and I do not understand that he is even at the present time in a position to say that the third commissioner will be appointed.

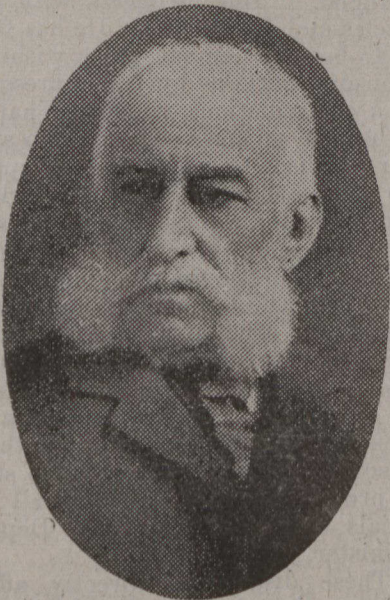
Mr. BORDEN: A third commissioner will be appointed in due course, but I think it is desirable that, before doing so, the operation of the Act should be carefully reviewed and the recommendations made by Sir George Murray with regard to the working of the Act and the efficiency of the Civil Service generally should be fully considered; and also that his suggestions pointing to the possibility of greater efficiency should be considered by the House and by the Government.

Mr. GERMAN: We have a Civil Service Commission at an expense of \$44,000, and I fail to see of what benefit it is in so far as the Government of Canada is concerned. What better inside or outside service have we than before the commission was

appointed. It was the unanimous opinion of the House that the appointment of Civil Service employees should be taken out of politics as far as possible and that a Civil Service Commission should be appointed who would have the right to appoint men to the Civil Service by reason of competency rather than by reason of any political influence that should be exercised. That was the object of appointing the commission, but as far as my information and observation go, I cannot see that the appointments to positions have been made any differently since the commission has been appointed than they were before. They are made by reason of political influence now just the same as they ever were.

TABLET TO THE LATE LT.-COL. WILLIAM WHITE.

A tablet to the memory of the late Lt.-Col. William White, C.M.G., is



THE LATE LT.-COL. WILLIAM
WHITE.

being placed in St. George's Church, Ottawa, and will be unveiled at 3

o'clock on Wednesday, the 2nd of April.

The following is a list of the contributors:—

Col. W. P. Anderson, F. C. Anderson, G. C. Anderson, A. Boldue, E. B. Bates, Rt. Hon. R. L. Borden, Geo. Burn, J. Chamard, Fred Cook, Maj. J. F. Cunningham, Dr. R. M. Coulter, C.M.G., Ed. Hawken, W. J. Johnston, Dr. M. O. Klotz, Norman H. Lett, Miss A. Landor, W. Mercer, Miss T. May, Miss L. Merrick, Graham Moon, John F. O'Connor, Prof. E. Prince, Chas. Pope, E. H. Fletcher, Miss Fraser, Miss M. Fraser, Miss Farrell, Dr. Glashan, Prof. Francis W. Grey, Miss Grey, J. R. Greenfield, Capt. H. Gray, Miss Gibson, James A. Gouin, F. Hawken, Rural Mail Delivery, R. W. Shannon, Sydney Smith, Col. A. P. Sherwood, C.M.G., Miss Jane Simpson, Miss A. M. Simpson, E. H. Taylor, Capt. H. B. Verret, Lt.-Col. Winter, J. G. Whyte, Miss Wainwright, E. J. Binks and Major John Walsh.

WILSON AND THE MERIT SYSTEM.

Administration Plans to Revise and Extend Civil Service Laws.

A revision and extension of the civil service laws will be one of the achievements of the Wilson Administration during the next four years. A Cabinet member having much to do with patronage is authority for the statement that as soon as opportunity offers, a thoroughgoing investigation of the civil service will be made in the executive departments, with a view to promoting greater efficiency in the Government service. Instead of repealing ex-President Taft's order putting fourth-class postmasters under the civil service rules, it is probable that the inefficient members of the department in this class will be removed for cause and the service built up.

There is also good ground for saying that tests may be devised for all Presidential postmasters, including those of the first class, with a view to establishing a permanent public service on a merit basis. It is said here that ex-Presidents Roosevelt and Taft have exhausted the Presidential authority in covering government employees into the civil service, and that President Wilson will have to have new legislation before he can carry out his ideas along this line.

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to the Civil Service are invited and will
receive careful consideration.

Ottawa, April 4, 1913

THE LAW'S DELAY.

It is inconceivably unfortunate that circumstances which seem to be uncontrollable are causing delay in the government's programme for oiling the machinery of the vehicle of public service. Considering the little attention which governments seem inclined to devote to the internal economy of the huge organism which conducts public business, it is surprising that public services are as effectual as we find them to-day. That this is so is complimentary to the personnel, which, drifting along without co-ordinating, administrative superintendence, accomplishes the work of the country as well as it is done. The economic waste, however, of an unsystematized body for conducting business is most deplorable. Those of us who are in the Canadian service are aware of this condition. The present writer knows of hundreds of thousands of public money lost through the culpability of neglect in employing business me-

thods in public business; losses of which the country cannot and will never know.

The cabinet has appointed a committee of its best men to study Sir George Murray's report, but on account of other occupations this committee has not made its report, and judging from the congestion of other business, supposed to be of more importance, it will probably be some time before this can be done. A man naturally puts his house in order before beginning business. A farmer builds fences and drains the land before introducing live stock.

