

THE CIVILIAN

VOL. I.

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The New Era

A Review With Comments of the New Civil Service Measure.

For many weeks the minds of all have been on the tip-toe of expectation over the re-organization of the public service, which everyone sees to be inevitable. But events have moved slowly. Despite the official announcement that the Bill would be brought down early last week, day has succeeded day without the long-wished result. A decided fillip, however, was added by the recent publication in the city newspapers of an alleged account of the Bill. The prevailing opinion is that this information, although seemingly unofficial, is mainly authentic. Under the circumstances, of course, anything like a comprehensive review of the measure is impossible, and even were the Bill itself available it could not properly be treated of within the limits of space afforded by a single issue. To attempt a review at the present stage may lay one open to the risk of being classed with those who "see a little, presume a great deal, and so rush to the conclusion." It is proposed, nevertheless, to use the published accounts as a basis for review. After all, the various topics touched upon below are of perennial interest. Let it be clearly understood that this re-organization of the civil service will determine its destiny as a service for a long future period.

In judging of the merits of any re-constructive measure, we must never for a moment lose sight of the defects intended to be cured thereby. What then are the chief evils, putative or real, now existing in the service? (1) Patronage, both in appointments and

promotions; (2) defective entrance requirements and, apart from condition one, a bad system of promotion; (3) an outworn system of classification, restrictive and artificial in the highest degree; (4) inadequate remuneration—both generally with reference to changed economic conditions, and specifically as regards individuals whose duties are onerous and responsible. To sum up all of these defects in a single one, it may be said that under the present system merit is not encouraged, and that mediocrity flourishes like the green bay tree.

Now the new measure proposes to cure the first two evils by giving jurisdiction over appointments and promotions to two permanent commissioners. Whether it is the intention to reserve to the government of the day the power of making direct appointments in any great number of cases does not appear. It may, however, be predicted with confidence that if the spirit of regulation by commission is adhered to—such regulation being founded upon a judicious examination system—a new order of things will gradually but surely supervene. Concerning examinations, a few words will be said under that sub-head. But at this point we desire to emphasize the need of having commissioners who will not be figureheads, but men of their hands, with an eye single to the good of the service; forceful, workful men, maintaining themselves free of improper influences, political, official or social, able to sift and re-sift,

to the end that injustice may cease and that equal justice may be done. Little men in such a post will soon hide and bury themselves under a system, and, to be quite plain, will not earn their salt. As part of an effective regulation, they must address themselves earnestly to the problem of following the path of the individual civil servant in such a manner as not to be misled by good-natured or perfunctory or false reports whencesoever emanating. For our part, we are heartily in sympathy with the proposal, for we desire, first, last and always, what will make for the good of the Service.

The influence and example of England in the proposed reconstruction is paramount ; and rightly so. England, by all accounts, has a public service of which any nation may be proud. What gave her a good system may be expected, if only we manifest a little of her direct thoroughness, to do the same for us. Moreover, the British service is free. England has never muzzled, or diminished the liberties of, any group of her people. Civil servants there may in their private capacities say or do all that any Englishman may say or do. We are not free in any similar sense. Has not the Canadian service had to endure in silence,—from press, from politicians, from privileged persons of all sorts—things that no other Canadians would submit to? If a Canadian civil servant, for example, were to dare to sign the nomination paper of a political candidate,—a right that English civil servants may exercise if they choose,—he would be sent to Coventry in short order. Upon many grounds we welcome the promise held out by the proposed reforms. May they do for us what they have done for England.

Salaries and Classification.

It is proposed to re-classify the service under three divisions, with two grades in each : *Division I.*—salaries \$2,200 to \$4,000 (Class A: from \$2,-

800 to \$4,000; Class B. from \$2,200 to \$2,800). *Division II.*—\$800 to \$2,166 (Class A: \$1,500 to \$2,166 ; Class B: \$800 to \$1,400). *Division III.*—\$500 to \$1,200 (Class A: \$900 to \$1,200 ; Class B: \$500 to \$800). There is no evidence that anything has been done to improve the status of Messengers. There ought to be recognition of the fact that the Messenger class is a factor in the administration of government of no less importance than the higher ranks. Their relations with superiors are frequently of a confidential or semi-confidential nature. The present scale of salaries, \$500 to \$700, is inadequate for decently bringing up a family, and this, as well as providing for a permanent class of Messengers, should not be lost sight of. Otherwise, it may be said, as touching the salary scales, that they are fairly liberal, and that they present to ambitious youth the prospect of a career superior to any now offering in the service. This is as it should be. No one can compute the loss that has resulted to Canada in recent years from the uninviting prospect which she alone, of all known competitors for skill and intellect, has been offering.

