

THE CIVILIAN

VOL. VI.

JANUARY 9, 1914.

No. 19

CIVIL SERVICE GOVERNMENT BY COMMISSION.

By F. A. G.

(Second Instalment.)

The first article of this series began in *The Civilian* of December 12th. The present article contains some useful information and may be accepted as the Gospel. The Epistle and the Lessons to be deduced, will follow.

I am given to understand that since the inception of the commission in Ottawa to control certain features of civil administration, the attitude of *The Civilian* has been one almost of renunciation as regards critical comment; that until quite recently this abnegation was absolute; and that this policy of quiescence was departed from only for the one purpose of noting the absence of information in the reports annually issued. I am also informed that *The Civilian's* attitude in this respect has been prompted by the desire to do nothing to jeopardize the merit as opposed to the spoils system, for which idea the commission is supposed to stand; the system of the square deal as well to the acolyte as to the priest in the temple of service. The commission was the star of Bethlehem to a community of people in need of a Redeemer. Five years have passed without any organized analysis of the service that the commission does, and might, confer upon the Public Service of Canada.

Five years have passed, and five years is a period in the life of an individual, or of a commission. After five years of married life a man and a woman celebrate their wooden wedding with appropriate outward manifestations. Introspectively, no doubt,

each wonders whether the union has been a success. Few will deny that this is a proper state of mind to exist, whether the relations be domestic or economic.

Stock-taking is necessary in every business as in every life. Whether the commissioners, the party of the first part, are willing to enter into this spirit of review or not, few will deny to the service, the party of the second part, the privilege of a retrospective view of the co-partnership of the past five years. In a more or less feeble and imperfect manner it is the present object to indulge in such an investigation.

To do so it is deemed advisable, as briefly as possible, to burden the minds of any who may choose to follow this story with certain facts. The sequel will show that these are essential to an intelligent understanding of the subject. In the first place I will set out a few facts regarding the organization of commissions in some other countries.

United Kingdom.

The first commission appointed to regulate the personnel of a civil service in English speaking countries was that instituted in the United Kingdom in the year 1855. The commission was composed of three mem-

bers, but was afterwards reduced to two. The order-in-council, dated May 21st, 1855, after naming the three commissioners, reads:—"or any other person as Her Majesty may from time to time approve in the stead of them, or any of them, . . . and shall hold their offices during the pleasure of Her Majesty."

Efficiency reports are made to the commissioners periodically during the first year only of the service of a clerk; and otherwise only when promotion may be proposed. In the year 1912, 64,699 cases were dealt with, including 367 transfers from one department to another. The commissioners incorporate in their report copies of correspondence with the Secretary of the Treasury and the Education Officer of the London County Council in reference to curricula and other questions under discussion.

Australia.

In Australia a public service act was passed in 1902 appointing a single commissioner. He had under his control six inspectors, upon whom were imposed the duties of visiting all offices and reporting as to the administration of same. There is also a Board of Appeal of limited jurisdiction. *The commissioner and the inspectors are appointed for a term of seven years only.* They are fairly secure in their tenure during this seven years, as any attempt to suspend or dismiss them during that period has to be approved by Parliament.

New Zealand.

In New Zealand a public service act was passed in 1912 appointing one commissioner and two assistants, all appointed for the limited term of seven years. During the seven years the commissioner may not be suspended by the Governor-in-Council, except such suspension be endorsed by a resolution of parliament. The assistants may be dismissed by order-in-council. The assistants must in-

spect the departments themselves or they may delegate their powers to others. The act provides for a Board of Appeal of wide powers, the personnel of which with one exception is chosen from the service.

United States.

In the United States there are 600,000 civil servants under commission government, or the merit system as it is called. Of these 300,000 are federal civil servants. While not especially relative to the purpose in view it may be useful to "place upon Hansard" a few facts as to the remaining 300,000. They are accounted for as follows:

Seven states have state civil service commissions, viz., New York, Massachusetts, Illinois, Colorado, New Jersey, Wisconsin and California. There are 174 municipal civil service commissions, 79 of these are in cities in Ohio and 50 in New York.

The outstanding fact to be remembered in regard to all these boards is that none of the commissioners have a permanent tenure. They are appointed for limited terms of from two to six years except in the state of Colorado. In Colorado they are elected under the modern direct legislation system and are subject to the "recall."

Canada.

In Canada an Act instituting a merit commission was passed in the year 1908; its operation being almost wholly confined to the Inside Service. Provision was made for two commissioners and their tenure of office, and powers of independence are expressed in the following words of the Civil Service Amendment Act of 1908:

Section 9. There shall be a commission to be called the Civil Service Commission, consisting of two members appointed by the Governor-in-Council.

The rank, standing and salary of each commissioner shall be those of a deputy head of a department; and

each commissioner shall hold office during good behaviour, *but shall be removable by the Governor-General on address of the Senate and House of Commons.*

Regarding duties of the commission, section 10 provides among other things as follows:

(a) To test and pass upon qualifications of candidates for admission and promotion

(b) *Of its own motion* to investigate and report upon the operation of the Civil Service Act or of this Act and upon the violation of any of the provisions of the Acts or any regulation made thereunder

(3) A commissioner shall not hold any other office or engage in any other employment.

The immediate purpose of the foregoing statement of facts is emphasized by the use of italics. In the United Kingdom the Commissioners hold their office from day to day and may be dismissed by order-in-council. In Australia and New Zealand they may be comfortably displaced after a term of seven years' service. In the United States dismissal may occur at the end of overlapping terms of from two to six years. The Canadian commissioners alone have the securest tenure of office that has ever been granted under representative government. Under the British North America Act, judges of the Superior Courts are granted permanency of tenure, subject to a resolution of the Senate and House of Commons. This is the lofty status with which the Canadian government has been pleased to dignify the office of the Civil Service Commissioners of Canada.

(Continued in next number.)

TORTURED. — "Nobody knows how I have suffered," she complained.

"Does your husband abuse you?" her friend asked.

"No, but he can sit for hours without hearing a word that I say." — *Chicago Record-Herald.*

Vigorous Journalism

OF THE OUT AND OUT,
INDEPENDENT KIND.

People who really want a sturdily independent but frankly liberal newspaper, will appreciate Mr. Dougall's paper, the "Montreal Weekly Witness." While some papers are notoriously and obviously at the beck and call of predatory interests, there are others that have maintained their independence, and notably that great national paper, the "Montreal Weekly Witness," is a striking example. It has never been "under the thumb" of any person, or party, or clique. It has never grovelled. It has never touted. It has never pandered. The "Witness" is its unique self, loved by its friends, hated by its enemies.

Founded some sixty-eight years ago by the late John Dougall, the "Witness" has always been, and the "Weekly Witness" still continues to be, exclusively owned and edited by Dougalls.

During the past three generations it has conscientiously, devotedly and very efficiently, served its country in many ways, notably in its campaigns for Temperance, Righteousness, Religious Liberty, Education, and Lower Tariffs, looking towards lower cost and higher plane of living. If Canada is not yet enjoying to the full the benefits of these things, it is far ahead of many other countries in most of them, and this is due in no small measure to the stand, or, more correctly, the splendid campaigns of the "Witness" whenever opportunity afforded. The welfare of the Canadian farmer in particular has always been considered of prime importance by the Editor of the "Witness," and the "Witness" has done yeoman service to agriculture.

Generations of our finest Canadian families have literally been "brought up on the 'Witness,'" as many of the most eminent Canadians will testify, and they continue its devoted admirers.

Besides the moral and political aspects of this great newspaper, it has attractive features embracing all the interests of the family and a splendid Farm and Poultry Department. Its short and serial stories are strong and fresh, and they alone are worth several times the price—one dollar a year. To bona fide New Subscribers mentioning the name of this paper, one trial year may be had for only 65 cents. The publishers are, as always,

JOHN DOUGALL & SON, "Witness" Office, Montreal.

The "Weekly Witness" has now no connection with any daily newspaper and is the healthier for it.