The operating of a great public service is a problem for experts. Even with the octopus of patronage removed, if such a thing were possible, there are difficulties enough to engage the attention of a score of Napoleons in organization. There is the inherent problem of the status of a government servant. The Government is a great monopoly. A man enters a service and develops certain powers, attitude and outlook called "official." But he meets with obstacles and obstruction. He has failed to become persona grata with his sponsors, perhaps by the expression of a compunctious virtue. What is to become of him? There is no similar business to which he can apply for employment. There is no rival firm to which a dissatisfied civil servant can offer his services. There is no chance to use the powers developed in government employ and, **terrible dictu**, official life unfits a man for business. Therefore he must stick. Nor can a civil servant take up side lines of employment to augment his subsistence, at least there is some traditional objection to such a proceeding in the case of all officials under the rank of a Deputy Minister.

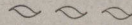
These disabilities directly affect salary schedules and should be the first consideration to receive the attention of the co-ordinating body which Sir George Murray recommends. These restraints and limita-

tions demand that a higher schedule of salary should rule in the government service than in ordinary business life where opportunity is met at every street corner. This doctrine was recently recognized by the Chicago C. S. Commissioners, as stated in our last issue. These commissioners investigated the salaries ranging in occupations in the outside world of a somewhat similar character and added 25% as some offset to the sacrifices which a man makes in entering the restricted arena of public service.

On this occasion we will refer to but one other subject which a co-ordinating civil service authority must surely decide upon and promptly too. That subject is superannuation. Any mind which opposes or postpones the enactment of this principle in public service is insensitive to the impetus of human evidence. That superannuation is a natural corollary to efficiency has been demonstrated times without number.

That there should be a moment's delay in formally enacting these and similar doctrines into the statutes is, as stated, inconceivably unfortunate. We are always told to have patience but the practice of this virtue is always dependable upon circumstances. Having every confidence in the sincerity of the present administration in regard to the service, we must wait until the present tie-up of government business has passed away, and then we think it desirable that the federation, 5,000 strong, should wait on the ministry in regard to the many unsettled problems. As ministers are notoriously burdened with a superabundance of work we think that Dr. Smith should suggest that the committee of ministers re-delegate to a committee of the federation, the duty of making recommendations on Sir George Murray's report; such recommendations to be submitted to the Committee of Council as suggestive only, and as a basis for them to work upon. Recollections of the splendid report of the In-

side Service to the Courtney Commission in 1906 justifies the anticipation that great assistance would be rendered to the government in this important regard. We think the officers of the federation should avail themselves of the very earliest possible psychological moment to press for consideration of the problems affecting the personnel of the service.



A PUBLICITY COMMITTEE.

At the federation meeting of 1911 a very important committee was appointed for the purpose of educating public opinion in respect of the many phases of life in the civil service. The idea was to pick out facts and conditions of service life, to study the advances made in the public services of other countries and send the matter so made up to the newspapers of the country. The belief was expressed at that time that editors, who are often in need of "copy" would publish these articles from time to time and so, reminding the public of the existence of the great body which administers the public business, carry on a course of education as to what is necessary for its efficient organization. This idea has, we fear, grown cold.

It will be admitted that the public must be informed on this, as on all other subjects before real progress can be made. The service of Great Britain has learned this lesson and is carrying on what can only fitly be called a "fight" for notice or publicity. Ministers of the Crown are simply "pummelled" with questions of all kinds in the House of Commons. Weaknesses, abuses and corruptions in this way receive their mead of publicity and as a stone is worn by dripping water, so the ministerial and public mind becomes impressed with the immensity of service problems. In New Zealand this state of mind is an accomplished fact. In the United States besides the many service organizations, they

have the National Civil Service Reform League with state branches, all composed of men outside the service who are using all the arts of publicity to lead public opinion into proper channels on the subject of merit, superannuation, etc., and the influence is being felt.

Let us appeal to President Smith to revive and revivify the publicity committee of the federation. We are in a position to aid in such good work by furnishing literature which comes to "The Civilian" mail box in the shape of the periodicals published by the civil services in nearly all English speaking countries, certainly from the most important ones. All this means hard work but there is plenty of work in store for the Canadian service if ever we hope to achieve the divine maximum of individual happiness or the ideal state of governmental efficiency.

CIVIL SERVICE SAVINGS AND LOAN SOCIETY.

This society is a voluntary co-operative thrift association organized and carried on by Civil Servants at Ottawa, solely for the benefit and convenience of its members. It has been in successful operation for nearly five years.

The following is the business statement for the month of February, 1913:—

RECEIPTS.

Shares purchased	135 66
Deposits made	184 16
Loans repaid	833 33
	<hr/>
	\$1,153 15

DISBURSEMENTS.

Shares withdrawn	50 00
Deposits withdrawn	426 25
Loans made	964 96
	<hr/>
	\$1,441 21

Membership is open to any Civil Servant of good character. Application for membership should be made to the manager, Mr. F. S. James, Office of the Auditor-General, Room 107, Harris-Campbell Bldg. The manager may be seen at his office any day after 5 p.m., Saturdays and holidays excepted.

THE BRITISH COLUMBIA ASSOCIATION.