But what of the transition, abrupt as it must necessarily be, from the old to the new classification? How are the persons now in the service to be re-graded and brought within the new limits? As we understand the proposal, this most responsible work is to be left to the Deputy Ministers, acting possibly in conjunction with the new commissioners. No more onerous task could be imagined than this of re-classifying and re-adjusting salaries : to the meritorious and increasingly useful man, additional remuneration on the two counts of higher cost of living and relative importance of the work done ; to the person who has done his work well but without distinction, on one count only—higher cost of living ; to the man whose usefulness is impaired,

who has fallen into bad habits, or who does his work with his eye on the clock, nothing. It is imperative that there should be *uniformity of treatment* throughout the Service. In a small department, the tendency, if Deputies are left to decide, will be to "be good" to all and sundry; in large departments, the rigor of the law may prevail, or perhaps something more. Relative and positive injustice is only too apt to be the outcome. We think that there should be no room for favoritism or prejudice to operate; that special men should do this special work, — gathering impressions at first hand, and looking with their own clear eyes into the merits of individual cases and the needs of the several departments. While there are Deputies in the Service who might be fully trusted to do their work with discriminating equity, it is nevertheless true that if all approached their task in the spirit of absolute fairness, there would still be lacking a common standard,—due to temperamental variations, and to differences in the size of departments; so that the result could scarcely fail to be marred by the lack of uniformity.

Entrance and Promotion.

Of equal importance to salaries are the questions of entrance into the Service and of conditions governing progress therein. Logically, they must rank as anterior, inasmuch as they have reference to the actual obtaining of status; but they may be treated as secondary here, seeing that the terms of the bill do not apply to existing circumstances, but to the order that will follow reconstruction.

Competitive examinations, under the new measure, form the great determining factor of a man's entrance into and subsequent career in the Civil Service. The examinations are to be fixed by the commissioners, the present board of examiners remaining in office to assist. Specialists may be called in to aid in the matter of tech-

nical examinations. Certain very important limitations on the examination principle, however, are introduced, the first having reference to original appointments, and the second to promotions. In detail these are as follows:

I. With regard to appointments: the full text of the clause of the bill is thus quoted:

"If the deputy head reports that the knowledge and ability requisite for the position are wholly or in part professional, technical or otherwise special, the governor-in-council on the recommendation of the head of the department, on the report of the deputy head, may appoint a person to the position without examination and without reference to the age limit, provided the said person obtains from the commission a certificate that he possesses the requisite knowledge and ability and is duly qualified as to age, health, character and habits."

II. Referring to promotions, these, it is said to be intended, shall be made for merit, and "except as herein otherwise provided, vacancies in the first division shall be filled by promotions from the second division." Generally speaking, promotions are to be made on the basis of competitive examinations, the candidate passing the best examination to receive the promotion, the next in order to be given the second promotion, and so on in the case of there being more than one vacancy to be filled at the time. Any clerk in the eligible class may demand an opportunity to compete regardless of his period of service.

The statutory increase is apparently to be no longer a matter of form, but is to represent the satisfactory conduct and efficiency of the civil servant. The increase is to be on recommendation of the Deputy Head as at present; but to guard at once against a perfunctory grant of the increase on the one hand or its unjust withholding on the other, a record of the conduct and efficiency of each employee ranking below the first class is to be kept, in the form of reports to be furnished to the Deputy Head at least every three months by the chiefs of branches, and for the guidance subsequently of the Commission. Free access to these re-

ports are to be allowed to any civil servant who may feel he has been discriminated against, for the purpose of an appeal to the Commission.

To comment on the above: we would again remark that the force of the legislation will depend largely upon the manner in which it is administered. We would even submit that the extent to which this is true in the present case might be somewhat curtailed. That access to the service should be barred by an examination of the severest type, and that appointments should go to the winners in rotation, is perhaps the most practical step that could be taken to elevate the standing of the Civil Service. Nor need the latitude that is allowed in the matter of professional or special appointments give cause for alarm. A certain discretion must of necessity be permitted to those who are responsible for the administration of the country's affairs. It is not by the personal actions of ministers that bad appointments are likely to be made, but by the working of the system of patronage. Remembering that the corner stone of the act is the elimination of patronage, even greater freedom might possibly be permitted in the case of promotions, which in all our business institutions are made by observation of actual work and not by examinations. Certainly the promotion examinations should be all but wholly on duties of office. To place the civil servant under the incubus of a series of recurring academic tests is to waste his time, to dissipate his energies, and to lower his standing in the community. At the same time the right to promotion must be guarded with the utmost care from the pitfalls that have made of the Service in the past a veritable slough of despond for those who for one reason or another have not happened to please their immediate superiors in office. The function of examinations is to prevent patronage from the outside, and favoritism and injustice within. This should be insisted upon with the

utmost clearness in the act in order that no opening may be left for the abuse of what is intended to be one of the chief boons of the new dispensation.

As for the statutory increase, we believe that the whole arrangement should be regarded as a means of rewarding persistent careful effort, and the resulting increase in efficiency, the sureness of which reward should not be imperilled by anything short of misconduct or a decline in efficiency. In other words, a man on entering any class should be able to count on going without check to the top of that class if he conscientiously performs his duty. His future as well as his present is implied. Whether it might not be politic to furnish an additional stimulus to energy and initiative by providing that the increase may be made \$100 is a suggestion which it would be interesting to see discussed.

Temporary Employment.