Inside Service Salaries

(By François.)

The *Civilian* hereunder presents an article by a prominent official of the Inside Service, as a continuation of its series of articles, begun some months ago, on the present salaries paid to various branches of the service as compared with the swift-moving increase in the cost of living.

Everybody complains of the high cost of living; for my part, I am inclined to dismiss very summarily the complaints of every class but the wage earners, the salaried class. Business and professional classes, under our present economic conditions, can easily look after their interests and, it may be conceded, do not fail to do so.

The Government's own statistics disclose the fact that the cost of living has increased about 60% within the last thirteen years. It should be of in-

terest to all to know what the actual salaries paid by the Government to the country's servants were both at the beginning and at the end of that period. Similar statistics have appeared in recent issues of *The Civilian* regarding certain sections of the Outside Service. It may be found that the Inside Service has not much to be grateful for.

As a preliminary, let us note the increases in the maximums of the different grades of the permanent service:

| | 1899 | 1913 | 1899 | 1913 |
|----------------|------|----------------------|------------|------------|
| Chief Clerks | | First Div., A and B | \$2,400 00 | \$4,000 00 |
| First Division | | Second Div., Grade A | 1,800 00 | 2,100 00 |
| Second id. | | id id, id B | 1,400 00 | 1,600 00 |
| Third id | | Third id, A and B | 1,000 00 | 1,200 00 |
| Lower Grades | | Lower Grades | 500 00 | 800 00 |

The above would seem to indicate that the extreme grades have received increases of salary to correspond with the increase in the cost of living, but it will be shown that they are not much better off than the middle grades. Conditions are such in the Civil Service, and the salary clauses of the Act are so faulty, that the great majority of the employees do not receive anything like the maximum of their grade. Let us take the Grade "A" of the Third Division as an example: this is the grade where the larger percentage should be at or near the maximum, as there are practically no promotions made from it to higher grades; yet the estimates for the current fiscal year show that only about one-third receive the maximum of \$1,200.00.

Let us now examine the Government's statistics regarding the increases to wages of different classes of

labour for Ottawa. I have before me the figures for the two years 1899 and 1909; these wages having been considerably increased since 1909, the comparison shall be all the more unfavourable to the Government as compared to the Ottawa employers of labour:

| | 1899 | 1909 |
|-------------------------------|----------|--------|
| | per hour | |
| Bricklayers | \$0.25 | \$0.50 |
| Carpenters | 0.17 | 0.30 |
| Joiners | 0.18 | 0.30 |
| Plasterers | 0.25 | 0.40 |
| Plumbers | 0.20 | 0.40 |
| Stonecutters | 0.33 | 0.44 |
| Builders' labourers | 0.15 | 0.25 |
| Common labour | 0.12 | 0.20 |
| | per week | |
| Hand compositors | 11.00 | 15.00 |
| Linotype operators | 13.50 | 17.50 |
| Cigar makers | 10.00 | 14.00 |
| Iron workers | 15.00 | 18.00 |
| Journeyman tailors | 14.00 | 20.00 |

It is evident from the above that labourers under private employers have fairly succeeded in obtaining advances in their wages sufficient to meet the advances in the cost of living. The Government of Canada which, with its advanced labour legislation, can and does coerce private employers and corporations into paying a high standard of wages as set above, shows an apparent indifference to the needs of its own trusted employees. Instead of establishing a model standard of remuneration to Canada's servants, it only follows halfway the standard set by others, and this, only after years of sufferings on their part.

Now let us come to the actual salaries paid the Ottawa civil servants. There is an inclination among the general public to pronounce on our salaries as shown by the maximums. It is to be hoped that the following will be an eye-opener to many :

old and the new classifications. Granting that the objection is well founded, although not entirely so, let us take out the 717 employees of that subdivision, that is 18.72% of the service and we find the average for all the other grades is \$1,433.82; or an average of a fraction over 20% increase on the 1899 average of the whole service. Our possible critic should consider that in this last comparison the 20% represents to a great extent work and abilities of a higher grade than in 1899, for the work now done by grade "B" of the third division was done by civil servants included in the figures for 1899.

I do not intend to make any special reference to the men of the lower grades; the third division and the messengers. The figures quoted have their eloquence and it is incredible that their case should be left over for any further study.

| | Percentage of the Service | | Average Salary | |
|-----------------------|---------------------------|---------|----------------|------------|
| | 1899 | 1913 | 1899 | 1913 |
| First Grade | 9.76% | 13.13% | \$2,238.37 | \$2,683.10 |
| Second id | 15.85% | 13.83% | 1,631.95 | 1,757.66 |
| Third id | 27.65% | 22.03% | 1,296.08 | 1,214.57 |
| Fourth id | 36.85% | 41.12% | 838.89 | 877.81 |
| Fifth id | 9.89% | 9.89% | 491.64 | 655.78 |
| | 100.00% | 100.00% | \$1,193.18 | \$1,288.79 |

The general expression "grade" in the above statement has been used to designate the corresponding divisions as in the first statement.

I leave to any interested reader to figure out the different percentages of increase, or decrease as in the third grade. Very interesting calculations could also be made in other directions. For instance, leave out the first grade, and you will find that the four lower grades, that is about 90% of the service, averaged \$1,080.19 in 1899, and \$1,078.05 in 1913, a slight decrease. Some critic may say, well, grade "B" of the third division is intended to be a low salaried grade, and this takes away all the force there might be in the comparison of averages under the

In conclusion I say that whatever amendments to the Civil Service Act are contemplated for the next session of Parliament, the salary clauses of the Act should be seriously considered. Some relief must be given, even if no other amendments are introduced. Flat increases are not a proper relief. The experience of 1908 is still vivid in the minds of the very large number who received only a part of it, or nothing at all, as they were near or at the maximum. If the figures given above mean anything, they do mean that some such legislation should be enacted that will embody the following:—

- (1) Increase of most, if not all, maximums;

(2) Yearly increments not to be less than \$100.00 in every grade. These increments are intended to be rewards for increased efficiency. For several years past the small increment of \$50 has been more than taken up by the increase in the cost of living, and the same will also happen for many years to come, in all probability.

(3) Re-arrangement of sub-divisions so as to allow any one to reach his maximum in a very few years. *The Civilian* is authority for the statement that the American system provides for maximums that can be reached within three years by yearly increases of \$120.00. It is evident that under a proper classification the average employee, after three years, has about reached the maximum of efficiency required in that sub-division; exceptional ability and efficiency can then only be rewarded by promotion to a higher division.

CO-OPERATIVE NOTES.

Co-operative principles are becoming widespread in Canada in many lines. Co-operation in production and marketing is being fostered more and more by government agencies, particularly by the federal and provincial departments of agriculture. As is well known, the farmers of Saskatchewan operate their telephones on the co-operative basis. One of the latest moves along co-operative lines is that of the Ontario Department of Agriculture, which has formed a new branch to be designated as The Co-operation and Markets Branch, with F. C. Hart, B.S.A., as Director. Writing to *The Civilian*, the deputy minister of the Ontario Department of Agriculture says of this branch:

"The object of this branch is to encourage the organization of co-

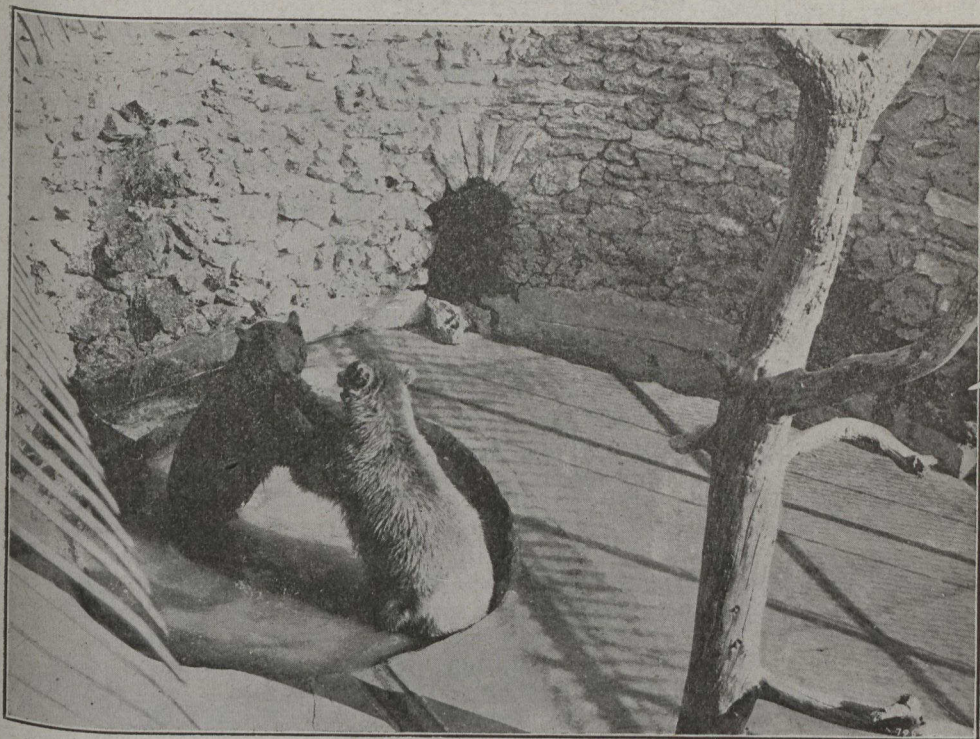
operative societies in the rural districts, and through them and in other ways disseminate information on the subject of marketing from the farmer's standpoint. It is believed that there is considerable scope for work of this nature. It will have a tendency to emphasize and improve the business management on the farm. Passing through the pioneer stage and up to recent years the question of production has naturally been the foremost question to demand consideration, but now that conditions have changed and it is necessary for the farmer to adjust himself and his crops to market conditions it is felt that some attention should be devoted to this aspect of the subject. Of course we realize that this is a matter which must be of slow and gradual growth, but we anticipate that the new branch will be of considerable assistance to the farmers and perhaps also effective in bringing the producer and consumer closer together, thereby benefitting the consumer as well as the producer."

Thus co-operation in its various forms becomes more and more the handmaid of constructive statesmanship.

There is no let-up to the volume of business at the Ottawa store. During one busy week in December the sales were in the neighborhood of \$1,500.00. For the month of December the sales were \$5,347.50 as compared with \$4,449.42 for the same month in 1912, an increase of \$898.08. For the nine months of the present fiscal year the sales amount to \$38,673.59, an increase of \$1,455.19 over the previous year. Are you, gentle reader, one of these satisfied customers?

Readers of *The Civilian* should note that the Ottawa store is running an advertisement in each issue.

The attention of your household buyer should be called to these advertisements.



BEAR CUBS IN BANFF ZOO.

Under the Dominion Parks' administration, in addition to the buffalo and other wild animals contained in other parks, is a Zoo and Paddock at Banff, Rocky Mountains Park, containing specimens of Canadian animal and bird life. Some of these are buffalo, moose, elk, mule and white-tail deer, antelope, Rocky Mountain sheep and goat, martens, fox and black squirrels, marmots, mountain and white gophers, black, cinnamon, polar and grizzly bears, mountain lions, timber wolves, coyotes, kit and red foxes, badgers, porcupines, raccoons, lynxes, pheasants, geese, eagles, hawks and owls.

SOME WOMEN.

(By the Poet "Low Rate.")

Some women will marry for love, boys,
 Some women will wed for a home,
 And others there are who'd rather by far
 Stay single and live in a room;
 And these are all natural women,
 Love-lights in their eyes ever flash,—
 But rightly or wrong, I'm penning my song
 To the women who marry for cash.

I've known them by units and dozens,
 I've known p'raps a score plus a score,
 So help me, it's truth, when I mention, forsooth,
 I've known them by hundreds or more;
 They've thrown down the fellows who've wooed them,
 Good fellows, and reached out for trash,—
 And strange it's to tell, their lives are a hell,—
 These women who marry for cash.

Some put out their nets for a title,
 A Duke or a Count or an Earl,
 They long for the shine of ballrooms and wine,
 For the baubles of ruby or pearl;
 They pine for the social positions
 Wherein to create quite a splash,—
 But strange to relate they're followed by fate,—
 The women who marry for cash.

They may get their baubles and trinkets,
 They may get their chateaus and wine,
 But sooner or late they're handed their slate
 And then it's too late to repine;
 They pay with the anguish of sorrow,
 As remorse and regret start to lash,—
 Yea, they pay with a flood of their own crimson flood,—
 These women who marry for cash.

And boys: but I'm tickled to see it,
 My heart beats with pleasure and glee,—
 To see them all yearn for the lover's return
 As the joys of the jewels all flee;
 And the lover they threw in the discard
 For the sake of creating this mash,—
 Is happily tied to his own little bride,—
 Not the woman who married for cash.

They linger along in their anguish,
 As years after years onward glide.
 Compassionate fate holds no kind opiate
 To the lips of this creature of pride;
 But, ah! she has time to regret it,
 Whilst remorse and regret slowly gnash,—
 God help her, I'll say, as she weeps every day,—
 This woman who married for cash.

PADDLES UP !

Hitherto crowded out.

What is the song this South Wind
sings?
Cedar and Maple and Spruce have
wings!
Cedar, my craft by a craftsman
made;
Maple, my bird's-eye single blade;
And Spruce, my double blade, light
and long;
And all three sung in the South
Wind's song!

Spring and Summer and Autumn
weather,
We have been birds of a water fea-
ther;
Bird's-eye, Double, and trim Canoe—
You've been "t'ree" fellows tried
and true;
Tested and tried, and staunch to each
other,
And each of all three to me friend
and brother!

Ever since April's mouth kissed awake
Into sun-glad ripples each stream and
lake;
Through the blossomy May and the
flowery June,
And the tan of the Queen Midsum-
mer's noon;
Through the August heat and Sep-
tember haze,
To the frost of the late, last Autumn
days,—

We have known glories of earth and
sky—
Paddles and brave canoe and I!
We, on the water, have seen unfurled
Banners of light to awaken the
world;
Mornings matchless, with song of
birds,
And a joy of *just being* too sweet for
words!

Sun, moon and star light have gleam-
ed on you—
My glistening paddles and bright
canoe!
O'er the white-capped bay, by the
long, low shore,
Down the dusk of the portage road
once more;
In shine and in shadow, through mist
and the rain—

And back to our berths till we launch-
ed again!

Yes, through all wild delights of wea-
ther
We have had bonnie times together.
On the mothering breast of the river
wide
We have bucked wind and wave and
tide;
In the starless dark, and in cold and
storm—
But you, my swift paddles, have kept
me warm!

And friends we have known as we
slipped our way
By boom and bridge, and the reedy
bay.
At dewy morn, or in afternoon,
By the rising sun, or the round, red
moon,
Who gave us a hearty, brave "Sa-
lut!"
My paddle and me and my old canoe?
Ever they wished us "Bon voyage!"
As we passed them by to the lock
portage;
Hale and virile, they seemed to me
Autumn and Spring of Life to be;
"Old Man" Lacoste and young Jean-
Louis—
Just "over the river," eh? N'est ce
pas? Oui!

Yes, now at last we must say goodbye
To wave and weather and windy sky.
And yet to-day, tho' the snow is seen,
On the banks we have known since
Maytime green,
There's a hint in the sun and air to
me
Of a Springtime launching day of
be!

So here, on your rack, my old canoe,
You may lie and rest all the winter
through;
And you, my paddles, I'll take to be
On the walls of my room for com-
pany;
And we'll dream of our summer the
winter through,
Till we meet in the Maytime our old
canoe!

—G. R.

THE CIVILIAN

Devoted to the interests of the Civil Service
of Canada.

Subscription \$1.00 a year ;
Single copies 5 cents.

Advertising rates are graded according to
position and space, and will be fur-
nished upon application.