The Vancouver branch of the Dominion Civil Servants' Association of British Columbia held an enthusiastic meeting in the customs long room on Monday evening. The attendance was large, there being present members of all the different branches of the Dominion civil service departments in the city. Mr. Trant of the post office staff, occupied the chair, with Mr. H. Cartwright of the customs department acting as secretary. This being the occasion of the sixth annual meeting of the local branch the most important business transacted was the election of officers, which resulted, after keen contest, as follows: President, Mr. Joseph E. Fagan; vice president, J. F. Murray; secretary, Norman J. DeGraves; treasurer, A. Brown; executive, H. D. Birmingham, T. Wootten, P. McAllister, W. J. Holland, James Scott, R. J. Herbert, F. G. Allan and J. E. Morgan. The Dominion Civil Servants' Association was formed several years ago and now has branches in different parts of the province, Vancouver being a sub-branch of British Columbia. The object of the association is to promote the welfare of all civil servants.

President Taft tells the following story. "Once," he says, "three ministers wanted to cross the Mississippi river to attend a revival at a place which boasted of no regular ferry. Two of them were of good physical proportions, while the third was a little spare man. They got a boatman to take them over, but in mid-stream a storm arose and the waves threatened to capsize the boat. "Brother," said one of the big men to the other, "I think we had better join in prayer." "Do you, though?" shouted the boatman. "Well, I say you don't! You two brothers, come here an' lend a hand at the oars—the thin fellow pray!"

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At the Sign of the Wooden Leg

By "Silas Wegg."

Spinning out the Work.

Some are born spinsters — of course you know what is coming next—some achieve spinning—and—how often, oh, how often I have put Malvolio to this form of torture!—some have spinsters thrust upon them. It is not my intention, and never was — and I hope and pray it never shall be—to discuss the question of spinsterhood in any frivolous way. My object in opening this day's talk with a Shakesperian paraphrase is merely to get a grand start, as some clergymen use a high-sounding text to conceal a second-rate sermon. If my text has any application to the subject-matter of this article it is to be found in the second clause thereof. "Some achieve spinning." I wish to converse with you concerning the world-old practice of Spinning out the Work or Keeping one's Job Alive.

We need not give much attention to the fellow who spins out his work just on account of sheer laziness. The work, in his case, may be said to do its own spinning. He is no more entitled to honorable mention than the fellow who cannot keep from working. In regard to the latter there is an affinity between the man and his work, for which no more credit is due the man than credit is due an acid for its affinity to some base metal. In the case of the lazy man there is no affinity between the man and his work. Who is to blame—the Man or the Job?

The lazy man's work spins itself out, as we have said. As sure as the law of compound interest holds, and the law is operative outside of the banking houses, a lazy man will always have work enough left for the morrow. His contrary spirit, the industrious man, may squander his work and discount tomorrow's job in his recklessness, but the lazy man never impairs his capital of labor if he can help it. He, too, has the unearned increment coming his way. Thus it is that we cannot rank him as a true spinner out of work, just as we cannot consider the dead-head in the river around which the sands congregate until an island is formed, as the maker of the island. The lazy man is a dead-head in the economic river, a nucleus around which work accumulates. It is not for him that we bring the laurels of praise.

The real simon-pure spinner out of work is an industrious man in his way, a living entity and no dead-head. He is rather to be likened unto those zoophytes of the southern seas that rear the coral islands out of their own discarded shells. He asks but the merest vantage ground on which to labor and, lo, in a short time his job looms firm and stately in the archipelago of society.

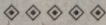
I have great admiration for the Zoophytes. There is Zedikiah Zoophyte, son of Zebulon, who was born and bred in the town of Zero and lived there until he entered the Zivil Zervice. (A terrible time for colds in the head.) Zedikiah has



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Ottawa South



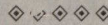
Brick Veneer with Hall in centre of house. On the ground floor are Parlor, Dining - Room, Den, Kitchen, and Summer Kitchen.

2nd Floor.— Four Bed Rooms and Bath Room.

3rd Floor.— Two extra large Rooms. Large Sun Parlor off the 2nd Floor.

Size of lot 50x100. Hot Air Heating, and open plumbing. This House is new and can be purchased for \$5,500.00 with \$1,500 cash. This is worth investigating.

Ottawa East



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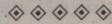
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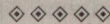
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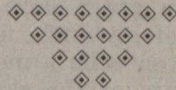
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existed for three decades on a capital consisting of two correspondence files and a capacity for coral building. Around the two files he has gathered the shells and skeletons of countless reports and memoranda. To them has the Gulf Stream of the daily routine brought all sorts of Minutes of Councils, Treasury Board rulings and departmental regulations. And Zedekiah Zoophyte is rated as a higher administrative officer with pay in accordance. Such is the true spinner-out of work.

There are certain semi-Zoophytes, or temporary spinners, to be found in all grades of business. These do not make a life work, as Zedekiah does, of coral-building, but apply themselves at times to keeping their jobs alive. We called them semi-Zoophytes. Their other semi can be called Deadhead, for there is a streak of laziness in the temporary spinners out of work. They find a piece of work to their liking. There may be ease in it, or a certain atmosphere of authority or of importance. It is the job that just suits. How they, how we, let me say, delight to spin it out! Perhaps it is a class of work that calls for no brain effort, or a three-weeks' tenure of an office behind a green-baize door while the chief is at the seaside. The heart delights in green-baize doors. The pressure of my little finger on this ivory button calls a messenger, and the pressure of the same finger on that white button calls a chief clerk to my side. Is not the temptation to spin it out too great for weak mortals like us?