A most commendable feature of the bill is that which provides for the inclusion of the so-called temporary employees in the permanent establishment. It is hoped that its application will be broad and generous, for the status of this class has been far from satisfactory. Approximately nine hundred extra clerks are at the present time employed in the discharge of duties of a permanent character—some of them having been in the Service for upwards of thirty years. The volume of public business has largely increased, but the additions to the permanent staffs of the Service have been comparatively slight. It has been found more convenient to enlist the services of extra clerks, whose salaries are paid from contingent funds or special works appropriations, than to ask Parliament to vote increased amounts for civil government salaries.

An aggravating feature of the long-continued temporary service plan has been the lack of uniformity as to salaries, leave of absence, and sick

leave. With the sole exception of the Public Works Department, there has been no attempt at classification. Of all the officials of this class not one is entitled to superannuation or brought under the provisions of the Retirement Act. Some are already approaching the time when by reason of physical infirmities their usefulness to the State will be gone. Are they to be retained upon the pay roll, to the detriment of the efficiency of the Service, or are they to be turned adrift with no provision for their declining years?

The blame for admitting and retaining so-called temporary clerks is not more attributable to one government than another, but the resultant conditions have been most unfortunate. It is sincerely hoped the reorganization of the departments, provided for by the new bill, will see every deserving temporary clerk included in the permanent ranks. The change will not mean extra cost to the country, and will do much to promote the solidarity and efficiency of the Service.

Outside Service.

Provision is made, under a section of the bill, whereby the governor-in-council may bring the whole or part of the Outside Service under the same provisions of the law as the Inside Service. This probably means that as soon as it can conveniently be done, the whole of the outside service at the seat of government — other than that portion which serves specifically the city and district of Ottawa — is to be brought into the inside. This is clearly the spirit, if not the letter, of the Act now in force, but one day long ago somebody discovered how much more convenient it was to charge a clerk's salary to an outside appropria-

tion than an inside one. That created a precedent which has been generously used as a means of building up the present anomalous situation in which various groups of the Service—performing the same class of work—are divided between the inside and outside service. It will indeed be a good thing if our interpretation of the design of this feature of the bill proves to be the correct one.

Female Employment.

No distinct classification has been provided for women. Precisely what their status in the Service shall be no one appears to have been courageous enough to indicate. It is probable, therefore, that each individual case is to be treated upon its merits, and to this there can be no serious objection. The lower ranks of some Departments are almost entirely filled by women, and while they are probably quite competent to discharge the duties assigned them, it will not be in the interests of the Service to have the proportion of women to men any greater than it is at present. Probably the most serious objection to the employment of women lies in the fact that they themselves do not regard their position in the Service as being of a permanent character. If, as it seems to be clearly indicated, clerks of the Second Division are to be promoted to the very responsible positions of the First Division, the women must be content to remain in the minor ranks until such time as they are prepared to renounce all ambitions as to filling other stations in life, and to fit themselves for the occupancy of executive positions. Under the proposed reorganization, it is probably safe to assume that the greater number of women employees will be placed in the Third Division, with a reasonable hope, for the efficient and deserving, of promotion to Grade B. of the Second Division.

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

Ottawa, June 5th, 1908

ENTRE NOUS.

One of the chief objects of this periodical is to hasten the day when it will be esteemed an honour and a privilege to be a public servant of Canada. The many causes which will contribute to this result may be classed under two general heads, and they deserve our whole-hearted acceptance.

The civil servant must demonstrate his real fitness for office. He must put his work first and his fee second. No body of men ever amounted to much in this world who put their fee first and their work second; for, when all disguises are penetrated, this is the eternal criterion of honesty and true ability. Given these two qualities, the administrative work of Canada will be well done, and the doer honoured; without them, the work will be ill done, and the doer held in

just contempt. We must have men who can see life steadily and see it whole. Otherwise, how shall the public servant escape his peculiar bane,—his tendency to become a pedant, working by formula and use-and-wont, instead of bending to his ever-varying task with free and open mind? We must avoid becoming bureaucrats as we would avoid the devil. The public hates a bureaucrat — justly hates him, for in truth *his* uses are limited, and in future will doubtless be performed by machinery. But the public likes men who, in the transaction of business, can meet them humanly as men; and herein the public instinct is absolutely sound.

So much for the civil servant as official — the most important, but not the only, consideration. Under one form or another, the question is asked regarding any group of men: How do they stand related to each other, and to the community? How do they conduct their mutual business? Are they alert and abreast of their opportunities? Satisfactorily answered, the esteem in which such a group is held by the public is largely determinable. We emphasize this point as a practical one, here and now. The old day of *laissez-faire* and *devil-take-the-hindmost* has fled. The new day of a world all banded together, and marching shoulder-to-shoulder in regimental lock-step is here. And we, with our unrivalled opportunities of being helpful to ourselves and to the community,—are we marching in unison to the new battle-hymn, or are we, after all, but a mob? To the latter question certain pessimists of our acquaintance answer "yes"; so do not we. At the same time, we think that civil servants are far from living up to their fullest opportunities. It will bear repetition, that the respect of the Canadian people for us will be much enhanced when they see us manage our own affairs well. Let us, therefore, exhibit some degree of enterprise — of statesmanship, if possible — in what concerns us publicly

as civil servants. The effort will be richly rewarded, and in the process we shall learn to sink our petty crochets and differences, with the most beneficial results.

"COME OVER AND HELP US."