Subscriptions, MSS intended for publication,
and all other communications should be
addressed to

THE EDITORS,
THE CIVILIAN,
P. O. Box 484, Ottawa

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

Ottawa, Jan. 9, 1914

"The law pertaining to the civil service should be honestly and rigidly enforced, to the end that merit and ability should be the standard of appointment and promotion, rather than service rendered to a political party."

* * *

"Entrance to the civil service should be at the bottom, and the custom of securing men from outside the ranks and placing them ahead of old employees should be discouraged, and only resorted to when public interest demands. Civil service protects employees in their positions, but it holds them there in stagnation unless a method be found to not only secure the time of its employees, but to stimulate and reward their ambition."

As fully reported in the last number of *The Civilian*, the Civil Service Federation of Canada held its fifth annual convention on Dec. 4th and 5th. The minutes of the meetings and memorials took up fourteen *Civilian* pages. As to the work of the representatives of the federal civil service in their parliament assembled, the evidence is before the service and awaits comment. As for comment by *The Civilian*, we will make but one observation at this time.

It is understood that the government is at present engaged in a re-casting of the Civil Service Act, and in drawing up a Superannuation Act. Will the Minister specially concerned in these matters, so vitally important to the service, make full use of the assiduous study given to the service problems by the service associations? Is the government making use of the memorials of the federation? Even so, there are many matters of detail concerning which, whoever is drafting the bill might profitably consult the officers of the associations. Consultation will come, we hope, before it is too late, but in this connection one paramount fact stands out. The government does not make the use of the service associations that it profitably might in the public interest. The federation should be the government's great sub-committee on civil government. There are several tasks confronting the federation, to which we will refer later, but this in the meantime is the most important, viz., that the service organizations are officered by serious-minded men full of information that is indispensable to the drawing up of a revised Civil Service Act. The federation should strive to establish new and more intimate relations with the government, so that from time to time, as well as on special occasions like the present, the carefully digested information in its possession will be sought after by the government.

The Civilian in the past has endeavoured religiously to avoid as much as possible any editorial reference to business, but events have occurred that seem to necessitate a departure from this principle.

Sadly but sweetly we say it. There are those in our midst who not only will not co-operate, but who will not play fair; who will neither breathe the Christmas atmosphere, nor make resolutions for the New Year. In one day last month a number of Ottawa civil servants repudiated their subscriptions to *The Civilian* to the extent of \$25. These gentlemen signed an agreement to pay one dollar a year. They accepted *The Civilian* for one, two or three years, and then denied having ordered it. The business management desires to collect these subscriptions by the usual methods, but such a course will not be pursued. It is better not to sterilize one's soiled lingerie in public. Before passing on to something more palatable, we would just pause to express the regret that the civil servants referred to did not favor us with a post card stating their disinclination to continue their subscriptions, — a kind of courtesy very profitable even in this self-seeking age of man.

* * *

During the past week the editors have learned for the first time of well-deserved honours conferred upon members of the civil service. In explaining why such incidents of personal interest are frequently omitted from the pages of *The Civilian*, it is necessary to remind friends again that the news department has been, and is, most difficult to organize in any satisfactory manner. That *The Civilian* presents personal news even to the extent it does is due to the keen newspaper instincts of one of the editors, who, with scarcely any co-operation, seems to pick items of news out of the empty air. Any news that will extol the merits or record the well-earned success of members of the ser-

vice is prized highly by the editors. It is hoped that this explanation will reach the eye of some who may feel slighted by *The Civilian's* inadequate news department.

* * *

It is a distinct pleasure to *The Civilian* to announce the promotion of Mr. A. W. Throop to the Secretaryship of the Post Office Department, dating from 1st April, 1913, the official notification of which was made on the 10th November last, the fact having come only recently to our knowledge. Promotions of this nature are what *The Civilian* delights to chronicle as they are in line with our preconceived opinion,—the principle of promotion within the department. Mr. Throop has had forty-four years' service, his appointment dating 20th August, 1869, and he to-day finds himself at the head of one of the most exacting branches of the department, the many subjects dealt with requiring such a knowledge of post office work as can be learned only by long and zealous devotion to duty. Outside the department Mr. Throop has been known for many years as an enthusiastic member of St. Hubert's Gun Club, numerous trophies having fallen to him through his unerring ability at the traps. A lover of good music, Mr. Throop has aided in days past and gone in many ways the musical world of Ottawa, his rich tenor voice being heard very frequently in concerts and church choirs. *The Civilian* wishes Mr. Throop all possible success in his new sphere of activity.

* * *

Discrimination ran riot in the civil service at Ottawa during the Christmas and New Year season. Never in the old haphazard days was such departmental partiality in evidence. Some departmental staffs were allowed to conclude their work at four o'clock each afternoon from December 22nd to January 2nd inclusive, and, in addition, were allowed half-holidays on the eves of Christmas and

New Year's. Also they received the time-honoured souvenirs of pocket-knives. In other departments not one hour of special leave was allowed during the period and not so much as a good wish was handed out by the departmental heads. In some departments discrimination was shown as between branches, some being favoured while others were not.

The Civilian has neither sympathy nor approval for the action of those who seek special leave and holidays on small pretexts, and sees in the practice a constant detraction from the reputation of the civil service. Nothing could be more ill-advised than the demand, popular among certain classes, for the closing of the offices at four o'clock at Christmas time. The business of this country has to be done at Christmas-tide just as well as at any other time of the year, and shortening the hours of work at a busy season merely serves to increase the wrong impression, so prevalent outside the service, that the staffs are over-manned and under-worked. Petitions for such trivial concessions also prejudice the chances of securing from the ministry boons that are worth while. But, aside from all this, *The Civilian* deplores the return of the old abuse of departmental favoritism and hopes that the ministers will pursue a more co-ordinated line of action on the next similar occasion.

THE WOMEN'S COLUMN.

The movement for the formation of a women's branch of the Ottawa C. S. Association is going steadily on. A meeting called for last (Thursday) evening cannot be reported in the present issue, as *The Civilian* goes to press on Thursday morning.

The "vote and influence" of women in this world is more or less at the experimental stage. There is much for them to do. Their thoughts and conversation may be turned from the

idle gossip, too much the vogue of men as well as women, into useful discussions on conditions of living, the social state not only in the service but outside. The entrance of women upon the scene of practical everyday life means just so much more intelligence directed upon the problems of human life, and who will say we do not need more intelligence. The women in a parliament of their own will help a lot. The more they practise organizing their ideas and putting them into words, the more and more valuable will their discussions become in the grand aggregate of human effort for improved conditions.

So far this column has been the result of sporadic efforts on the part of one of the editors of *The Civilian*, who is a strong believer in the extension of women's influence in walks of life other than those to which they have been heretofore too much confined. It is now expected that hereafter the Women's Column will be edited by one of the ladies prominently identified with the founding of the women's branch of the Ottawa Association.

CIVIL SERVICE JINGLES.

This collection of prose and verse, humorous and otherwise, was published in 1911, and at the time occasioned considerable comment for the author, Mr. H. McD. Walters, did not hesitate to strike out from the shoulder at what he considered the abuses and inequalities of the service. "The Ballad of Parliament Hill" contains a verse which is pregnant with meaning:

"It's fine to work with hope ahead,
It's great to work for love,
But Hell to turn a daily crank
For some one up above
And know that every turn you make
Gives some one else a shove."

Many of the items of this collection had appeared in *The Civilian* prior to publication in book form.

A few copies of the first and only edition of Mr. Walters' book may be purchased from *The Civilian* at 50c per copy.

At the Sign of the Wooden Leg

By "Silas Wegg."

Snow Shovelling.

The problem of snow shovelling is one that I have been planning to attack for some time—ever since the last snowfall in fact. Mrs. Wegg says, in tones of wondrous pity, that the poor milkman will get pneumonia ploughing a path through the drifts to our backdoor. I tell her that he runs no greater risk from our snow than we do from his milk. As to the grocer he makes his own weigh.