If you wish to be a successful spinner-out of work you must study how to look wise. You must always give the impression of some great reserve of knowledge or influence upon which you can draw if you wish. But you must never attempt to do any drawing. Zedekiah attains his end by the use of unpretentious side-whiskers and a

memorandum pad which he takes from his pocket every once in a while and addresses a few hems and haws to. An impatient look at his watch, followed by a determined rustling of his two correspondence files, has proved a great help as well. But no two Zoophytes have quite the same methods.

Sometimes a Zoophyte comes a cropper. I remember the day on which Zedekiah went beyond looking wise in regard to one of the two cases which he had made the centre of his coral island. He actually expressed an opinion on the case, and his Minister was about to take action to settle the business. Poor Zed was in hot water. To have his favorite child, as it were, killed by an Order-in-Council was enough to make any man gasp. He gasped. And the Minister, being a kind-hearted man who gasped at times himself, spared the child's life and let Zedekiah add another Order-in-Council of the harmless kind to his file.

It follows, as a corollary to all this, that a spinner-out of work should never let his work out of his hands. The minute he allows another spinner-out, or, worse still, someone who does not like spinning, to find out what he is at, there is apt to be trouble. His coral island (now you see why I lugged in that "corollary") may at any moment be swept into the depths of the ocean by the tidal wave of publicity. And tidal waves are becoming very fashionable these days. Jones says that it is very unwise to invest one's capital in a coral island now. And, as for dead-heads, the government dredges may come along and jerk them out of the river course any day, ALAS!

In a letter to the *Times* several Cambridge dons suggest that all employees of public bodies, including civil servants, should not receive appointments without passing a military test of fitness. A similar suggestion is made by Mr. Frederic Harrison in this month's *English Review*.

JOB NO. 9520—CIVILIAN

ENTRANCE TO SECOND DIVISION, INSIDE SERVICE.

The *Civilian* hereunder continues publication of the papers set for the examination as above which took place in Ottawa Nov. 11th to 16th, 1912.

Examination papers for entrance to the Second Division are divided into two groups, A and B. Group A is as follows:—Writing, spelling, composition, literature and arithmetic. Group B is as follows:—Algebra, geometry, physics, chemistry, geology, biology, French (for those writing in English), English (for those writing in French), Latin, German, history, political science, economics, geography, philosophy, English law, civil law. All the subjects under group A are compulsory. In group B candidates are not allowed to write on more than five subjects.

Those who were in the Third Division prior to Sept. 1st, 1908, and who are recommended for promotion by their Deputy Head, are required to take all the subjects under group A and three only under group B. In addition they have to write on two papers on duties of office.

Second Division.**SCHOLASTIC PHILOSOPHY.**

November, 1912. Time: 2½ hours.

(Candidates are required to observe the regulations strictly.)

Note.—Six questions only are to be attempted: two in each group.

LOGIC.

1. State and explain, with examples, the laws of the conditional syllogism.
2. Show that the external senses are criterions of truth.
3. Show that rationalism is fallacious.

METAPHYSICS.

1. Show that for the existence of every dependent being a cause is necessary, which mediately or immediately must be a self-dependent being.
2. Show that the human soul is a direct creation by God.
3. Prove that Providence exists.

ETHICS.

1. Demonstrate that the Utilitarian System, which assumes that private or public utility is the basis of conduct, cannot be admitted in Ethics.
2. Give the chief arguments in favour of the indissolubility of marriage.
3. State the essential features of the

Social Contract of Jean Jacques Rousseau, and show briefly that the theory of the Geneva philosopher is contrary to the evidence of history and of human nature.

Second Division.**LATIN.**

November, 1912. Time: 2½ hours.

(Candidates are required to observe the regulations strictly.)

Note.—Candidates will omit one of these extracts with the questions pertaining thereto.

Translate:—

1. Eo de media nocte Caesar iisdem ducibus usus qui nuntii ab Iccio venerant, Numidas et Cretas sagittarios et funditores Balaeres subsidio oppidanos mittit; quorum adventu et Remis cum spe defensionis studium propugnandi accessit, et hostibus eadem de causa spes potiundi oppidi discessit. Itaque paulisper apud oppidum morati agrosque Remorum depopulati, omnibus vicis aedificiisque quos adire poterant incensis, ad castra Caesaris omnibus copiis contenderunt et ab milibus passuum minus duobus castra posuerunt; quae castra, ut fumo atque ignibus significabatur, amplius milibus passuum octo in latitudinem patebant.

Parse *usus, propugnandi, potiundi, discessit, and posuerunt*. Parse, being careful to give construction: *ducibus, subsidio, incensis, ignibus, and milibus* (after *amplius*).

II. Caesar functus consulatu Galliam provinciam accepit. Gessit autem novem annos, quibus in imperio fuit, haec fere. Galliam in provinciae Romanae formam redegit; Germanos, qui trans Rhenum incolunt, primus Romanorum ponte fabricato aggressus maximis affecit cladibus. Britanos antea ignotos vicit, iisque pecunias et obsides imperavit; quo in bello multa Caesaris facta egregia narrantur. Inclinate in fugam exercitu, rapuit e manu militis fugientis scutum, et in primam aciem volitans pugnam restituit. In alio proelio aquiferum terga vertentem faucibus comprehendit, in contrariam partem retraxit, dexteramque ad hostem protendens: "Quorsum tu," inquit, "abis? Illic sunt, quibuseam dimicamus." Quo facto militibus animos addidit.

