

THE CIVILIAN

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No. 25

Canadian Civil Servants Show the Way.

The C. S. Federation of Canada held up as an Object Lesson in Organization to the British Service.

It may be of interest to note in connection with the call to the third annual convention of the C. S. Federation of Canada which appeared on the first page of *The Civilian* two weeks ago, that the Federation idea is very much to the fore at the present moment among our fellow civil servants of the British Isles and that the Canadian Federation is being held up as a model worthy of their imitation. A conference of civil servants is to be held this month in England to discuss the whole question, and already an incipient organization of the kind is in being. An issue of the *British Civilian* recently to hand contains the following appreciative allusion to the activities of our Canadian C. S. Federation:

“It will have been noticed that for the last few years we have published, from time to time, leading articles on the subject of a Federation of civil servants employed in the United Kingdom, having for its main objects the promotion of civil service interests and the fostering of *camaraderie* between the varying ranks and grades of the Departments. With the examples of Canada and Denmark, to say nothing of other countries far behind ours in most senses, it is little short of amazing to find the British civil service impotent upon any immediate or weighty question. The moral of the long and weary deferred-pay agitation teaches this truth.* Had a federation existed, that question, we fancy, would have been settled years previously, and perhaps in a

more satisfactory manner. The articles appearing in our columns by writers of ability and prescience have been educative and necessary, and the time is rapidly approaching when the fruits of the seeds thus sown should be ripe for gathering. A brief review of the Canadian Federation appeared in our journal some time since. In its initiation its promoters emphasized the need of a more tangible bond of union between civil servants, and especially between such as had already achieved organization. It was recognized that questions of the utmost importance remained unsolved, and thus the demand arose for a united voice. The extension of civil service reform through the education of public opinion, direct representation to the government, and by other means was an object of the nascent federation, and may in equal sense be applied to the British service. The securing for the whole service of a scale of salaries adapted to modern conditions; a just and uniform principle of organization and classification throughout all branches; an extension of insurance privileges and other minor tasks might be taken as the goal of the British organization, as they were, and are, of the Transatlantic federation. From the American Continent to the Scandinavian Kingdom of Denmark is a con-

*This movement had for object the compensation of members of the service for pay deferred on account of superannuation benefits, the latter having in certain instance been taken into account in fixing salaries though nominally free.

siderable distance, but in the latter country we find that the civil servants in combination have been able to secure notable reforms, and the enactment of rules by the government, which the Ministry for Public Works, the Treasury, and the Home Ministry follow in negotiations and deliberations between the Administrations and the Associations existing within the State railway, Telegraph, Customs and Postal services. The rules referred to are comprehensive and just, and we hope to be able to print them in full in an early issue. A personnel of over 16,000 persons comprises the Associations concerned. When new scales of pay raised the salaries of about 12,000 persons by over £150,000 (a large sum in Continental Europe), considerable influence was exerted by the services in co-operation. Returning to the consideration of British civil service needs, the early conference of civil service delegates now being arranged for will be a significant and welcome event. We hope that within a few years a vigorous, workmanlike and influential Federation of British civil servants employed within the United Kingdom will be an accomplished fact. Towards the establishment of such an association we purpose lending our aid and endeavour, confident in the belief that it is not only necessary in the interests of the State, but urgently desirable on behalf of the serried ranks of the Home service."

Another Reference by Way of Recapitulation.

A further reference by a correspondent in the most recent issue of the same journal to hand gives us another opportunity of seeing ourselves as others see us, and may be useful by way of recapitulation on the eve of our annual convention:

In view of the approach of the Conference to be called up to initiate the formation of a Civil Service Federation, the following details con-

cerning the Canadian Federation may prove interesting. The writer has been in communication with the Secretary-Treasurer in Canada, and by the courtesy of this gentleman in allowing himself to be catechised, some leading questions have elicited encouraging replies.

1. How was the Canadian Federation brought into being?

The Civil Service Association of Ottawa, representing the employees of the government at headquarters, submitted a provisional constitution to the various organizations. This was approved, and by request the Association was authorized to call the first annual convention, to be held on 29th and 30th April, 1909. A circular to this effect was thereupon issued to the organizations.

2. Is it a Federation of delegates from various Associations, or a Union of individual members classified in towns or districts?

It is a Federation of delegates from more than 10 Associations.

3. What official recognition has it?

The Executive has been cordially received in interviews with the Minister of Public Works on the subject of Income Tax, with the Minister of Finance on Superannuation, and with the Prime Minister himself with regard to the general policy of Federation.

4. Has the Federation justified its existence?

This is generally conceded.

5. Is it unanimously supported?

Already it embraces all organizations worthy the name except those connected with the labour movement, and it speaks for some 5,000 civil servants out of a possible 10,000.

6. Finally, what are its aims?

(a) The promotion of organization in the civil service; (b) The collection and consolidation of opinion on civil service problems; (c) The presentation of the same to the government; (d) Miscellaneous.

The official report of the Second Annual Convention of the Civil Ser-

vice Federation of Canada makes excellent reading. The Secretary-Treasurer presented a table showing comparative retail prices of commodities in 1899 and 1910. The question of the increased cost of living and service salaries was discussed. (Details of a petition to the Minister-in-Charge relating to this subject appeared in these columns recently.) The Convention also dealt with, amongst other topics, Superannuation, Income Tax, Government Insurance, Revision of the Classification System, and the adoption of the *Canadian Civilian* as the representative organ.

The rapid rise of the Canadian Federation to an official status, should uplift the hopes of those who are endeavouring to bring about a similar movement here in England. There are ten times as many civil servants and possibly ten times as many grievances to work upon, as exist in the sister service across the water, and it is therefore to be hoped that the invitation issued in these columns a short time ago by the Secretary of the Court of Appeal Committee will be amply justified.

HOW AN OFFICE WOMAN MAY KEEP HER HEALTH.

II.