In order to give point to the general observations indulged in above, we desire readers to recall that in the last issue we dealt with the question of usury in the service. An attempt was made to show how excessively wasteful and impoverishing is the method by which the majority of those who need ready cash now obtain it. We undertook to suggest a remedy, and in that connection we have been gratified at seeing the interest which was evoked in consequence. Several persons have expressed to us their willingness to bear a hand, and we return to the subject greatly encouraged. Our view, as expressed in the last issue, is that a cure is within easy reach, and we are confirmed in this opinion after consultation with the most eminent authority in Canada upon this subject—Mr. Alphonse Desjardins, now a member of the House of Commons staff. Mr. Desjardins has made himself master of the co-operative movement throughout the world, and was recognized as the person fittest to give expert information in connection with the Bill respecting Industrial and Coöperative Societies, which was under review by a Special Committee of the House of Commons last year. Anyone who will peruse the evidence printed in the official report of that committee and the lengthy Addendum thereto by Mr. Desjardins will see how complete and authoritative is his knowledge of the subject. But more than that : Mr. Desjardins is the founder and president of "La Caisse Populaire de Lévis," a coöperative and credit association, operated by the people of the town of Lévis, Quebec, which has met with singular

success. With Mr. Desjardins this has been purely a labour of love. His heart is in the movement for the promotion of self-reliance and economic independence among the people. Upon his attention being called to our article in THE CIVILIAN, he most courteously offered his assistance in organizing a civil service loan and credit association. But before accepting his intervention, we desire further assurance that civil servants are really interested in a matter of such importance to themselves. THE CIVILIAN, therefore invites any who may be so interested to signify, by letter, their willingness to attend a meeting of civil servants to be called for the purpose of proceeding further under Mr. Desjardins' guidance. If it shall appear that even a baker's dozen of persons are prepared to take an active interest, we shall arrange for such a meeting as soon as possible.

Here we have a means whereby certain civil servants may virtually increase their salaries by their own sole efforts. The more business-like will at once see the advantages thus offered in prospect. Men who desire the use of funds for legitimate purposes may obtain them on advantageous terms ; so that any civil servant who is now prevented from owning a home, or from doing other things alike useful to himself and the community, may see in this attempt the means of satisfying his desires upon terms far superior to any now open to him. We trust that our invitation to action will meet with the hearty response that it surely deserves.

WHERE THE JOKE COMES IN.

The Montreal Star, the other day, turned one of its young men loose to write a funny editorial about the civil service. It was *à propos* of civil servants being made to wait for their pay while the Government and

Opposition settled their differences respecting the election bill and the voting of supplies. A very amusing picture was drawn of the Opposition, in its inability to "biff" the government, threatening to "kick its dog." (Such was the playful simile of *The Star*.) All through the article, joke was piled on joke about the "curled darlings" of the service being placed on "slim diet" and in jeopardy of their "meal ticket"; about their fondness for bills having "provisions" in them; about their being "precipitated into politics on the prongs of a toasting fork," though able "to prove a lullaby—even during office hours"; about the advisability of starving them "into giving up their jobs and going out to earn an honest living"; etc., etc., etc. In short, the article was one of the funniest of its kind that has ever been written. Of course, no harm to the service was meant and no hard feelings were engendered, for *The Star* knows as well as anybody else what an immense amount of work is of necessity done by the service every day in carrying on the business of the country, and that so far are civil servants from being the perfumed dandies of the article it is all the most of them can manage on their present pay to keep themselves in at elbows. The *Star's* joke is one of a famous trio, the others being that doctors are quacks and lawyers thieves. But breaking out with such virulence at the present juncture, it raises a most interesting question. When the new bill becomes law and the civil service is healed of all its diseases what is to become of the harmless necessary joke about the lazy and overpaid civil servant? Of course we all know that incompetence is not the hall-mark of the service at present, and that no human power, even that of a government, is able to devise a way of doing business that shall be perfect. But *The Star* and others will not believe that, and so a few years hence this time honoured joke may be as dead as the dodo, as it already is in Eng-

land. Herein is food for thought. Let us earnestly pray that something equally innocuous may take its place, for this should be a merry world.

WORD AND DEED.

In our issue of May 22, we took occasion to remark upon the immediate need of some bond of union, however flexible, between the inside and outside branches of the civil service throughout Canada. Since that date the special committee of the local association to whom the task of presenting a recommendation on the subject had been referred, has reported. As will be seen from another column, the committee has confined its attention in its initial report to general principles, and has suggested that a federation, rather than an affiliation, of the associated bodies be adopted as the basic form of union. With this much determined upon the rest of its work will be a matter of detail and of working methods alone.

In the meantime the association in voting the sum of \$100 to the sister body of St. John, N.B., to help to carry on the fight with regard to the taxation of civil servants' incomes, has given proof of the most signal kind of the spirit underlying the movement for union. Actions speak louder than any words, and the association is to be felicitated on having shown the way, in deed as well as word, toward a broader, closer, and more vital identification of interests between all classes within the civil service.

ONE WORD MORE ABOUT OURSELVES.

With the present issue of *THE CIVILIAN*, the editors will be forced, from motives which do justice to their sense of business, to curtail somewhat the scale on which the journal thus

far has been distributed. In other words, they will have to begin to take serious thought of a subscription list.