Parse *functus, redegit, aggressus, fugientis, and protendens*. Parse, being careful to give construction: *consulatu, ponte, cladibus, exercitu, and faucibus*.

III. Iamque dies infanda aderat; mihi sacra parari et salsae fruges, et circum tempora vittae: eripui, fateor, leto me, et vincula rupi, limosque lacu per noctem obscurus in ulva

delitui, dum vela darent, si forte dedissent.

Nec mihi iam patriam antiquam spes ulla videndi,
nec dulcis natos exoptatumque parentem;

quos illi fors ad poenas ob nostra resposcent

effugia, et culpam hanc miserorum morte piabunt.

Quod te per superos et conscia numina veri,

per si qua est quae restet adhuc mortalibus usquam

intemerata fides, oro, miserere laborum

tantium, miserere animi non digna ferentis.

Parse eripui, rupi, videndi, resposcent, and miserere. Parse, being careful to give construction: leto, morte, veri, mortalibus, and laborum.

IV. Candidates must answer THREE parts only of this question:

(a) Decline *signifer, turris, flos, dea*, and *spes*; decline together *bina castra*, and *dux felix*.

(b) Write the present indicative and subjunctive of *abeo, hortor*, and *pateo*; also, the imperfect subjunctive of *possum, morior*, and *fero*.

(c) Decline in full *tu, aliquis*, and *unus*, and the singular of *uter*.

(d) Write the other degrees of comparison of *optimus, idoneus, veterrimus, invitus, pessimus, fortissime, celerius, iunior, plus*, and *supremus*.

(e) Give rules for the formation of the forms *positurus, finiri*, and *agendus*; write corresponding forms from *capio, do, eo, fero*, and *teneo*.

(f) State the gender and write the genitive singular and plural of *deus, vulgus, radix, virgo, passer, ignis, mus, vis, bos*, and *pes*; also, the ablative singular and genitive plural of *acer, tristis*, and *vetus*.

V. Candidates will translate EIGHT sentences only:

1. You must go at once.
2. He had been ill a long time.
3. I do not think he has my book.
4. You write better than I do.
5. Caesar was younger than Cicero.
6. I am not afraid he will not come.
7. I hope not to come here again.
8. It is noble to die for one's country.
9. I told him what his brother had done.
10. I have bidden my friend to read your letter.
11. God has given us reason in order that we may make use of it.

Second Division.

ENGLISH LAW.

November, 1912. Time: 2½ hours.

(Candidates are required to observe the regulations strictly.)

Note.—Seven questions only to be attempted.

1. Give examples of Imperial Statutes that extend to Canada.
2. When does an appeal lie from the courts of the province to the Privy Council? Distinguish appeals of right and appeals of grace.
3. Define a bill of exchange. In what terms must it be drawn in order to be negotiable?
4. What rights, if any, upon the goods carried has the carrier, to secure payment for carriage or freight?
5. What are the rights and liabilities towards third persons of one who hires a vessel to have exclusive control and navigation of it?
6. What are the provisions of the Statute of Frauds in regard to sales and other commercial contracts?
7. When an act is prohibited by a municipal by-law, and afterwards by a criminal law of Canada, what right has the municipality to pass new laws on the subject?
8. Give, without comment, briefly, the stages of a criminal prosecution from information to verdict.
9. What are the material elements of a criminally false pretence?

Hector E. Simpson of London, employed in civil service in the superintendent's office of the railway mail service, and formerly a citizen of Niagara Falls, has made himself famous by the invention of a collapsible carrier device that promises to become a popular article of use among makers and shippers of goods. The box has been patented in Canada and the States, and the inventor is being congratulated on the success and usefulness of the device.

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EUCHRE OF THE MONTREAL POST OFFICE STAFF.

On the 27th last month the Montreal Post Office staff gave a most enjoyable euchre and ball in the Auditorium Hall, Ontario St., which was attended by over one thousand persons.

The interest in the play was maintained throughout.

Messrs. J. F. Verville and J. A. Paquette deserve the highest commendation for the able manner in which they managed the ball.

The success of the affair was beyond all expectations, the employees enjoying each other's company and becoming better acquainted with each other in a manner impossible under ordinary working conditions, and much benefit will result to the service.

The social relationship thus established naturally creates more amicably relations and as a natural consequence its influence is felt in producing a more efficient service.

This is what the Hon. L. O. Taillon, Postmaster of Montreal and Mr. L. G. Gaboury, General Inspector of P.O.D. of Eastern Canada so well understood, when they consented to accept the patronage of this festival and in doing so honour it by their presence. The public of Montreal have shown themselves very generous and the organisers are indeed gratified with the success obtained.

Numerous and costly prizes were distributed to the lucky winners at the euchre.

* * *

Euchre de l'Association des Employés des Postes de Montréal.

Le 27 courant, l'Association des Employés des Postes de Montréal donnaient à la salle Auditorium, rue Ontario Ouest, un euchre et bal.

Pas moins de mille personnes s'étaient donné rendez-vous à cette réunion et l'animation au jeu n'a cessé de régner. La danse a été dirigée d'une manière admirable par MM. J. F. Verville et J. A. Paquette et ils méritent de chaudes félicitations pour le tact qu'ils ont mis à s'acquitter de cette tâche.