Here is a sequel to the article published under the above heading in the last *Civilian*. It is in somewhat of a "disputatious" form. Good as the article was and valuable as were the suggestions, it was practically impossible to carry out, on the face of it,—the pity of it! As general rules, they could hardly be better, but could the plan be followed? I fear not. For one thing, shopping was never mentioned. When did she buy those pretty fluffy frocks, or get fitted at the dressmaker's? and when did she get her boots and hats and other clothes? And did she never have to visit a dentist, for

instance, or have any other drawback to her plans? How could she live in this day, and have no break in her daily routine, when every day brings its own work? And had she no friends? And if she could live, in this day, just as that successful business woman did, what a life! Nothing in the world to do, nor to look forward to but—typewriting, day after day, and keeping her own frame in condition for that! A poor ideal. Who would not rather be in a children's home, living a life of happy usefulness, if for only her daily bread, to say nothing of the many other ways in which life has interest for women. But what could she do! She probably needed her salary, but to earn it she worked in her office every day till five o'clock, and to keep her health to properly do her work there she found she couldn't undertake anything, and she had to adopt those principles of hygiene.

Now, here is the point: We, the women in the civil service, are in exactly that position. We work from nine to five, and we can do nothing else, and as we have proved that the principles which the "successful business woman" found absolutely necessary are not practicable, and would mean an inane, selfish, useless life if they were, where are we? We are in this position: We are wearing ourselves out, for we work till we are fatigued every day, at steady brain work, putting in the last hour all winter with artificial light, in more or less foul air, and we leave in time to accomplish nothing of our other multitudinous duties that every woman has, and we should think only of our needed rest. And who does? Some must, perhaps, and a poor enough life they lead, but most of the women in the service are bread-winners, and their poor life must suffice. Then, again, no one who is a bread-winner can afford to spend as much time as that on herself.

There are in the civil service of

Canada a great many ladies—I use the word rightly—women of education, culture, and good breeding. Many of them are widows or daughters of valued civil servants or men who have held high positions in the professional world. They are women of refined tastes. They are in their right place, when their monetary assistance is needed for their families, for the civil service is a great boon to women, and most of the women in it are a boon to the civil service. For, think of it, there is heaps of work to be done there, entering correspondence, compiling, indexing, listing, sorting, etc., to say nothing of typewriting and stenography, that is pre-eminently suited to women. They can't explore continents, or build railroads, or manage huge concerns, or fight battles, or defend their country and advance its interests, as men can, but they can go to an office and do work there that must be done, with quickness, neatness and accuracy. And they are better fitted for such work than for battling with the world, and in this young country many women are obliged to earn their own living and often have to provide for others as well. So the women in the service are quite in their right place.

To the women at present in the service the added hour of labour and the consequent lessened hour of release, mean a serious trial. There are widows with small children, there are elderly ladies who have worked long and faithfully in the office, there are delicate girls to whom the work as it used to be was a great blessing. To these especially it matters a great deal, but we all feel the state of affairs very keenly. That one hour means everything. Our office work is, of course, our first consideration, and everything must go for that. Then our duties must be done so we can have no pleasure. We would like to belong to the Civil Service Athletic Association, for instance, or the University Women's Club, or similar affairs, but we cannot. Some inter-

ests are necessary for spiritual and moral welfare, but not one single thing can be undertaken by the women in the service since the hours have been lengthened until five o'clock. I fear without some interest we will sadly deteriorate. The tendency of the times is towards the uplifting of all classes. The present system is certainly doing the opposite thing for us.

The point is this: It is certainly true that under the present circumstances to keep from breaking down in health we must live as the "successful business woman" does. We have seen that it can't be done. Good in theory, on practical lines it is impossible.

O, gentlemen, do give us back that one hour! We will put our very best into our day's work. We are glad and thankful to have it, but we would like to live a little more as women and be a little less like machines — machines that will soon wear out, I fear, under the present circumstances. We will do our very best for our work and we will be in better trim to do it, and, with a better chance to breathe the air of Heaven, we can live a little more as our Creator intended we should.

A MERE WOMAN.

THE LATE R. W. DILLON.

Seldom has the death of a fellow-worker come with greater unexpectedness or more stunning force to the service than that of the late R. W. Dillon, Assistant Secretary of the Department of Public Works. Though a member of the service only since 1906, Mr. Dillon had so identified himself with its various activities that few even among the veterans were more widely known. Born in England fifty-three years ago, he had spent the most active years of his life in Canada, chiefly in newspaper work at St. Mary's, St. Catharines, and other points. He was a great and well-known force in the

Methodist church, and the funeral tribute of Dr. Henderson of the Dominion Methodist church to his work in that church was an eloquent one. He was at the head of the Boy Scout movement in Ottawa. It was in fact to the multiplicity of Mr. Dillon's activities and the strain to which he subjected himself to fulfil them that his death must be attributed. To *The Civilian* he had been a warm friend and helper almost from the first, and his column signed

meeting since the death of our esteemed colleague, Mr. R. W. Dillon, desire to place on record our sense of the great loss which the service has sustained in his premature decease. From the day the Association was organized, Mr. Dillon took the keenest interest in every branch of its work, and was early marked as a man whose judgment could be taken and whose whole-hearted support could be depended upon in every effort to promote the welfare



of his fellow-workers. Firm in conviction and prompt in action, no member of our Executive was held in higher esteem by his colleagues or by the membership at large. To his bereaved family we would tender our deepest and most respectful sympathy, trusting that the knowledge of the warm esteem in which our deceased friend was held may be some palliation of the grief occasioned by their irreparable loss."

"That we the Executive of the C. S. Assn. of Ottawa, at this our first

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Ottawa, Apr. 7th, 1911

THE REAL RULERS.