The problem may be approached in two ways, subjectively or objectively, as any average problem approacher knows. You approach it subjectively with the mind, objectively with a shovel. I prefer the former method. It is more in my line, and the rest of the family need exercise.

There are duties that rise from the earth—lawn-mowing for instance—and duties that fall from the sky, of which snow-shovelling is one. There are duties, also, that have their source within ourselves, such as considering how to get rid of other duties and how best to bring them to the attention of our neighbours. The last named are the popular duties and no Customs Department is required to see that they are enforced. While Jones may advocate the passage of an anti-dumping clause to restrain too free a distribution of Brown's duties in Jones' neighbourhood, and Brown may advocate a similar measure, *mutatis mutandis*, both Jones and Brown are well content to do their own share of duties of the third class without help from outside. I stand with Jones and Brown though the heavens fall.

Though the heavens fall! That brings me back to snow-shovelling, and I think I must qualify somewhat the statement of my adhesion to the Jones-Brown party. There is ever a fly in the ointment when there is not a nigger in the fence. It is so easy to dispose of the problem of snow-shovelling when the green grass grows all around, just as, on this occasion, were I not a person of great moral courage, it would be more pleasant to treat of lawn-mowing or the best methods of exterminating potato bugs. But here we are face to face and knee deep in a special problem, and I for one will not shirk the consideration of it.

Snow-shovelling, like civil service reform, must be treated in a broad and general way. This is fundamental. Otherwise one might have to buy a shovel and take off one's overcoat. Let us be clear on that point as far as snow-shovelling is concerned anyway. I must warn you, by the way, not to apply anything I may say as to this special subject too closely to the civil service situation. It is always wise to trust to Broad and General Principles—in the case of snow-shovelling. The sun will return to the sign of Taurus in June.

Treating the subject broadly and generally, therefore, let us first consider the snowflake; *Ex pede Herculem*, which means that you don't have to know much to establish a theory. What are snowflakes? I quote: "Aqueous particles congealed in their descent through the atmosphere into separate crystals, some of which appear as rhombohedral or hexagonal prisms, and others as dodecahedral

plates." We are now on safe ground, provided we are there before the snowflakes themselves. Snow-shovelling may now be defined as the manipulation, *en masse*, of various rhombohedral prisms or dodecahedral plates by means of an implement which, for the sake of clearness, we may call a shovel.

So far, so good. It might be profitable to investigate further the formation of the snowflake, the manner of its congelment and its descent through the atmosphere, for all this is excellent indoor work which can be accomplished without any signs of perspiration. Let us get down to earth, however, which we can do with a shovel, but heaven forbid that I should sacrifice the time given us for investigation to any such mean pursuit. What I mean by getting down to earth is the consideration of our problem as it presents itself to us from the parlor window.

We went to our beds last night with the moon shining calmly upon brownish green lawns. But while we slept an enemy came who sowed tares, the white tares of winter, some rhombohedral or hexagonal, others dodecahedral. There they lie in countless millions, say, on our lawns, on the sidewalk, on the street. The footprints of the milkman—*ex pede Herculem*, again—are plainly visible where he has made his prosaic path among the frosty stars. The goodwife says that the shovel is in the back kitchen and that we had better put on those old gloves with a hole in the right thumb. We look at our watches. "Hum! It is half-past-eight and the cars will be stalled. They do so hate at the office to have a fellow sign below the line. No, they make no allowances for snow-storms. Why, you know what a kick they made about my being late the day Sally set the curtains afire. Good-bye, dear. I can't wait for another piece of toast. Must be off at once."

That is how at half-past-eight mean time (with the accent on the mean, for it is generally about 8.16) we

treat the snow-shovelling problem in a broad and general way. We return at noon. The postman has added his footagraph to the collection we are making on the walk. Silas Junior and the boy next door have built a snow man in front of the house, using some of the neighbours' snow for the purpose. The goodwife tells us she has the lunch on the table and has placed the shovel in a mandatory attitude by the hat-rack in the hall. Business is pressing, very pressing, at the office and we hardly expected to be back for lunch. In fact have to take the cars both ways. Thus the second stage in the consideration of the problem is passed.

We arrive home at seven-thirty that evening to find the electric light throwing its beams from the piazza over the snow now stretching, it seems, in infinite whiteness like our first dress shirt. The shovel has been laid, beseechingly, in a transverse position on the doorstep. We are wrecks. Never such a day at the office. How our poor backs ache. Never a chance to sit down all day. Must get to bed as soon as dinner is done. Another stage in the consideration of the problem passed.

The next morning we wake at seven-thirty and wonder what has become of the partner of our joys and sorrows. We rush to the window and throw up the sash as they did the night before Christmas, to behold the goodwife clad in our sweater, attacking the problems herself in the broad and general way in which a woman shovels snow and drives a nail.

As I was saying snow-shovelling, like civil service reform,—but the Civil Service Commission has no goodwife, and who will decide the momentous question, supposing there was a wife, whether she should use the flat shovel of efficiency or the scoop shovel of graft for the job? In the meantime, I suppose, the broad and general principles so dear to all our hearts may be applied in differentiating between the rhombohedral prisms and the dodecahedral plates.

Business
Man's Lunch,
Full course
SPECIAL
50c

Murphy-Gamble Limited

Phone Queen 6-2-0-1

Smoking
Room
annexed
to
Tea Room

CASH CLEARING SALES!

BULK OF STOCK AT 20% DISCOUNT

INVENTORY is in progress and we are enlisting the cooperation of the purchasing public in our January stock-taking by offering the bulk of our splendid showing of merchandise at 20% discount—a figure which stands for High Finance in its best and most desirable form. Wise economists are drawing money from the bank to participate in this event, realizing that at current rates of interest they would have to wait almost seven years to save this amount. Here you save the moment you spend. And you get the best merchandise the markets of the world produce.

Visit the store daily to keep informed of events. Big snaps in broken lines.

Pure
Spring
Water
used in
Tea Room
Kitchen

Murphy-Gamble Limited

Pure
Spring
Water
supplied on
Tea Room
Tables

Please Patronize Our Advertisers

CIVIL SERVANTS

Phone 3397

SPECIAL PRICES TO

CIVIL SERVANTS

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

HURD & CO. Successor to **191**
Hurd & McBride Sparks St.



The Canadian Standard of Quality for over 100 years.

Wm. DOW & COY'S

ALES, PORTER & CROWN STOUT

WHEN IN NEED OF FURNITURE, REMEMBER

HARRIS & BARRY LIMITED

UPHOLSTERING AND DRAPERIES

511-513 SUSSEX STREET.

PHONE 2599

Dwellings, House-
hold and
Personal Effects

FIRE INSURANCE

Commercial Build-
ings
and Contents

First Class Tariff Companies — Prompt and careful handling of business

Marriage Licenses
Issued

J. R. JACKSON

22 METCALFE ST.,
Phone Queen 631

Please Patronize Our Advertisers.

NEWS OF THE OTTAWA ASSOCIATION

A special meeting of the Executive of the Civil Service Association to receive reports from the various sub-committees was held on Friday evening, December 19th, and owing to the lengthy discussion which ensued, an adjourned meeting was held on Monday evening, December 22nd.

A deputation representing the proposed organization of the ladies of the service was received by the executive. The President, Mr. Paré, extended to the ladies a cordial welcome and expressed the hope that the united efforts of both organizations would result in obtaining better conditions in the service. Miss Tremblay, who is the prime mover of the new body, spoke on behalf of the deputation and at once launched into her subject. She assured the executive that the new organization was not to be a separate and distinct body, but a sister association affiliated under the provisions of Section 28 of the Constitution of the C. S. Association. The speaker very ably presented the ladies' views on all such questions as Superannuation, Insurance, the Second Division, etc., which at the present moment are matters of great concern to all lady workers in the service. Each of the several points was treated separately by the executive and a complete history of the attitude of the association on these matters was given to the ladies. It was agreed that a small committee of the executive would meet a similar committee of the ladies for the purpose of discussing the drafting of the constitution of the proposed association and other matters in close relation thereto. It is felt by the executive that the interest which the ladies of the service are showing in matters pertaining to the Civil Service marks the dawn of a new era in the history of this association; an era of renewed interest and of co-operation from every member of the service.