In referring to so delicate, but yet vital, a subject, it is with very great appreciation that we point to the kindly words of the resolution passed by the Executive of the Civil Service Association at its last meeting. The resolution breathes the spirit which we would hope to find prevalent throughout the service when with subscription blanks in hand our patient canvasser begins his rounds.

There is a wholesome principle in business that the useless and the inept cannot long continue. This is, perhaps, more true of a venture in journalism than in any other department. A paper must make good, or it goes to the wall. We acknowledge it, and would not have it otherwise.

At the same time, we believe that in a sense this paper will be what the civil service, no less than what its editors, make of it. For that reason, rather than for any of a personal kind, we would ask for an initial attitude of favour in the constituency which we address. As our contemporary the Free Press says, the mere appearance of a paper of the kind is a symptom of the life that is stirring in the civil service to-day. The paper cannot hope to please everybody, even if it succeeds in pleasing some. There are two things which everybody can do better than anybody else: one is to poke the fire, and the other is to edit a newspaper. Let us have the benefit of everybody's superiority in this last regard. May we suggest that at the moment this first help take the form of a subscription.

EXPLANATORY.

So much of our space has been taken up with what we believe to be a necessary view and discussion of the alleged new Civil Service Bill, that we have had perforce to omit other

interesting and important matter. Among them is the continuation of Mr. Roe's most timely communication dealing with the British Service, the first instalment of which has been welcomed so cordially. In our last issue it was stated that the article on Superannuation would also be continued to-day. But we are similarly obliged to deviate from our intention in this regard also. Both of the articles referred to will be given space in our next issue.

HEARTY GOOD WISHES.

The Executive of the Civil Service Association Records its Attitude Towards The Civilian.

The following resolution was unanimously adopted at the regular monthly meeting of the Executive of The Civil Service Association of Canada, held on Friday evening, the 22nd ultimo:

"Resolved, that the Association, while disclaiming responsibility for any matter which may be treated of in THE CIVILIAN, desires to place on record its appreciation of the beneficial influence which such a periodical will exert in the Civil Service of Canada, and to extend to such periodical its hearty good wishes."

CORRESPONDENCE.

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

Editors CIVILIAN:

Gentlemen,—Referring to the letter of "Impecunious" in your last issue, I observe that the proposed extension of time for payment of taxes has been before the civic authorities, and that it has been refused. The

City Collector, it appears, reported adversely upon the ground that only a small proportion of civil servants paid taxes, and that nearly all who did had already made payment. The Board of Control decided accordingly, and, to quote from the Free Press report, "the Controllers then adjourned to have their photographs taken." Passing over the apparently close connection between these two happenings, it deserves to be noted that this is only another indication of the bias of the civic authorities towards the service. A very prominent retired Deputy Minister once advised a civil servant of my acquaintance not to think of purchasing a home in Ottawa, as the city would almost certainly make him pay through the nose in taxes. For the truth of this incident, the undersigned holds himself responsible to THE CIVILIAN, and further this Deputy Minister confirmed his own good faith in giving such advice by himself living for over thirty years in rented houses. My object in writing this letter is accomplished when I state my personal conclusion: which is, that it should be the fixed policy of the civil service to secure additional representation on the City Council.

TAX-PAYER.

* * *

Ed. Note.—The report referred to by our correspondent appeared in the Free Press of the 27th May. and reads as follows :

Mayor Scott asked City Collector Seguin what he thought of the proposal to extend by a month, with discount, the time for civil servants, and in fact the public, to pay their taxes.

Mr. Seguin—"It might be in the interest of some, but not of the City."

Mayor Scott—"Are you getting less money in now?"

Mr. Seguin said only a small proportion of the civil servants paid taxes but mostly all who did had already dispursed.

Controller Hopewell—"Then it would not be much relief to the civil servants?"

Mr. Seguin—"Very few." He added that he had based his collections on last year's

payments. In May last year \$514,000 was paid during the month, and out of that over \$300,000 came in during the last few days. The well-to-do rather than the poorer people would benefit. He did not think the proposal was feasible, and the controllers decided accordingly.

The Controllers then adjourned to have their photographs taken for insertion in a souvenir to be issued by the Brotherhood of Engineers, who will shortly meet in convention in Ottawa.

One Who Knows.

"I have referred in previous reports to the competition in the commercial world for the services of able and industrious men. An efficient and honourable civil service is indispensable to such a great and growing country as Canada, and liberality in the remuneration of those who prove worthy in its service is an expenditure that will yield an hundred-fold."

—J. M. Courtney in Public Accounts Report for year 1906.

AS OTHER SEE US.

The Postal Current.

Just as we go to press we find on our desk a copy of a new publication called 'THE CIVILIAN' which is to be devoted to the interests of the Civil Service of Canada.

It is well-gotten up, neatly printed and carefully edited, and should provoke a hearty response from all civil servants in Canada. The paper is to be issued fortnightly, and the subscription price is to be \$1 a year.