Mr. Hilaire Belloc's attack on the Party System in a recent book leads an "Irish Times" reviewer to disclose to the general public the terrible fact—that Ministers count less in Great Britain than the permanent officials. "In any case the personnel of the Cabinet does not matter so much as might be supposed. The permanent officials of the various State Departments may be relied on to keep the Cabinet Ministers on safe lines." The "Times" laughs at Mr. Belloc's theory of party collusion and explains what actually occurs in the following cynical sentences:—"The fact that neither governing group finds itself able to do all that it naturally wants to do is probably due to the influence of the permanent officials who survive the changes of government. A fierce Radical, when he becomes a Cabinet Minister, finds himself shepherded by certain suave gentlemen who really know their business, and show him, with the

utmost politeness, that what looked quite easy from the back benches would really, if it were carried out, involve a change in the Treasury system, or have some other equally horrible result. A wild peer, bent on repealing the land clauses of a Radical Budget, is, when he in his turn becomes Cabinet Minister, similarly taken in hand by the same suave and very able gentlemen, and led gently forward to a consciousness that there is nothing so dangerous as throwing the wheels of a well-oiled machine out of gear. The fierce Radical and the wild peer do not, as Mr. Belloc supposes, consult each other and act in collusion; they both consult their tutors; and act as they are graciously permitted. This, and not the existence of a secret understanding, is the real reason for the deplorable fact that no Conservative government is ever really Conservative and that no Liberal government is able to do Liberal things."



CONCERNING GARNISHMENT.

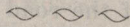
In connection with the question of garnishment, which has of late had special interest for civil servants on account of Mr. Beauparlant's bill, it is interesting to note that apart altogether from the civil service application there are two sides to the shield. In Houston, Texas, the courts have recently declared the assignment of unearned wages to be contrary to public policy. Many loan agents have been enjoined from enforcing their claims against the borrowers. In this way the fear of discharge, the loan agent's greatest weapon, is removed. We print in another column a cartoon from the Houston Post which illustrates public opinion in the matter there.

The Canadian Courier also had the following word recently on this aspect of the case:

"I have known many a poor devil

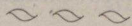
to be driven almost to the verge of flying the country by the heartless garnisheeing of his salary far in advance, leaving him mercifully just enough to exist on if he have a frugal wife. And when men get into debt, more through misfortune than extravagance, it is a heart-rending business to watch their struggles to escape the meshes. One employer of my acquaintance put to flight a swarm of harpy "garnisheers" by the very simple device of telling them that if they seized ——'s salary in advance, he would simply discharge —— and there would thenceforth be no salary to seize. Another plan for driving off the hard creditor is to pay the employee in advance, so that at any given time the office does not owe him anything to garnishee. Where the garnishee is a weapon used by the strong to afflict the unfortunate, it is akin to sending a debtor to jail and should have no place in the armoury of civilized justice. It is a form of usury and should be treated in the same fashion."

This is not the only side of the picture, but it is one that applies with special force in the case of civil servants whose permanency of office renders them peculiarly liable to be victimized by unscrupulous dealers.



THE CLERKS' CHARTER.

1. A salary that will enable them to live as educated citizens;
2. Healthy and comfortable offices wherein to work and keep sound minds in healthy bodies;
3. Hours that will not leave those minds and bodies exhausted at the end of the day, but will leave them leisure to develop their faculties and their individuality.



SWINGS OF THE PENDULUM.

"Time waits for no man",—only for women.

The procession of the years is long but mighty orderly.

The three positive luxuries of life money cannot buy:—health, affection, and contentment.

In climbing life's ladder, let us watch out for missing rungs lest we and our plans fall through.

Sarcasm is the weapon of the weak. The man who is strong before his fellows is armed with candor.

Be not superstitious! Though 1911 rhymes with "heaven," you may not be ripe to garner for another year.

Half a loaf may be better than no bread, but it "grinds" us when the other fellow walks off with the cream puffs.

Upon the cheerful man the years descend like a benediction:—against the Grouch they whack like brickbats in a free-for-all.

HAMILTON EXCISE ASSOCIATION.

A meeting of this Association was held recently when the following officers were elected for the ensuing year:—Mr. W. F. Miller, Collector Inland Revenue at Hamilton, President; Mr. C. H. Hessen, Collector Inland Revenue at St. Catharines, Vice-President; Mr. D. M. Cameron, Excise, Secretary; Mr. Fitzgerald, W. & M. at Hamilton, Treasurer; Executive Committee: Messrs. Wheatley, Lawlor, Baby, Amor, all of Hamilton, and Mr. Schran of St. Catharines.

The Branch consists of thirty-one members and includes officers of the Excise Branch of the service at Hamilton and St. Catharines, as well as the officers of the W. & M. Branch at Hamilton.

HOW THE POST OFFICE BEGAN IN THE NORTH-WEST PROVINCES.

As an illustration of the manner in which Canada has provided postal service for new territory coming from time to time under its control, a brief reference may be made to the service in the Northwest. Prior to 1853 only three mails were dispatched and received each year — one to and from York Factory on Hudson Bay, connecting there with the ship which came annually from England, and two others to and from Montreal, via the Ottawa River and Lake Superior. The arrival of this latter after at least a 40 days' journey, must have been an event looked forward to with great interest by the people of the Hudson Bay Territory, who in this way came into occasional touch with the civilized lands they had left. In 1853 a monthly mail service was established between Fort Gary (now Winnipeg) and Fort Ripley, in Minnesota, which was the nearest United States office. Four years later, an office being established at Pembina, with a monthly and subsequently a fortnightly service, a mail was carried from that point with some frequency to Fort Gary. In 1858 a mail was dispatched to the Red River country by way of Collingwood and Fort William monthly in winter, by dog train and snowshoes, and bi-monthly in summer, by water. During all this period, and until 1871, the postal service was carried on by the Hudson Bay Company with gradual increasing frequency, but dependent almost entirely upon the United States Post Office at Pembina. Three