Very serious complaints were received of the condition of certain lavatories in the Canadian and Woods' building. The conditions which exist there are not only repellent and insanitary but are an absolute disgrace and an insult to all who must live under these roofs. The matter was referred to the Sub-Committee on Sanitation, and if matters are not remedied steps will have to be taken to draw the attention of the Public Health Officer to these deplorable conditions.

The Sub-Committee on Salaries, Organization and Promotions presented a very elaborate report dealing especially with the questions of promotions and salaries in their relation to the present high cost of living.

The regular meeting of the executive was held on Tuesday evening, December 30th.

Two reports from the Sub-Committee on the Third Division Question were read; one dealing with technical officers classified in the Third Division and the other with the Third Division question proper. In both reports it was proposed to abide by the principles of the Memorial of 1911, in respect to reclassification and recognition of the rights of certain of the Third Division clerks. The reports as submitted were adopted.

The next General Quarterly Meeting of the Association which according to the constitution should be held on the second Tuesday of January, has been deferred to the call of the chair. It is the intention of the executive to make the Third Division question a leading topic at this meeting, with a special invitation to Third Division employees to be present.

A special meeting of the executive will be held on Friday evening, January 9th, to consider the report of the Sub-Committee on Salaries, Organization and Promotions.

The clauses of Sir George Murray's Report in regard to technical officers and to private secretaries have been referred to the Sub-Committee on Salaries, etc.

The following sub-committees have been appointed for the year, viz.:

Audit.—Messrs. McNeill and Lindsay.

Third Division.—Messrs. Boag, McFarlane, O'Connor, Dorman, Beaubien, Way, and Dougan.

Superannuation.—Messrs. Coats, Drake, McGillivray, Shutt, Troop, Sheppard and Burks.

Salaries, Organization and Promotions.—Messrs. Drake, Hewitt, Code, Goodspeed, Lisle, Fowler and Foisy.

Civil Service Act, amendments to.—Messrs. Coats, Troop, Way, Beaubien, Lisle, and Foisy.

Sanitation.—Messrs. McNeill, Dick, Renaud, and Gulloch.

Insurance.—Messrs. Watson, MacCormac, and Lynch.

Membership and Representation.—Messrs. O'Connor, Conley and Sheppard.

Co-operation.—Messrs. Bolton, Coats, Way, and Foisy.

Publicity.—Messrs. Todd and Lisle.

Constitution.—Messrs. Troop, Burke, and Watson.

DR. MORGAN DEAD.

Distinguished Biographer, Archivist and Civil Servant.

Dr. Henry J. Morgan, one of the greatest authorities on Canadian biography, and the publisher of "Canadian Men and Women of the Times," died at Brockville on December 2th. He was born in Quebec City in 1842.

Mr. Morgan, after graduating from Morin College, received the appointment of private secretary to Hon. Isaac Buchanan, president of the council in the Tache-Macdonald administration. He was also secretary to Hon. Wm. MacDougall, provincial secretary in the Belleau-Macdonald government.

When Confederation was accomplished Dr. Morgan was appointed to a position in the Department of the Secretary of State. In 1868 at the outbreak of the cattle plague in Texas he was sent to the Western States as a commissioner to report upon the nature and extent of the disease. In 1873 Mr. Morgan was placed in charge of the Canadian public records and proceeding to Montreal he removed to the Capital all the historical documents which had been lying in the old vaults since 1849. Two years later he was appointed keeper of the records, a position he held until his retirement in 1895.

Dr. Morgan commenced his literary career when quite young. As early as 1858 he was parliamentary correspondent at Toronto for a number of eastern papers. At the age of eighteen he edited a work on Industrial Politics which was followed by an account of the tour of the Prince of Wales and a volume of McGee's speeches on Confederation. He originated the Parliamentary Guide, and, in 1876, published a manual of Canadian literature. In the year of the National Policy he issued a legal directory. For nine years after that time he followed national affairs in detail in "The Dominion Annual Register and Review." He also published books dealing with the part played in affairs Canadian by the Scot, the Irishman, and the Englishman.

He was elected corresponding member of a number of historical associations throughout the country, and was an honorary fellow of the Royal Colonial Institute in London, England. His services to the cause of history were recognized in Denmark by the Royal Society of Northern Antiquarians, and in the United States by the American Geographical Society. Two Canadian Universities—Ottawa and King's College (Windsor, N.S.) decorated him, and he was a fellow of the Royal Society of Canada. Three years ago he was elected a member of the Authors' Club in London.

The first edition of the "Canadian Men and Women of the Time," appearing in 1898, contained 2,891 sketches. The latest edition, that of 1912, contains 7,900 sketches.

No Canadian civil servant ever made a broader mark in biographical, historical and political literature than Dr. Morgan.

Correspondence.

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

A Stern Rebuke.

To the Editors of *The Civilian*:

I have before me the latest number of *The Civilian* containing an interesting report of the proceedings of the Civil Service Federation of Canada.

The report of the committee on Superannuation have done their work well, and are entitled to the gratitude of the entire service. What shall I say of the excise schedules?

A **First Class Collector** is increased from \$2,800 to \$3,500 or 25%.

A **Third Class Collector** is increased from \$2,000 to \$2,200 or 10%.

A Deputy Collector in a **First class** division from \$2,000 to \$3,000 or 50%.

A Deputy Collector in a **Third Class Division** from \$1,500 to \$1,800 or 20%.

The writer is not a man who prepared this schedule but whoever he is, he has branded himself as a man totally unfit for the work he presumed to do.

The writer was under the impression that present increases were due to the increased cost of living. The builder of this schedule evidently thinks otherwise. Officers living in divisions, lower than first class, are in his opinion immune from the present conditions existing throughout Canada, and worthy of little or no monetary consideration.

Again: Special class excisemen, in charge of distilleries, the very cream of the outside service, men whose examination tests are equal to that of the learned professions and are in every instance men of outstanding ability, whose duties are most important and exacting, are given an increase of—What do you think?

PELLISSON'S "MEDICINAL" COGNAC-BRANDY

is the purest distilled from Cognac Grapes and very highly recommended as a tonic. Taste it—it has a particular, pleasing, mild aroma. . .

S. J. MAJOR LIMITED
Agents - - - - Ottawa



There are over 225 Dictaphones in daily use in Government and Commercial Offices in Ottawa.

Ask for List.

W. C. DEVLIN, Sole Agent
302-3 Hope Chambers.
Phone Queen 7407.

SPECIAL PRICES FOR CANNED FRUITS

| | |
|---|-------------|
| RED RASPBERRIES, 2lb. tins, 22c. each or 6 for..... | \$1.20 |
| STRAWBERRIES. 2lb. tins, 22c. each or 6 for..... | 1.20 |
| YELLOW PEACHES 2lb. tins, 15c. each or 6 for..... | .80 |
| PEARS in Heavy Syrup 20c. each or 6 for..... | 1.00 |
| APPLES. Gal. tins, 25c. each or 6 for..... | 1.45 |
| HAWAIIAN PINE APPLES, each..... | 25c and 40c |
| CALIFORNIA PEACHES, each..... | 20c and 35c |
| CALIFORNIA PEARS, each..... | 20c and 35c |
| CALIFORNIA ASPARAGUS, each..... | 20c and 35c |

CO-OPERATIVE WHOLESALE SOCIETY'S JAMS

STRAWBERRY; RASPBERRY, GOOSBERRY, BRAMBLEBERRY, BLACKBERRY, BLACKCURRANT, etc., per Jar. 20c

Civil Service Co-operative Supply Association

Cor. O'CONNOR & SLATER STREETS Phone Q. 190

"ANNUAL DIVIDENDS ON PURCHASES."



“Fitwell”
—\$4.00—

Here You Are !