Le succès de cette fête intime a dépassé toutes les espérances, car les organisateurs n'avaient en vue qu'une soirée de famille.

Les employés d'un même service, bien qu'ils travaillent ensemble tous

les jours, n'ont cependant pas, toujours l'occasion de se connaître et il est bon qu'ils puissent se réunir de temps à autre en dehors de leurs heures de travail. Les rapports sociaux qui s'établissent ainsi créent des relations plus amicales dont l'influence se fait sentir jusque dans l'efficacité du service.

C'est ce qu'ont compris l'Honorable L. O. Taillon, Directeur des Postes de Montréal, et M. L. Gaboury, inspecteur général des Postes de la partie est du Canada, en voulant bien accepter le patronage de cette fête et en rehausser l'éclat par leur présence.

Le public de Montréal s'est montré très généreux et les organisateurs sont enchantés de leur succès.

On se sépara fort tard, enchanté de cette réunion. De nombreux et riches prix furent distribués aux heureux gagnants du euchre.

Les Officiers et Organisateurs de ce euchre et danse étaient :

M. Jos. LaFrance, Président.

M. Jos. Hébert, Secrétaire.

M. J. E. Hurtubise, Secrétaire-conjoint.

M. Ludovic Germain, Trésorier.

M. F. Pauzé, Organisateur.

M. T. DeLaMadeleine, Maître de cérémonie.

Liste des Prix donnés pour l'Association des Employés des Postes de Montréal.

Olive, Dorion & Stroud Co., \$10 en or; Ritz-Carleton Hotel of Montreal, \$10 en or; Watson, Foster & Co., \$10 en or; Shedden Forwarding Co., \$10 en or; Banque d'Epargne de la cité de Montréal, \$5 en or; Chs. P. Beaubien, Avocat., \$5 en or; Molsons Bank, \$5 en or; Mark Workman, 326 N.-Dame Ouest, \$5 en or; Royal Insurance, 2 Place d'Armes, \$5 en or; Joseph Ainey, Commissaire de la Ville, \$5 en or; Wm. Hall & Co., \$5 en or; United Shoe Machinery Co., \$5 en or; Wm. Snow & Co., \$5 en or; Le Consul de Russie, \$5 en or; Grand Central Café, rue Craig Ouest, \$5 en or; Faucher & Fils, \$5 en or; Chapman, Dart & Co., \$2.50 en or; Fort. Durand, Restaurateur, rue Craig Ouest, Horloge et Set à thé; Imperial Tobacco Co., Ltd., 25 paquets de cigarettes "Mogul"; W. H. Scroggie & Co. Ltd., un cadran; Collins Campbell & Co., 2 douz. paquets de cartes à jouer; F. Pauzé. Employé des Postes,

plateau en crystal; E. A. Ste Marie, Marchand, bon pour un chapeau; Hudon, Hebert & Co., boîte de cigares; Caron Frère & Co., un médaillon; L. O. Grothé & Cie., boîte de cigares; C. W. Lindsay, Ltd., un stool de piano; A. Brégent, rue Ste Catherine E., set de couteaux et fourchettes; Eugène Viau, Marchand, boîte à toilette; Rougier & Frère, boîte de parfum; Allen Mfg. Co., une montre en or; Hodgson Sumner & Co. Ltd., set à fumer; W. E. Potter, bracelet en or; Mlle Ph. Pauzé, 1981 DeLaroché, globe de fleurs; Ludger Gravel, Marchand, un cadran; J. H. R. Molson (Breweries) cartes à jouer; Viau & Frère, Maisonneuve, boîte de chocolat; Duchesneau & Duchesneau, une pipe; Genin & Trudeau, une pipe; Chamberland & Frère, 39 Rachel Est encrier; Société des Artisans, breloque en or; J. L. Cassidy & Co. Ltd., lampe électrique; Allan, Inc., rue Craig Ouest, une paire de gants; R. L. Deschamps, surintendant général des Travaux publics, une chaise; L. Chaput & Fils Cie., une boîte de thé; Terrapin Hotel, boîte de cigares. Waldron, Drouin & Co., bon pour un chapeau; MM. Munderloh & Cie, Alex McArthur, G. A. Halland & Son, D. Hatton Co., Walter Wilson, Paton Mfg. Co., H. B. Ames, M.P., J. Ogilvie & Son, Olivar Asselin, D. Harrison et plusieurs autres amis de l'Association, ont donné différents montants en argent.

SUPERANNUATION.

The following news item is the only information obtainable at the time of going to press regarding the plan of superannuation suggested for the civil servants of the Province of Ontario.

A bill to provide for superannuation or retiring allowances for civil servants was introduced by Hon. Mr. Hearst and received its first reading in the Ontario legislature.

"I might say," the minister stated, "that the government does not commit itself to the endorsement or principle of the bill, which has its origin in a resolution of the Civil Servants' Association of the building here. The draft bill is simply the result of their activity, and I am introducing it so that it may be printed and studied during the recess. The government is not committed to its second reading. The bill, however, as it stands, provides for the

superannuation of civil servants at the age of 65 years, who have served at least ten years with the government.

"The annual pension is arrived at on the basis of one-fiftieth of the average salary received for the last three years of service, multiplied by the number of years spent in the service, the pension in no case to exceed three-fifths of the salary received by the retiring official."