or four sub-offices were established on the Red and Assiniboine rivers, which were supposed to be served about once a week. In the year 1870 the Northwest Territory became part of the Dominion, and in the following year was brought fully within the Canadian postal service, a number of offices being opened, and closed bags exchanged between Fort Garry and Windsor. The building of the Canadian Pacific Railway was taken advantage of to extend the service, and the report of the chief inspector at the end of December, 1882, recommended that a regular Post Office should be established at the western extremity of the track of the Canadian Pacific Railway, being moved forward as the track extended westerly, not only making connections with the eastern part of the Dominion, but serving two sub-offices, one at Fort McLeod and another at Calgary. This Post Office, called the "End of the Track," was opened in a railway car, which moved forward a few miles from day to day, with the progress of track-laying through the Rocky Mountains. When the eastern sections of the road met on Nov. 7th, 1885, the usefulness of "End of the Track" office had ceased, and it was closed. From this time on, with the development of the country, offices were rapidly opened, until the mail service to-day has become as efficient as it is in the older sections of the Dominion. Thus our authorities have endeavoured to meet the requirements of the people, and with certainly marked success. Of course, occasionally they will fail, as for instance, when in 1888, there came a letter to Canada addressed as follows:—

"MR. G. MARBARETT,

"At a Farm 1,700 Miles Beyond
Montreal,

"Northwest Territory."

—The Postal World.

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At the Sign of the Wooden Leg

By "Silas Wegg."

The Little Things.

"It is the little things that count," said Jones to me the other day. "For instance——"

"For instance," I broke in, seeing a brilliant opportunity to work off a joke I had been nursing for weeks, "there is the colon bacillus."

"I don't mean that," said Jones.

I was not to be put out of the game, however.

"But I mean the colon bacillus," said I. "He is a wonderful counter. A mathematician, Jones! See how fast he can multiply. Why, Jones——"

Jones was not there. He has no sense of humour, has Jones. He wears a red and blue waistcoat which his mother-in-law knit for him.

Yet I am thankful for him. He brings me the old truths which I had as mine own once, but which I have lost by the wayside. "Full of wise saws and modern instances," he teaches me this, that the canned wisdom of the past is often better than the grow-your-own varieties in which we take such pride at times.

It is the little things that count.

For instance,—good old *exempli gratia*, first introduced to me in childhood by Euclid, and loved like a brother ever since,—for instance, take the smallest thing you know or can lay your hands on. Take a pinch of snuff.—oh, no, that sounds frivolous, although it's a sneezy thing to take,—or take a minute of time around nine a.m. You can't afford that? I have it then. Take the interest earned in the Retirement

Fund for six months on the five per cent. deduction from a monthly instalment of your statutory increase.

Now, don't get gay, or hypercritical, as they say down East, and retort that you can't take that because the government won't let you have it till you are dead. This is only an hypothesis, and anyone can take an hypothesis who has had his tonsils removed; and, if you have not had your tonsils removed, you are not in good society; and, if you are not in good society you don't read "At the Sign of the Wooden Leg." As I was saying,

It is the little things that count.

But concerning that interest question. The interest for six months on the five per cent. deduction from a monthly instalment of your statutory increase,—you have it all down, have you?—is, in round numbers, \$.0042. Does that look small enough? It is bigger than some of my hearers' profits out of co-operative trading. That is another question, however. The figures I have given are not small enough to count? Well, then, the interest for one month on the *ditto-ditto-ditto* is \$.0007. That ought to suit you, I am sure. You can verify these figures by simple division and a reference to the ledgers of the Finance Department. In the face of these facts, for who will dispute the inter-corroborative evidence of the Treasury Board and the Public School Arithmetic?—in the face of these facts, I say, is there a man with soul so dead who never to himself has said that

It is the little things that count?

I knew a chap who used to work out these interest problems for his

amusement. He did it with the aid of a formula and could prove to you that the government made nine or ten dollars a year by neglecting the fifth place of decimals in their calculations. I tried his formula in a practical way on my grocer's bill, but all I could get out of my unscientific purveyor was an offer to "split the difference."

Splitting the difference, I may say here to give you a rest, is the last refuge of the scoundrel. You may split rails and become president of the United States, or you may split hairs and become an eminent lawyer; you may even split infinitives and become an editor; but the splitting of differences is an insidious habit that will bind you at last hand and foot to the steps of the infernal throne. "You first endure, then pity, then embrace," this business expedient, so indigenuous to the cross-roads stores, and the last state of the difference-splitter is a pitiable one indeed. But I keep you waiting, gentlemen.

It is the little things that count.

Take eggs, for instance. Perhaps I should rather say, in reference to eggs, that it is the little things that are counted, since the big ones are sold by the pound at all well-regulated dairies. But let us set aside commercial values and consider the egg relatively. All magnitudes are relative. We speak of big diamonds and little islands. Gigantic as an egg may appear to you when looming up on the horizon of a Christmas counter, how small it is out there amid the Gataineau hills in the summer time! Sown in a wrinkle of the monstrous hill, as Tennyson puts it, the hen's egg twinkles like a grain of salt. The Gataineau hills don't count, at least for sake of argument we will have to say they don't. But that little egg does. The clatter of a hundred barnyards is concealed within it, and will escape if it does not become addled. It is a phonographic record bearing the messages of the past, the lays of

ancient minstrels, on to future generations.

Let that little egg die of neglect upon the mountain-side, and what tragedies may not ensue? Mortgages foreclosed, families sent into exile, tourist-travel diverted, railroads shorn of their traffic receipts, reciprocity agreements nullified! There was a hen's egg once which had all these and greater potentialities within its fragile shell, and I need not be looked on as a pessimist if I reconstruct the crisis now to impress upon you the importance of little things. Moralists have pointed out that we are wandering in by and forbidden paths. If we would know the lay of the land we must get back to the egg.

It is the little things that count.