The most comfortable as well as the most stylish shoe sold.

Wears as well as any \$5.00 shoe and only **\$4.00** costs you

Fitwell shoes are made on 50 different styles and all leathers.

The **2 MACS** Ltd.
 Outfitters for Men and Boys

**O'TOOLE'S
 WALLPAPER STORE**

233 RIDEAU STREET
 PHONE RIDEAU 951
 We are rr for Wallpaper.

PHOTOGRAPHY

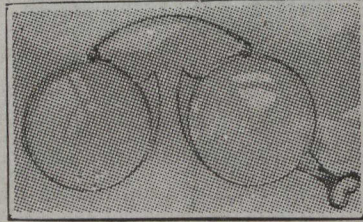
MODERN Photography has made great improvements upon the old system during the past few years.

The change has been astonishing. It is the same with you, and the time is come for you to pay a visit to the photographer—

J. B. DORION,

Near Albert St.

118 BANK ST.



VARSITY EYEGLASSES.

“Varsities” have made good their name of “the eyeglass of distinction.” You cannot fail to appreciate the beautiful design and craftsmanship, the utility and finish and general appearance of these frames. For the man or the woman who desires to leave the crowd behind, “Varsity” Eyeglasses offer a distinctive means.

THE OTTAWA OPTICAL PARLORS, 119 Sparks St. Phone Queen 2345

PHONE RIDEAU 2286

A. D. HUDON

Construction and Repairing of **HOUSES**

Plans and estimates free and prepared with care and promptness.

Give a trial and be convinced.

Marier Road, Clarkstown

Nothing at all. Their present salary is \$2,200 and this precious schedule, and its author, propose to leave them just where they are.

Inspectors of Inland Revenue are not even mentioned; they are passed over in silent contempt. No increase for them.

Again! Special class excisemen, other than those in charge of distilleries, are given \$1,800 per annum. The same salary is given to first class excisemen, viz., \$1,800.

In future, therefore, special class excisemen and first class excisemen, will enjoy the same rewards. Special class excisemen of Canada, what do you think of this schedule, and its author?

So we might continue and show up the absurdity of the schedule, so called.

We will not however, discuss it or its author further, but leave him to his obscurity, narrowness, and bad humor.

The only competent authority to prepare a schedule of salaries for the Outside Excise Service is the Deputy Minister of Inland Revenue, and the members of the service throughout Canada may rest assured that they will one and all receive a full measure of justice at his hands.

COLLECTOR I. R.

Brantford,

Jany. 3rd, 1914.

The foregoing letter reflects the difficulties experienced by the officers of the federation in perfecting organization. Apathy is a peculiarity of the human brain, not exclusive of civil service brains, many members of the Inland Revenue all over Canada receive information of the meetings of the convention of the federation, and the writer of the above letter had a special personal invitation to attend. That errors occurred in the schedule of salaries of the Inland Revenue Department is unfortunate; equally unfortunate is the failure of

Let KODAK

add interest and zest to
your winter evenings

Make the most of the fun of
flash-light work and the fascina-
tion of developing and printing.

No dark room by the Kodak
system—and every step simple,
easy, understandable.

Get a copy of our interesting and instructive
little book "At Home with the Kodak." It
shows many Kodak home portraits and how to
make them. Free at your dealers or by mail.

CANADIAN KODAK CO.,
LIMITED.
TORONTO.

the members of that service to take every advantage of the parliament of civil servants which meets once a year in Ottawa. Care will be taken by the officers of the federation that no prejudice results from the errors and omissions pointed out.—[Editors.]

* * *

Much Appreciated.

Chers messieurs,—

Veillez trouver ci-incluse la somme de \$1.00, représentant un an d'abonnement au "Civilian," que vous serez assez bons de m'adresser.

Je profite de cette occasion pour vous féliciter du travail effectif que fait le "Civilian," dans l'intérêt des employés civils, et vous souhaite sincèrement succès et prospérité.

Veillez me croire,
Messieurs,

Votre dévouée,
(Melle) M. TREMBLAY.

Ottawa, 24 Nov. 1913.

CASH
and
CREDIT

THE
METROPOLITAN

PHONE RIDEAU 1281

CASH
and
CREDIT

HIGH STANDARDS IN
HOUSE FURNISHINGS

Our monthly payment system has been instituted for the convenience of the salaried element, such as the Civil Service.

FURNITURE AS CHRISTMAS GIFTS

S. A. LUKE

Phone Rideau 1281

59-61, Rideau St.

L. GREEN,

LADIES' TAILOR and
HABIT MAKER

283 BANK St.

Phone 3468.

MACDONALD & CO.,

Men's Furnishers.

Cor. Bank & Queen Sts. - - OTTAWA.

FIRE PLACES. FLOOR & WALL TILES. ELECTRIC FIXTURES.

ELLACOTT'S

.. .. PHONE 1747

224-226 BANK STREET.

REPAIRS.

Please Patronize Our Advertisers.

Personals.

The following list includes changes in the personnel of the service from July 1st to Sept. 30th as far as obtainable. The term Division (Div.) applies solely to the Inside Service.

Appointments.

Post Office, Outside.—E. E. Long, J. J. Lowe, J. G. Cunningham, Moose Jaw; A. W. McTaggart, Vancouver; J. S. Brears, E. R. McCamon, Calgary; C. E. McConkey, V. T. Cameron, A. A. Overend, Toronto; A. W. Britton, Edmonton, (recalled), W. B. Gleeson, H. N. Watson, Toronto; N. E. McLellan, St. John; J. P. L. Ducharme, Montreal, class 2A; L. E. Dastous, P. O. Inspector, Sherbrooke; Miss Ruby Myrtle Davis, Toronto; Miss M. Reid, Inspection, Ottawa; M. F. Dixon, C. H. Baker, Vancouver; C. J. Martindale, Toronto; Edgar Riley, Moose Jaw; Dorothy West, Victoria.

Post Office, Inside.—W. G. Stebbings, messenger, Inside; F. Chalmers, messenger, Inside; Thos. Weston, Div., 2B; N. T. Barry, J. Donohue, N. H. MacRostie, messenger, Inside.

Promotions.

Post Office.—W. H. Pennoek, Ottawa, to Superintendent; G. W. Wills, Ottawa, to Chief Clerk.

The following to class 1A:

N. E. Landriau, Ottawa; Chas. Watson, Edmonton; Horace W. Jackson, Ottawa; E. B. Elson, Calgary; J. P. Marineau, Quebec; R. M. Fitzgerald, Hamilton.

The following to class 1B: F. N. Martineau, Quebec.

The following to class 2A:

C. N. Langlois, Quebec; J. J. Dorsey, J. C. Hill, G. W. McIntosh, R. M. Guy, Sr., Hamilton; N. L. Boldue, Quebec; H. D. R. Stewart, Calgary; Miss A. M. Lefebvre, Quebec; W. C. Hiscott, London; C. H. Fitzsimmons, Toronto; Robt. Fowler, Ottawa.

The following to class 2B:

F. B. Shaver, H. N. Walls, J. Black, Victoria; Mrs. L. D. Davison, Halifax; A. E. Dumesnil, Montreal; Miss M. L. Fontaine, Miss M. L. Guay, Quebec; L. A. Garceau, Montreal.

The following to class 3A:

A. S. Thompson, London; S. H. Tease, Ernest Whatmough, G. Gorrell, Winnipeg; Alf. Cimou, Quebec; W. G. Raymond, Brantford; W. A. Dorion, Euph. Chouinard, Ottawa; L. H. Anderson, Hamilton; E. M. Andrew, Victoria; R. Credicatt, Toronto; A. W. Pascoe, Moose Jaw; Gladys Willan, H. C. Lonsdale, Jas. Thompson, Winnipeg; Mary Egan, Kingston; Miss Eva Haney, Toronto; Walter Hays, Winnipeg; Miss S. Cole, Moose Jaw; Miss H. M. Bruce, Calgary; S. Crawford, London;

Miss A. Tremblay, North Bay; H. E. Rochon, Ottawa; C. N. Dorion, Quebec; A. McDonell, Ottawa; G. M. Watters, St. John; A. Rutherford, Kath. Adair, Winnipeg; Lena Currie, Vancouver.