It was suggested, Mr. Hearst went on that three per cent. be deducted from the salaries of those participating in order to make up the pension fund. The government servants employed outside of the parliament buildings, he further said, would be given a chance to look over the bill after it was printed.—Ottawa Citizen.

C. S. CLUB OF OTTAWA.

The following members were elected to the club since the last issue of *The Civilian*:

W. R. Little, Immigration Breh.
 J. H. Buckham, Interior Dept.
 Hy. Bance, Public Works Dept.
 L. de Montigny, The Senate.
 F. Charlan, Agriculture Dept.
 J. L. Giguere, Prov. Secy., Leader
 Opposition.

* * *

A billiard tournament was started last week. It is handicap and is of the straight 'knockout' order. Some 'dark horses' have entered.

* * *

One of the most zealous workers in the club, Mr. J. W. Reid, secretary of the Finance Committee, has been obliged to go to the Maritime Provinces in connection with official business of the Auditor-General's office. He has been much missed.

* * *

The many friends of Mr. J. M. Bates were delighted to see him back at the club, after his recent illness.

During the past fortnight the club has been favoured with a visit from its first president, Mr. Geo. S. Hutchinson, now in business in Toronto, also from Messrs. Potts, of Customs, Toronto, and Percy Reid, late of the Interior, Yukon Territory.

* * *

The dinner given by the Directors of the Club to the Deputy Heads of Departments was postponed from Saturday, March 29th until the following Saturday, April 5th, an account of this event will appear in the next issue of *The Civilian*.

Personals.

Mr. George Bunnelle of the Post Office Department has been seriously ill with erysipelas, but we are glad to say is now on the road to recovery.

Mr. Robt. Fraser of the Immigration branch was confined to the hospital with tonsillitis for some time, but is now much better.

Mr. John Potts, of the Customs Department at Toronto was in Ottawa recently. Mr. Potts is a son of the late Rev. Dr. Potts, and has a host of friends in Ottawa. He is leaving the Government service to go into the customs brokerage in Toronto.

Mr. Percy Reid, for many years a Mining Recorder in the Yukon Territory, under the Department of Interior, was a recent visitor to Ottawa.

One of the best known members of the service, Mr. E. R. Douglas, paid a visit to the capital recently. Mr. Douglas is now engaged on special customs work, which requires him to travel extensively.

The many friends of Mr. A. G. Gilbert, the genial Poultry Manager, Experimental Farm, who was taken quite seriously ill early in the winter and has been confined to the house, will be glad to hear that he

has so much improved as to be able to venture out of doors again.

Miss G. Ker, stenographer in the Cereal Division, is taking her annual statutory leave in conjunction with the Easter holidays.

Dr. C. E. Saunders is spending the closing days of March in London, Ont., visiting his father, Dr. Wm. Saunders, formerly director Experimental Farms.

Athletics.

When is a Goal not a Goal?

In the recent final Civil Service hockey game between East and West Blocks for the championship a technicality occurred which necessitated a replay of this game.

Each team after fifty minutes' play had a score of two all and everyone's enthusiasm was at fever height when the West Block scored the deciding goal which was after one minute overtime. The referee had instructed the timekeepers not to blow their whistles when time was up, but to allow the game to proceed until one or the other of the teams scored. However, the respective captains had agreed to play 25 minute halves, and owing to the fact that at the expiration of the last half, goals were not changed and neither of the captains were notified, the losers, viz., the East Block entered a protest which they won, thus creating much hard feeling with West Block, the champions pro temp.

The league in giving a decision followed the hockey rules of the day, and gave a ruling to the effect that the game should be replayed. This the West Block protested against, stating that they had already won the championship. Nevertheless a date was fixed and East Block appeared on the scene at the arena at the appointed hour having been informed by West Block that a team would be there.

A team did turn up comprising seven youths from eight to ten years of age being marshalled by two West Block players, but the valiant team was not allowed on the ice. A goodly crowd from several departments was on hand to witness the grand finale in the Civil Service Hockey League but bets had to be called off and at a meeting of the league the West Block Hockey team was expelled from the league for its conduct, and the championship goes to East Block. Thus endeth the season of 1912-13 in Civil Service hockey.



H. (Fat) PAINTER,
Point.

The three athletes whose photographs appear in these columns today are members of the Canadian civil service in Vancouver. Their athletic work is done in connection with



F. BURNS,
Cover Point.

the lacrosse team of the Vancouver Athletic Club. Their lacrosse team is a member of the Pacific Coast Amateur Lacrosse Association, and is affiliated with the B. C. Amateur Athletic Union. The team was champion of the Pacific Coast League for 1910-11-12 and is also the amateur champion

team of Canada and holders of the D. D. Mann gold cup 1911-12.

Some particulars of the three service players in this successful team whose photographs appear, are as follows:—Harry (Fat) Painter Point Player, is Transfer Clerk in the Railway Mail Service at Vancouver has been an employee of the Government since August, 1912.



C. DONOHUE,
2nd Defence.

Charlie Donohoe 2nd Defence, is assistant in the Gaugers office of the Customs at Vancouver, and has been

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an employee of the Government since September, 1911.

Frank (Punch) Burns, cover point, is refund clerk of the Customs at Vancouver, has been in the employe of the Government since 1909, from January, 1909 till April 1910 in the Railway Mail Service on the Calgary and Vancouver, R. P. O. and from May, 1910, till the present with the Customs at Vancouver.