Take *The Civilian* for instance. You can take it for a dollar a year, or you may take it for granted. I take it that way myself. Whichever way you take it, however, you will find *The Civilian* counts. The editors will hold me up, of course, to say that *The Civilian* is not a little thing. But they miss the point of my sermon when they argue in that way, for the definition of a little thing, as you have found out by this time, is that it counts, and, conversely, if a thing does not count it is not little.

I will leave you with that choice morsel of logic to chew on. I may say, by way of apology, that I was asked to write on this subject, that the little incident with which I open my discussion is entirely fictitious, that my argument has been developed at the expense of my nervous system, and finally that

Nothing counts in weather like this.

Ground was broken on February first for the erection of a building in Washington for the use of the Civil Service Commission. The new building will be six stories high and is to cost \$158,000. The Commission had in recent years repeatedly called the attention of Congress to the inadequacy of its quarters, because of which the rapidly increasing work has been proportionately hampered.

Abbey's
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vescent **Salt**

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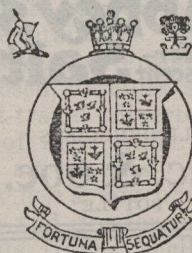
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The Woman in the Service

By "Frea Cannaiad."

A high tribute to woman's intellectual ability is paid in the recent number of the "Englishwoman," by a solicitor, who undertakes to speak a word in favour of women's admission to the bar in England. With the statements which the writer uses in proof of his contention that women are not, as is commonly implied, the inferiors, mentally, of men, one cannot fail to be interested, even if little concern can be felt for the actual plea that the women of England who so desire ought to be allowed to enter law. "In all countries," the writer argues, "unless some solid, cogent, and weighty reasons to the contrary can be shown, it is only fair that every business and every profession should be open to, and ingress thereto allowed for, the members of the female sex equally with those of the male."

Attention is drawn to the various professions which women have already entered and in which they have distinguished themselves. Especially in that of medicine have women's mental qualities and attainments been already recognized. In England a large number of women have been registered by the General Medical Council. In addition, women have been appointed members of Royal Commissions, visitors of asylums, inspectors in various institutions, registrars, road surveyors, overseers of the poor, Local Government Board inspectors, census clerks, member of school boards, and to various other responsible public positions. As accountants, stock brokers and ministers of religion, they have shown themselves possess-

ed of ability. Their capacity for administration has been specially acknowledged by the State in various Local Government Acts.

It is in fact this evidence of capacity for administration which women employed as Factory Inspectors have shown which seem to the writer the strongest argument in favor of his contention that women would make successful advocates. Factory inspectors are in the habit of themselves conducting cases against employers charged with committing breaches of the Factory Acts. Further qualities which he has noticed are woman's well-known lingual ability; her ability, in his own country, in expounding questions of economic and social science, and in advocating political and municipal policies and reforms.

To the ordinary woman, however, these assertions are less interesting than the manner in which the familiar argument that woman's theoretical knowledge always exceeds her practical knowledge is dealt with in this particular case. Of woman's practical ability, there is much evidence. Proof of it is seen in her success in other professions — as university professors, as writers, as doctors and as ministers of religion. The successful practice of each shows administrative ability. It is no longer a self-evident truth, that, although a woman may possess sufficient mental competency to enable her to grasp the principles underlying the practice in any profession, her lack of administrative ability prevents her ever attaining success in the profession. If a woman shows

herself brilliant in the study essential to the acquisition of a degree, there is no reason to believe that her chances of failure in the attempt to apply her knowledge, would be any greater than those of a man.

Beyond these contentions the presence of women in professional and business life always has a beneficial effect by purifying the moral atmosphere.

It is interesting to note that Canada has a place in the list of countries in which the legal profession is open to women — Holland, Switzerland, Norway, Sweden, Finland, Germany, Japan, France, New Zealand and Canada.

THE SALARIES OF CIVIL SERVANTS.

The *Kingston Standard* of last week prints the following under the above heading:

Mr. Beauparlant, M.P. (St. Hyacinthe) recently brought up in the House the matter of garnishing the salaries of Dominion civil servants. It received a favourable reception from every member who spoke on the question, except Sir Allen Aylesworth, Minister of Justice, who spoke against it. In speaking to the question Mr. Beauparlant read to the House the editorial on the subject, which appeared in the *Kingston Standard* of the 3rd of December last in which it was urged that the salaries of civil servants should no longer be exempt from garnishment.

It is quite evident from the tone of the debate that the members are in favour of doing away with this privilege for which there is no real necessity or reason. In opposing the suggestion of Mr. Beauparlant, the Minister of Justice advanced the threadbare argument, that it was contrary to public policy to allow these salaries to be the subject of garnishment proceedings. As a sample of

the kind of logic in his speech, we quote the following:

“The effect necessarily is, if you assume, as you must, the case of a civil servant who is not paying his way—the effect necessarily is that the man whose salary has been attached and ordered to be paid to some creditor is harassed by the daily needs of his daily outgoings, and consequently is not in a position to give his undivided attention to the discharge of the duties of the public office which he fills.”

Now, “if the debtor is harassed by the daily needs of his daily outgoings,” as Sir Allen says, and “is not in a position to give his undivided attention to the discharge of his duties,” pray, whose fault is it? The debtor knows, or ought to know, when he contracts the debt whether he can pay it or not, because his salary is fixed and he knows exactly what his income will be for every week of the year. He is not like the workingman who may be laid off for a week longer if times are dull, and who is “docked” for every day and even every minute he loses. The working man, too, can have no sick leave without losing his day’s pay every day he is laid up. The civil servant’s salary goes on whether he is sick or well; he can figure out to a cent what he is able to lay out on every item of expenditure; he is paid a liberal salary as salaries go in Canada; his hours are short and he gets a number of holidays throughout the year and ten days in summer. Altogether his life is not an unhappy one. With all these advantages why he should be singled out as the one man in the country who can’t be forced to pay his honest debts certainly passes the comprehension of most people outside of Parliament.