We have previously expressed the opinion that Canada should aim at the best Civil Service in the world, and that it cannot have such without a strong Civil Service spirit. We did not mean, and we do not mean a class spirit, which strives to get all it can and give forth but little, but the spirit which will give to the public faithful service, the best possible good judgment, the brightest ideas, as our patriotism demands, all for a fair remun-

eration, the grounds for which may readily be shown. Canada cannot have the best possible service without the recognition and co-operation of the servants as a body. The servants cannot get recognition nor can there be co-operation while they remain individual units. There must be organization. Before ideas and suggestions can well be placed before the authorities, they must be carefully analysed, discussed and weighed. This requires gatherings small or large. It requires a means of communication and a proper journal is the best means for placing matters before the individual members of the service.

Before the ideal can be reached there will be organization on broad lines. Without a journal that organization cannot reach its highest degree of effectiveness, nor can it be easily maintained at all. Believing this and having high ideals for the public service in every department, we welcome THE CIVILIAN and wish for it smooth sailing and a long and prosperous voyage on the oft-times stormy sea of journalism. The Postal Current is glad to have an ally in its work of raising the standard of service and in advocating the utmost fairness to all.

* * *

The Montreal Herald.

The latest addition to the ranks of Canadian periodicals is THE CIVILIAN, which takes its rise in the existing state of unrest in the civil service, and aims "to represent honorably and faithfully the public service of the Dominion of Canada." The extremely useful field which should lie before such a paper is obvious enough, and we imagine that almost all civil servants will hail the undertaking with satisfaction. Mr. Bourassa, however, will possibly note with sorrow that it is printed in English only. To the outsider the striking feature of the first number, just issued, and to be followed at fortnightly intervals, is its literary style. The paper emanates

from a board of four energetic young service men of Ottawa, whose names are not made public; but it is clear from its general readability that pens which should be enlightening and entertaining the widest possible public, the public of the daily papers, are scratching away at Government reports which are doubtless necessary but are certainly not art. Subscriptions go to the Ottawa Printing Company, Mosgrove Street, Ottawa.

* * *

The Ottawa Free Press.

As a demonstration of the growing solidarity of the Civil Service, the issue of a periodical devoted to the interests of civil servants may be taken as a significant event. THE CIVILIAN is entirely a private enterprise which has neither been initiated nor endorsed by the Civil Service Association; yet it may meet a long-felt need. It is in the hands of capable men. It came as a surprise to nearly everybody, the secret of its publication having been well kept by the four gentlemen who are its publishers. Its existence will depend very largely upon its merits as time proceeds.

TO MERCUTIO.

It's likely to be the deuce of a time.

From now till the time you tell.

And when "the cup of time is full"

Poor PUSH may be in hell.

It will matter very little to PUSH

What "the gods will say to PULL"

If he struggled through life empty inside

While the belly of PULL was full.

From what I know of gods,

They were a shady lot;

And just as apt to crown old PULL

And throw PUSH out as not.

You do not tell of the ornery cuss
 Who is neither one nor t'other,
 But has PULL on the side of his sire
 And a sister of PUSH for his mother.

He settles down to adapt himself
 To conditions as they is,
 And gets near all that's goin'
 By attending to his biz.

First he pushes and then he pulls
 Accordin' as seems good,—
 Gives brass to PUSH and gold to PULL
 And goes on sawin' wood.

V.L.

The above spirited verses were shown to *Mercutio* while yet in manuscript, and soon afterwards he handed us the following neat rejoinder which we gladly append. These gifted Sons of the Muses may succeed in fooling the rest of us, but apparently they can't fool each other; which is no doubt what Horace had in mind when referring to the *irritabile genus poetarum*.—Eds.

Mercutio holds no brief for PULL,
 Nor Push's side espouses;
 His motto is and shall remain
 "A plague on both your houses."

CIVIL SERVICE ASSOCIATION OF CANADA.

The sum of one hundred dollars was voted at the regular monthly meeting of the Executive, held on Friday, May 22nd, to assist the Civil Service employees of St. John, N.B., in defraying the costs of their appeal to the Supreme Court of Canada against the taxes assessed by that city upon their incomes. The appeal, which was from the Supreme Court of New Brunswick, was argued here on the 21st ultimo, and judgment reserved. The St. John organization is not a strong one, numerically; the

expenses of prosecuting their appeal have been heavy, and in view of the fact that the final decision in their case will to a great extent determine the power of the City of Ottawa to tax the incomes of Civil Servants, it was felt that practical assistance should not be withheld.

The committee appointed to consider the question of affiliation or federation with other Civil Service Associations, reported as follows:

"By clause 3 of the constitution of the Civil Service Association of Canada, provision is made for the affiliation of members of the outside service with the C.S.A. under certain conditions, but your committee, after carefully considering the matter from many points of view, is of the opinion that instead of asking or permitting other organizations to affiliate with the Civil Service Association of Canada, a federation or council composed of representatives of all organizations of civil servants should be formed, representation on such council to be on a basis of membership alone.... Should the Executive Committee decide upon some general plan as outlined above we would recommend that the business of the suggested council or federation be confined to business affecting the whole Civil Service of Canada."

The report was adopted, and the matter referred back to the committee with instructions to prepare a definite plan of federation for the consideration of the Executive.

The Treasurer's report shows a paid-up membership of 2,023 — about one hundred more than last year.

ATHLETICS.