The winter season lingers and refuses to lapse into spring. It looks as though we should have April skating and sleighing. Hockey has now been relegated to the Pacific Coast. The Eastern Champions from Quebec City journeyed out there and defeated the artificial ice winners — the Victoria Team—by the narrow margin of 1 goal (11-10), thus winning the world's championship.

Whatever may be said of the

necessity for professional baseball, it is becoming more and more apparent that Canada's National game of lacrosse has not thrived under the pay system, and must ultimately get back to amateurism to regain its former position in public favour. This statement must be qualified slightly, as respects Pacific Coast lacrosse, where the professional game attracts twice the number of spectators attending professional baseball, but it is true generally of the East.



The various aquatic clubs are now getting active. Elections of officers for the coming season have taken place in most of the rowing, canoe and motor boat clubs in the vicinity of the capital.

By the way, could not the Ottawa Motor Boat Club organize a meet of this class of boats, with races, etc. It would prove most exciting. If there is too much current on the Ottawa River the races might be held on Lake Dechenes.



The C. S. Baseball League of Ottawa is getting busy and will no doubt place a large number of teams in the field. Last season's experience is a good one in the matter of rule making. When rules are once made they should be rigidly adhered to.

A Good Idea.

To the Editors of *The Civilian*:

I have read with much interest the two recent contributions to *The Civilian* on the subject of Civil Service Alley Bowling in Ottawa.

I take issue with the statement that the interest is waning. The past season we had two less teams than the previous year but we had within 15 of the same number of actual participants and the enthusiasm was up to the standard of other years beyond dispute.

Having been secretary for the past two years of the C. S. Bowling

League, I think I am entitled to offer my opinion.

I believe that the Departmental system must be maintained. It keeps up the interest, creates a friendly rivalry and a great many bowlers will forsake if the teams were divided into groups under different captains; under which system it is not improbable that a team consisting of seven members would represent seven different departments.

I admit that Interior No. 1 has appeared to be in a class by themselves, but not to such a great extent as in former years. They received several unexpected set backs during the past season. By practice and persistency they have fairly won their honour and are entitled to every praise, but I look for several teams next season to give them a close run for the honours. However, as a great many are demanding some change to more closely equalize the teams, my suggestion is to work out the competitions on a handicap basis, namely to start Interior No. 1 at scratch and give the second team, Mint, a handicap of 5 pins per game and from that to the last team which would be given a handicap of say 40 pins per game. Appoint a representative committee and give them the power to change the handicap, if found necessary, after each team has played say three games, by which time the committee will be in possession of sufficient statistics to enable them to arrive at a satisfactory basis of handicapping.

In my opinion this system will give satisfaction to all.

Yours sincerely,
G. J. ARTZ.

THE PAIN OF ANTICIPATION.

—"You look pale and thin! What's the matter with you?" asked one man of another. "Work! From morning till night and only one hour's rest!" "How long have you been at the job?" "I begin to-morrow!"

FOR A TRAINED SERVICE.

A prominent member of the civil service expressed his views to *The Civilian* about a number of things of interest to all. Other points of the interview can be mentioned later, but one especially is worthy of record now.

"Civil servants have not sufficiently taken advantage of the opportunities offered under the promotion clauses of the existing law. There is too general a belief that promotion depends wholly upon a man's record at his desk. That is only one point. The men needed for the higher grades in the service are not merely beaverish persons who can show that they have signed the attendance book with regularity and have been assiduous in their daily work. These things are important, but they are not the only things that are important. The higher offices in the service call for men of capacity, of initiative, men who know their work not merely as their work but as something having relations with the work of others. In fact we need men not merely trained but educated.

"The service as a whole ought to take up this matter and ought to provide means for the education of the younger men. The actual work of the civil service is a good school of training, but it has not the power to evoke the enthusiasm of those who are to be trained. Consequently, it is slow. It is much surer than many would think. If you had to deal with a lot of raw young people and to try to make efficient clerks of them, you would feel like sympathizing with the heads of branches and others who have this job in hand. The percentage of inattention, of mere foolery, and even of covert insubordination, is high among many of those who join the ranks. But it is wonderful how the constant turning of the big machine of governmental administration and the imperative necessity of putting

through the daily grist wears these people down into shape. The first few months sometimes seem almost hopeless, but have patience for a year or two and you find the young colt who was all friskiness and inefficiency settles down into the steady worker and possibly develops even into the capable administrator.

"But the work could be so much more quickly and efficiently done by means of direct education. And this education the civil service should undertake as a body. The youngsters would be the principal beneficiaries, of course, but not the only ones, for the efficiency of the service as a whole would be increased and its tone improved.

"Classes ought to be established under the auspices of the civil service for the training of all those who aspire to promotion. A great deal of the instruction would be merely technical for many civil servants are engaged in technical work. But nothing that can be taught would come amiss. One might not be able to say in advance, for instance, just how a study of the dead languages would help a clerk in the department of Railways and Canals. But the knowledge thus gained would come in handy some day. In any case, however, the mere habit of study and the broadening effect of knowledge would make the student a better man than the one who studied for promotion mainly in the pool room or the dancing parlor.

"And if those in charge of the government saw that the civil service was thus bent on self-improvement, they would take more pride in the service and its members; and whenever a grievance arose they would pay more attention to the representatives who came to lay that grievance and its proposed remedy before them. There is something extremely human as well as divine in the desire to help those who help themselves."

THE CIVILIAN



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