By a process of reasoning which he would scarcely have used in a court of law, Sir Allen attempts to fasten the blame upon the unfortunate creditor, in this wise:—

“Every man is presumed to know

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on the Civil Service Examination for May proves the superiority of our courses. With one exception every candidate received an appointment in the Civil Service within four days after the results were published (June 18). One of our candidates in the Shorthand Division went right from our school without a single day's experience and headed the list of those who wrote from Ottawa and took third place in the Dominion. Another without a single day's office experience took the highest mark in Typewriting (99%) and still another caught a fourth place in Subdivision B, 3rd Division. A most remarkable showing for inexperienced candidates, and is the best evidence of the High Grade teaching at Gowling's School.

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the law, and the creditor is presumed to know that he has not the right to seize his debtor's salary who is in the public service, which he would have if his debtor were not working for the public. The creditor knows, or ought to know, that he has no right to take from that man a transfer of his salary. He knows presumably, and in most cases, he does actually, what that man's salary is, when it is payable, just how much he can rely upon, and, therefore, the creditor acts with his eyes open if he allows a civil servant to get heavily into debt. Under these circumstances, I do not feel much more sympathy with the creditor who is not able to enforce payment by process of law than I would feel for the civil servant who allows himself to get into the position I have described."

And so this creditor who was kind enough to sell goods to the civil servant when the latter was hard up gets no sympathy from Sir Allen. "He is presumed to know the law." Of course he knows the law, but he trusts to the honesty of the man who asks him for credit and, because he does this, forsooth he is entitled to no sympathy.

It seems to the *Standard*, that on the ground of "public policy," and this is what Sir Allen urges as his reason for exempting the salaries of civil servants from garnishment, the results would be more beneficial if the salaries could be garnished. In that case the civil servant would look well to his finances and would see that his yearly expenditure did not exceed his yearly income. Sir Alen's idea is that under present conditions he is not harassed by creditors and is therefore "in a position to give his undivided attention to the duties of his office." That can not be the case as his creditors will continue to harass him even though they cannot garnish his wages. The fact that his wages could be garnished would of itself prevent the civil servant from going into debt, and

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thus would prevent his being harassed by his creditors.

The *Standard* hopes that this matter will not be allowed to drop, but will be forced to a vote so that honest men may get their due.

A PERTINENT QUESTION.

Mr. Sproule, M.P., asked, Mar. 30:

1. What branch of the Postmaster General's Department is located in the basement of the Langevin Block, how many employees occupy offices there, how long have they occupied these offices, what are the sizes of the offices, and how many employees are in each room?
2. Has any inspection and report been made as to the sanitary or unsanitary condition of the basement and rooms? If so, what was the nature of it, and will the report be laid on the table of this House?
3. What has been done to provide better offices for these employees?

Personals.

A long list of promotions both in the inside and outside divisions has been crowded out and will appear in our next issue.

Appointments.

(When not otherwise specified the following appointments are permanent.)

Dept. Agriculture:—W. C. Hopper, temporary clerk; W. P. Harrell, temporary clerk; Jas. McFarlane, temporary clerk; Helena Hayes, temporary clerk; Ethel J. Spence, temporary clerk; E. F. Globensky, temporary clerk; F. Unger, temporary clerk; Annie M. Dodd, temporary clerk; Lea Chartrand, temporary clerk; G. H. Simpson, temporary clerk. G. A. Langehler Supt. Exp. Farm, Cap Rouge, Que.

Customs Dept.:—Omer Chartrand, Prev. Officer, Ottawa; H. E. Moore, clerk, Vancouver; H. E. Kirk, clerk, Winnipeg; P. B. Mills, sub-coll., Yorkton, Sask.; R. Farrell, Prev. Officer, Quebec; J. G. Shanahan, exam. officer, Quebec; J. A. R. Charrest, clerk, Sherbrooke; Chas. Marcotte, prev. officer, Montreal; I. J. Leslie, prev. officer, Halifax; B. Flynn, prev. officer, Hamilton; J. W. Burton, prev. officer, Winnipeg; Wm. Gould, prev. officer, Granby; E. E. Ross, exam. officer, Toronto; T. W. Healey, exam. officer, Halifax; D. D. Kennedy, prev. officer, Winnipeg; P. O'Brien, prev. officer, Toronto; W. Beggs, prev. officer, Winnipeg; J. O. Black, prev. officer, Amherst, N.S.; J. Patrick, prev. officer, north Bay; Nap. Dion, prev. officer, Quebec; W. J. Donnelly, exam. officer, Quebec; E. H. Young, prev. officer, North Bay.

Indian Dept.:—John Watson, Indian agent at Clandeboye; A. J. Bell, Indian agent at Fort Smith; R. C. Palmer, Indian agent at Chippewas.

Inland Revenue Dept.:—S. W. Withers, assistant inspector gas and elec., Halifax; W. A. Weeks, dep.-coll. at Charlottetown; Jno. Toale, inspector gas and elec., Halifax; J. Fontaine, Ottawa (temporary); S. E. Hambly, dep.-coll., Golden; Geo. Walton, inspector W. & M., Winnipeg, vice Robt. Magness, deceased; T. D. Niven, excise officer, Windsor (on probation); John Ivey, excise officer, Winnipeg; J. J. Norman, asst insp. W. & M., Regina; G. G. Eakins, excise officer, Toronto; W. G. Greig, excise officer, Winnipeg; Miss A. Bosquet, sten. and typ., Montreal; P. H. Buote, asst. insp. W. & M., Winnipeg; W. A. Wilson, asst. insp. W. & M., Calgary; E. E. McLean, asst. insp. W. & M., Kingston; E. Monforton, excise officer, Windsor; H. D. Henderson, excise officer (on probation), Hamilton.

Interior Dept.:—D. L. Bettchen, Dom. lands agent, Saskatoon; J. B. F. Racette

to Div. 3B; W. A. Purdy to Div. 2B, Top. Sur. Breh; Jas. Howie to Div. 2B, Top. Sur. Breh; Frank Lukeman, Ottawa (temporary).