In making a few passing comments on the report of the cricket sub-committee for last year, now published for the first time, the present writer does not pretend to speak with authority as to the merits or the subtle-

ties of the game. Nevertheless, those of us who are novices may, after two years' practice in the athletic association, better understand why Great Britain's wars are said to have been won on the cricket field. For the performances of deeds requiring masterly patience, and quick, and at the same time, deliberate judgment, the game of cricket is an unequalled preparatory school.

Civil servants do not appear to have any wars immediately impending, yet the lessons taught by cricket have useful purposes to serve. The long wait on the field while the opposing side is being retired infuses a lesson most useful in official life to those who wait for years at the head of a class for the long-deferred promotion. And what is more satisfying than a hard catch taken near the boundary unless it be that blessed "fifteenth" which brings the monetary intimation that we are getting on in the service. In private life those of us who aspire to the married state may learn on the cricket field how to await with patience the arrival of the happy day. Those already married may learn to suffer in silence.

Cricket, by tradition and by environment, exhales an atmosphere of generosity and fair-play, and many chivalrous deeds have been enacted on The Hill, especially by old cricketers towards the aspiring recruit.

150 members taking part in cricket games is a pretty good record. Mr. Grout, who managed these games in such splendid style, will be pleased that his suggestion in regard to giving up the whole East Lawn to cricket has been agreed upon, and all interested will join with him in wishing the new chairman, Mr. A. G. Lewis, a successful season.

* * * *

Cricket Schedule, 1908.

- May 26—East vs. West.
- 29—Militia vs. Outside.
- June 2—Langevin vs. Mint,

- 4—East vs. Militia.
- 9—West vs. Mint.
- 11—Outside vs. Langevin.
- 16—Militia vs. West.
- 18—East vs. Mint.
- 23—West vs. Langevin.
- 25—Outside vs. East.
- 30—Militia vs. Langevin.
- July 3—Outside vs. Mint.
- 7—East vs. Langevin.
- 9—West vs. Outside.
- 14—Militia vs. Mint.
- 16—Langevin vs. East.
- 21—Outside vs. West.
- 23—Mint vs. Militia.
- 28—Mint vs. Outside.
- 30—Langevin vs. Militia.
- Aug. 4—East vs. Outside.
- 6—Langevin vs. West.
- 11—Mint vs. East.
- 13—West vs. Militia.
- 18—Langevin vs. Outside.
- 20—Mint vs. West.
- 25—Militia vs. East.
- 27—Mint vs. Langevin.
- Sept. 1—Outside vs. Militia.
- 3—West vs. East.

Games to begin as soon as possible after 4 p.m.

Games unfinished on the first day shall be continued the next day, provided the weather is fit, and there is no prior fixture for that day. Otherwise a day will be set by the Cricket Sub-Committee. The Chairman will be the judge as to the weather.

Any game left unfinished at the end of the 2nd day will be considered a draw.

Should either team fail to be in readiness at the time fixed for the continuation of play in an unfinished game, it will go by default against them.

Until Aug. 1st, stumps will be drawn at 6.30 p.m. in all games; and after Aug. 1st at 6 p.m., provided that another hour may be fixed by agreement of the captains, in any game.

The time between innings shall be five minutes.

The captain of the winning side in each game should report the result to

at least one daily paper immediately after the game ; and should return the scorebook to the Chairman of the Sub-Committee, within 24 hours after the game.

In the schedule, a game won counts 2 ; a game drawn or tied counts 1 to each side ; and a game lost, 0.

All players should provide themselves with rubber-soled shoes for use on the field, excepting the bowlers who are allowed to use leather soles with spikes.

Only members in good standing, i.e., who have paid all fees due, are eligible to play. All others are liable to be protested and disqualified.

Notes.

There seems to be an increasing tendency on the part of certain individuals to take advantage of the privileges of the Parliamentary lawns without conforming to the well-understood rule that rubber-soled shoes should be worn. A slight reminder of this rule will be sufficient for those who are amenable and who may have been thoughtless in the past. Other cases require different treatment. When the athletic association obtained the use of the lawns an undertaking was given that all the members would wear rubber-soled shoes. It would be well for the Athletic Executive to compel an observance of this agreement even from the incorrigibles who consistently break it. Otherwise good faith is not being kept with the Public Works Department.

It is not generally known that the Athletic Association has a good dressing room with shower baths and lockers, situated in the basement of the West Block. Applications for locker accommodation should be made to Mr. W. H. Robertson, Customs Department.

All who wish to evince a practical

interest in the association should take the first opportunity, not later than the next 15th, to put themselves in good standing by forwarding the annual fee to the secretary. This is a happy method of showing appreciation of the gentlemen of the Executive who are freely giving up their time for the benefit of their club-mates. Still another way of falling in with the views of the Executive would be to start a movement in favor of some uniformity in clothing, especially on the main lawns. White ducks are not expensive, and are more pleasing to the eye than many of the guises now commonly seen. The chairmen of the various sub-committees should deal in this matter with their usual good taste and judgment.

The cricket sub-committee is as follows :—

Chairman—A. G. Lewis.

East Block—H. May, F. Munroe.

Langevin Block—R. H. Wilson, E. E. Turton.