Justice Dept.:—Geo. Patterson, County Court Judge, Manitoba; Fredk. Stone, District Court Judge, Algoma; F. W. Kerr, warden, Saskatchewan penitentiary; W. H. Huggins to Div. 1B Exchequer Court.

Mines Dept.:—A. F. Clark to Div. 2B, Geo. Sur. Breh; J. J. Carr to Div. 2B, Geo. Sur. Breh; A. M. McGregor to Div. 2B, Geo. Sur. Breh; A. Joanes to Div. 2B, Geo. Sur. Breh.

Naval Service:—D. A. F. Robinson, naval instructor; N. C. Mitchell, paymaster, Halifax; L. R. Stevenson, district engineer of Govt. Radiotelegraphic service in B.C.; B. S. Hartley, director of studies, Halifax; Geo. Phillips, officer in charge, Esquimalt; F. H. Gerty, naval secretary, Halifax.

Post Office Dept.:—Helen M. Bruce, clerk, Calgary; S. A. Crawford, clerk, London; J. W. Richards, clerk, Peterborough; H. W. Jobbitt, clerk, Peterborough; Mary M. Egan, clerk, Kingston; S. A. Morris, clerk, Kingston; Wm. Glendenning, clerk, Vancouver; Egbert Duguay, clerk, Ottawa; C. P. Dunn, ry. mail ser., Halifax; S. D. Burrill, ry. mail ser., Halifax; W. H. Fahie, ry. mail ser., Halifax; M. J. A. Godbout, ry. mail ser., Quebec; S. R. Menard, S. & S., Montreal; F. J. Joyce, S. & S., St. John; T. F. McDonald, S. & S., Halifax; R. R. Buehan, S. & S., Winnipeg; J. E. Brodeur, S. & S., Montreal; Miss Ellen Orr, sorter, Inside Division; E. J. Pryor, S. & S., Halifax; H. G. Curliss, S. & S., Calgary; E. J. Lee, ry. mail service, Vancouver; J. W. Mills, ry. mail service, Vancouver; H. O. Park, ry. mail service, Vancouver; G. E. LeFebvre, S. & S., Montreal; Thos. Howse, S. & S., Vancouver; J. A. MacDougall, ry. mail service, Moosejaw; R. C. McLaughlin, ry. mail service, Winnipeg; H. E. Jetley, ry. mail service, Winnipeg; C. R. Copeland, ry. mail service, London; P. A. Weller, ry. mail service, London; P. D. Leslie, ry. mail service, Calgary; E. C. Bell, ry. mail service, Calgary; J. W. Reive, ry. mail service, Toronto; J. B. Mulloy, ry. mail service, Toronto; J. R. Hubbard, sorter, Inside Division; H. P. Boynton, messenger, Inside Division; J. G. Kester, clerk, Toronto; R. G. MacDonald, clerk, Toronto; H. C. Sloan, clerk, Toronto.

Public Works Dept.:—A. S. Davis to Div. 2B (sec. 21).

Railways and Canals Dept.:—L. P. Sherwood to Div. 1A; H. W. Ward, chief clerk, Ry. Commission; E. J. C. Markgraf, clerk, Ry. Commission.

Trade and Commerce:—W. B. Nicholson, Trade Com., St. John, Nfld.

Transfers.

Customs Dept.:—H. M. Sutherland,

Winnipeg, to Prince Rupert.

Interior Dept.:—C. H. E. Powell, Outside to Inside Division (Div. 2B).

Marine Dept.:—F. H. Cunningham from Ottawa to New Westminster, B.C., as Chief Insp. of Fisheries.

Post Office Dept.:—H. J. Wheeler from Winnipeg to Calgary; M. L. Devane from Toronto to Vancouver; W. E. Hives from Winnipeg to Calgary; G. H. Clarke from Toronto to Moosejaw; R. C. Hornibrook from Toronto to North Bay; W. Pennell, Toronto, to Calgary; G. A. Stagg, Toronto, to Calgary; P. D. Reinhart, Outside to Inside Division (Div. 2B).

Public Works Dept.:—F. G. Goodspeed, St. John, to Calgary.

Trade and Commerce:—J. E. Ray (Commissioner), St. Johns, Nfld., to Havana, Cuba.

Superannuations.

John Thackeray, Indian agent for the Mississaguas of Almvick; Saml. C. Nash, collector In. Rev., Charlottetown; J. F. Harper, P. O., Hamilton; J. H. McIlree, Asst. Com., Mounted Police.

Resignations.

Customs Dept.:—Pierre Hamel, Quebec; Jas. Roach, Vancouver; H. M. Sutherland, Prince Rupert; A. F. Zwicker, Mahone Bay; W. J. Nelson, Winnipeg; M. C. McLean, Vancouver.

Indian Dept.:—J. O. Lewis, agent at Clendeboye agency; Arch. Irwin, agent at Kamloops agency; Wm. Nisbet, agent at Chipewas agency.

Interior Dept.:—Aime Dugas, Dawson, Yukon.

Marine Dept.:—R. Bickerdike, Jr., Ottawa.

Post Office Dept.:—J. A. Macdonald, Brandon; R. A. MacDougall, Edmonton; J. A. MacKenzie, Calgary; O. B. Maxwell, Edmonton; G. M. Lindsay, Ottawa; F. B. Odell, Ottawa; B. D. Garrett, ry. mail service, Vancouver; F. G. Rumble, Winnipeg; J. W. Richards, Peterborough; G. A. Bruce, Saskatoon; Miss C. Davy, Calgary; Miss M. K. Rochon, Inside Division; Miss A. J. Smith, Inside Division; J. Dixon, Winnipeg; F. W. Smith, Vancouver; C. Stewart, Hamilton.

Public Works Dept.:—S. A. D. Bertrand, Dawson, Yukon.

Secy. of State Dept.:—Miss Helene Rooney, Ottawa.

General.

The Inland Revenue Division of Vancouver has been raised from the second to the first class.

Chas. L. Menu, Crown Timber Officer, Winnipeg, has been designated an officer of the Outside Division.

J. E. Chalifour, Interior Dept., Ottawa, has been officially designated Asst. Chief Geographer.

Wm. J. O'Brien has been appointed Acting Comptroller, Dawson.

Mr. M. Brais, of the Marine Dept., met with a most serious accident at Parry Sound, as a consequence his leg had to be amputated.

An Increase to Railway Mail and Postal Clerks.

Hansard of March 27, contined the following significant passage, which *The Civilian* believes is of excellent augury for the classes concerned:

Mr. DANIEL. I would like to ask if any provision has been made for increased payment to the railway mail clerks, and also post office clerks generally in the outside service?

Mr. LEMIEUX. Of course I cannot give a pledge on behalf of the government, but I have given the clerks to understand that I was in favour of an increase, and the question is now under consideration. It will include not only railway mail clerks, but clerks in the post offices.

Mr. DANIEL. That is not in the item under discussion?

Mr. LEMIEUX. No. I would have to bring in a Bill, because I would have to amend the schedule of the Civil Service Act for the outside service.

The Business of the Post Office Dept. — How it Grows.

The Honorable the Postmaster-General recently gave out the sub-joined figures illustrative of the extraordinary expansion of the work of the Post Office Department since the beginning of the present century. Has the size and remuneration of the staff kept pace?

REVENUE.	
1900	\$ 4,345,823
1910	11,068,753
Increase	\$6,722,930
Increase per cent, 155 per cent.	

EXPENDITURE.	
1900	\$ 4,807,485
1910	10,325,543
Increase	\$5,518,058
Increase per cent, 115 per cent.	

1900—Deficit	\$461,662
1910—Surplus	743,210
Advantage of 1910 over 1900 is	\$1,204,872

POST OFFICES.	
Number in 1900	9,627
Number in 1910	12,887
Increase	3,260

The number in 1900 has been creased to the extent of over one-third in ten years.

MONEY ORDER SYSTEM.	
1900—Number of money order offices	1,847
1910—Number of money order offices	3,311
Increase	1,464
Increase per cent, 80 per cent.	

1900—Amount of money orders issued	\$16,209,069
1910—Amount of money orders issued	60,967,162
Increase	\$44,758,093
Increase per cent, 276 per cent.	

1900—Amount of money orders issued	\$16,209,069
1910—Amount of money orders issued	60,967,162
Increase	\$44,758,093
Increase per cent, 276 per cent.	

MILEAGE OF ANNUAL TRAVEL WITH MAILS.

1900—Number of miles travelled during year	33,099,838
1910—Number of miles travelled during year	46,773,727
Increase	13,673,889
Increase per cent, 41 per cent.	

1900—Number of postal note offices	3,160
1910—Number of postal note offices	10,890
Increase	7,730
Increase per cent, 244 per cent.	

POSTAL NOTE BUSINESS.	
1900—Number of postal note offices	3,160
1910—Number of postal note offices	10,890
Increase	7,730
Increase per cent, 244 per cent.	

1900—Amount of postal notes paid	\$1,289,976
1910—Amount of postal notes paid	5,904,414
Increase	\$4,614,438
Increase per cent, 358 per cent.	

Correspondence.

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

To the Editors of *The Civilian*:

Many thanks for *The Civilian's* letter of the 6th inst. I am urging the necessity for forming a C. S. Federation in the United Kingdom similar to yours, and I hope the day is not far distant when such a body shall be formed.

If, and when, it is, the civil servants of the United Kingdom, proud as they are of their reputation, will owe much to the example set them by their brothers in Canada.

With kindest regards,

I am, yours very sincerely,

W. J. L'AMIE,

Hon. Treas. of the Natinal Excise Federation.

5 Cromer Road, Leeds, 21st Feb., 1911.

Copy of the Address from the St. George's Society of Ottawa to His Royal Highness the Duke of Connaught.

To the Editors of *The Civilian*:

I have been instructed by the Executive of St. George's Society to hand you the enclosed copy of the Address which the Society has just sent to H.R.H. the Duke of Connaught.

The original was handsomely engrossed on parchment.

Yours faithfully,

STEWART WITTEN,

Secretary.

To Field Marshall His Royal Highness, Prince Arthur Patrick William Albert, Duke of Connaught and Strathearn, Earl of Sussex, Prince of the United Kingdom of Great Britain and Ireland, K.G., K.T., K.P., G.M.B., G.C.S.I., G.C.M.G., G.C.I.E., G.C.V.O., &c., &c., &c.

May It Please Your Royal Highness,—

On behalf of the St George's Society of the City of Ottawa, the Capital of the Dominion of Canada, we beg to express our gratification that Your Royal High-

ness has been appointed Governor General of this Dominion of Canada.

As loyal subjects of His Most Gracious Majesty, in this portion of his glorious British Empire, we rejoice at this expression of the undiminished interest of His Majesty in this great Dominion, and his affection for his people.

We humbly beg Your Royal Highness to convey to His Majesty, our Most Gracious King and Emperor, Patron of this Society, an expression of our loyalty to his Throne and Person, together with the assurance that the continuance of his patronage upon accession to the Throne is a favour most highly appreciated, and one that we will ever strive to deserve.

We have the honour to be,

Your Royal Highness,

Your true and loyal servants,

EDWARD E. PRINCE, President.

STEWART WITTEN, Secretary.

Ottawa, Canada, March 30th, 1911.



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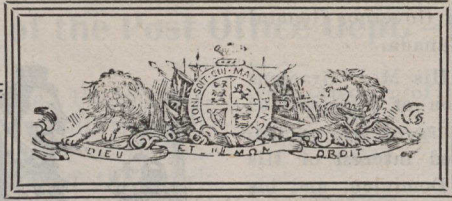
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