Militia Dept.—H. W. Brown.

Mint and Transcontinental—G. F. Armstrong, S. Robson.

Outside Blocks — G. Clarke, S. Clunn.

West Block — E. Hawken, R. S. Raby.

About 40 members turned out at the opening of the lawn-bowling green on Ascension Day.

Mr. McKenna has a dozen tennis courts ready for use, and can provide more, as may be required. Much enthusiasm is shown even at this early date.

REPORT OF THE CIVIL SERVICE CRICKET COMMITTEE.

For the Season of 1907.

As Chairman of the Cricket Committee of the Civil Service Amateur Athletic Association, I beg to submit the following report on the season of 1907:

The season opened on the 28th May with five teams competing, representing the Langevin, East, West, Outside and Militia Blocks, and each team played the other three games, the schedule finishing on the 17th September. The result was as follows:—

| | Won. | Lost. | Drn. | Points. |
|----------------|------|-------|------|---------|
| Outside | 9 | 3 | — | 18 |
| Langevin | 8 | 2 | 1 | 17 |
| Militia | 6 | 6 | — | 12 |
| East | 3 | 9 | — | 6 |
| West | 2 | 8 | 1 | 5 |

In addition to the above twelve games, two were played with teams from the Ottawa Cricket Club, and other games, such as Married vs. Single, &c., were arranged for Saturday afternoons which proved enjoyable.

The batting averages and the number of wickets taken in bowling in the scheduled games are given at the end of this report, a summary of which is as follows:

The best batting was shown by F. Pereira, H. Ackland, F. Campbell, H. W. Brown, D. C. Campbell, G. Pereira, and F. Grierson, in the order named, all of whom scored 100 runs or over in the course of the season with the exception of F. Pereira, who only took part in five games.

The most successful bowlers were: F. H. Williamson, W. C. Ellis, G. Clarke, T. Belsey, J. Ackland, V. H. Steele, E. E. Turton, A. J. Fraser and G. Roberts in the order named, all obtaining more than 20 wickets in the course of the season. Williamson and Ellis were best with 42 and 39 respectively.

The fielding of all the teams was of a very fair order, the Langevin team being probably the best all round in this respect, and largely owing their high position in the schedule to this fact. It is impossible to select any particular men as being especially conspicuous.

The games were much enjoyed and the weather on the whole made it possible to keep strictly to the schedule. During the season some 150 players took part in the regular games, and others who were not successful in catching a place on the teams were able to have practice at the nets.

Cricket should be more popular than ever during the coming season, as the crease should be in better condition with the attention given it, but it would be well if the whole of the East Lawn could be devoted to the game, and thus allow the practice nets to be put up on the same lawn as the crease.

Experience gained in last year's play leads to the following recommendations being put to the cricket sub-committee for the coming year:

That before the season begins, a definite rule be laid down concerning games that are unfinished on the first day, fixing the day on which they are to be finished. Should either team fail to be in readiness, the game to go by default against such team.

That for all games a definite hour be set for stumps to be drawn, i.e., up to, say 1st August, 6.30 p.m., and thereafter 6 p.m., and that five minutes instead of ten be allowed between innings.

That in the interests of cricket in the Service all games shall be finished and the schedule completed so that the relative positions of the teams may be determined. This has not been definitely settled in either of the last two years. Games should be reported to some one official, who will keep the score, within one week of the time they are decided.

The members of the cricket sub-committee for 1907 were as follows :

Outside—H. Ackland and T. H. G. Clunn.

Langevin—G. Pereira and F. E. S. Grout (Chairman).

Militia—H. W. Brown and A. G. Lewis.

East—T. C. Boville and F. K. Bennetts.

West—J. L. Payne and R. S. Raby.

F. E. S. GROUT,
Chairman Cricket Sub-Committee.

COAL NO GOOD

There's a coal dealer in town who keeps a box of "clinkers" handy under his front counter. When he fails to sell a prospective purchaser, and his final peroration has had no effect he dramatically reaches for the "box" and pulls out a "2-lb. clinker" and slaps it on the counter with the exclamation, "that's what you'll get from trash coal! You can go down street and get that kind cheap, but it's no good." And perhaps that very morning the merchant in question removed that very clinker from his own furnace.

"Play fair," Mr. Merchant, don't think that the public will be stampeded to your office by such mean and disreputable tactics, don't be "green with envy" because another man's business is growing larger every day. Don't think the public are fools. When they buy "LACKAWANNA" coal at Morris' office they get good value for their money, and they don't find any 2-lb. clinkers or slate in it either.

So be good my dear opponents and don't worry if the Morris business keeps growing.

"Play fair." You never gain by running down a rival—don't do it. I won't.

Just call at 118 Sparks Street if you are passing, or telephone 2288 and you'll feel better after talking matters over with the "Ever Ready" coal dealer of "Greater Ottawa."

Now is the time to fill your cellars at low, warm weather, prices. You'll pay more later.

Regardless of what other competitors say, I've the best "Lackawanna" coal that money can buy, and have also one of the best delivery services possible. No expense has been spared in this direction.

"Should I quit the coal business possibly I'd be missed, and you might find the fuel cost of living further advanced," said W. D. Morris to the Civilian.