Post Office.—The following to class 3A, Montreal: P. E. M. Vallee, Mrs. E. C. Mayer, Miss V. Biband, R. S. Little, M. L. Raymond, Lor. Guay, F. L. Poupart, Wm. Irvine, J. C. Fugere, Jean B. Merineau, Jos. A. Boutget, Envilien Aymong, R. Brousard, G. A. Steben, J. E. E. Chabot, J. Arantazabe, R. S. Menard, A. Lefebvre, G. E. Lefebvre, R. Daoust, L. A. M. Murray, M. Lafrance, Rene Rondeau, Madge Cantwell; Lionel Caisse, Ephrem Cloutier, Gaston Courtois, Omer Gravel, A. W. Graveline, J. Poissant, Miss Berthe Gosselin, J. R. Fair, W. P. Brophy, J. A. Marcoux, M. A. Fortin, M. A. Nichols, O. Tellier.

Post Office.—The following to class 3A, Calgary: M. G. McGarry, D. A. Riddell, E. Cropper, D. A. Pennell, W. W. Webster, J. J. Conners, R. C. Hill, H. G. Curliss, A. Braunberg, E. T. W. Fowler, W. F. Cleland, A. Beveridge, R. W. Cummer, G. W. McArthur, E. G. Chudley, F. Packman, F. J. Hand, W. W. Brown.

Post Office, Inside.—A. M. A. Lusignan, F. H. Dickson, E. L. Christensen, R. H. Wilson, to Div. 2B.

The following to class 2B: F. B. Shaver, H. N. Walls, J. Black, Victoria; Mrs. L. D. Davison, Halifax; A. E. Dumesnil, Montreal.

Resignations.

Post Office.—J. J. Broderick, London; R. Ellis, Toronto; M. J. Olshansky, Winnipeg; Geo. Redhead, Regina; M. R. Angel, R. M. Ser., Ottawa; J. G. Terrien, Inside; D. L. Michie, Winnipeg; A. T. Morrow, Peterboro; L. de Bellefeuille, L. Gallishaw, Inside; F. Thomas, Montreal; Fred. McDonald, London; Miss L. Clare Bunnell, Inside; M. F. Kane, City P.O., Ottawa; Geo. A. Ellicott, Hamilton; J. R. O. McRae, Vancouver; C. G. Cousins, Winnipeg; R. L. Lawrence, A. H. Bogue, W. S. Barnhardt, Inside; W. B. Chapman, M. D. MacDonald, Toronto; J. Thibault, R.M.S., A. L. Kearns, R.M.S., Ottawa; A. J. McAuley, Vancouver; R. J. Fitch, Moose Jaw; H. O. Plint, Regina.

Indian Affairs. — W. J. Hyde, agent Blood Reserve; H. A. West, agent Chapleau Agency; J. Ackland, Inside; S. Sutherland, agent Chippewas, and Oneidas.

Inland Revenue.—D. R. Leroyd, Ottawa; J. W. McKinnon, Saskatoon; A. C. Hayward, Saskatoon; A. Caldwell, F. H. Prefontaine, W. and M., Quebec; A. J. McDonald, Sydney; E. A. Roe, Gas and Elec., Edmonton; J. Maynahan, Windsor; Alex. Boucher, Montreal; J. F. Macdonald, Dawson.

Insurance.—Miss E. A. Savage.

Interior.—A. E. Latimer, Regis Beh.; C. J. Tulley, Forestry; A. S. Thomas, Topo.

Sur.; Mrs. M. H. Perrier, Marquette; Mrs. J. G. Elwell, Water Powers; L. G. Smith, Topo. Sur.; J. J. Freeland, Topo. Sur.; Miss H. Bennett, Accts.; C. H. Holbrook, Topo. Sur.

Justice. — F. N. Kerr, warden, F. W. Dickenson, dep. warden, Saskatchewan.

Library of Parliament.—Miss B. Chevrier.

Marine.—W. R. Tracey, Inside.

Militia.—Miss C. H. George, Miss M. Kennedy, W. L. Flemming, J. O. LeBlanc, Inside.

Mines.—F. Ransom, Geo. C. Aitken.

Gift to Customs Collector.

Customs Collector F. D. Shaw of the Lethbridge port received a very pleasing surprise when at closing time the afternoon before Christmas he was waited on by the staff of the office and presented with a very handsome gold headed cane, suitably inscribed. The presentation was made by Major Burnett in a few well chosen words, and gratefully acknowledged by Mr. Shaw to whom the affair was all the more pleasing because it was such a complete surprise.

Miss McVity of the Immigration Branch, Department of Interior, has been quite poorly, at her home in Aylmer, Que., and her many friends regret that she is still unable to attend the office.

Mr. R. C. Douglas, the well known member of the staff of the Department of Railways and Canals, has been spending a short holiday in his old home, in Nova Scotia.

Mr. Paul Curing, a graduate of the University of New Brunswick, and prominent English Rugby football player, has recently joined the Engineering Branch of the Department of Marine and Fisheries.

Miss Gladys Dix, B.A., of Queen's University, and a resident of Kingston, has become a member of the staff of the Militia Department.

The Department of Indian Affairs, head quarters staff, has been transferred from the East Block to the Booth Building, Sparks street.

Mr. Richard Grigg, Commissioner of Commerce, is in Toronto on business.

Dr. Gussow of the Department of Agriculture has been in Washington looking after the interests of Canadian potato

WORDS FAIL.

"Your Method is splendid. It is revelation, and I cannot express, as I would like, my appreciation of it."

J. M., Queen Charlotte City, B.C.

Latin, French, German, Spanish, by mail.

L'ACADEMIE DE BRISAY — BANK ST. — OTTAWA

MOVED

TO LARGER PREMISES.

THE GOWLING
Business
COLLEGE.
OTTAWA, ONT.

in order to accommodate the rapidly increasing attendance has moved to larger premises. Nearly double the room. The school will open all summer. For particulars see the principal—

W. E. GOWLING,
Cor. Bank and Wellington Sts.

growers and exporters in connection with the threatened embargo.

His Majesty, at New Years, conferred distinguished honor upon two Canadian public servants. Charles J. Jones, secretary in the Governor-General's office and a civil servant of thirty-eight years' standing, received a Companionship in the Order of St. Michael and St. George. Similar honor was conferred upon Aubrey White, Deputy Minister of Lands and Forests at Toronto, who has served the Ontario government for thirty-five years.

Mr. William Campbell, a veteran Toronto editor and father of Mr. A. C. Campbell of the Hansard staff of the House of Commons, died on December 29th at an advanced age. He had been a resident of To-

LADIES of the Civil Service and others will find

STANDARD GLOVE CLEANER

a great comfort in cleaning Silk Gloves or Waists, also for kid or other Leather Gloves. It acts like magic and leaves no odour. 25C. A BOTTLE.

The Standard Drug Store - Cor. Rideau and Nicholas Sts.

ronto for over half a century and was the founder of two well-known publications,—the "Budget" and the "Bulletin."

The engagement is announced of Miss Josephine Eloise Von Wik only daughter of Mr. and Mrs. Joseph Von Wik, Stratford, to Mr. Clifford Thorn-Ross of the Department of Indian Affairs, eldest son of Mrs. R. M. Jackson of Toronto and the late Rev. R. M. Jackson. The marriage will take place toward the end of this month.

The marriage was announced to take place on Wednesday, January 7th in the Sacred Heart church, Ottawa, of Miss Blondine Belanger, daughter of Major P. R. A. Belanger, inspector of surveys, interior department, to Mr. Henri Le Blanc C. E., son of Dr. G. A. Le Blanc of Montreal.

Under the auspices of the Minister of Agriculture, Messrs. G. H. Clark and M. O. Malte have produced an admirable work on "Fodder and Pasture Plants," which is sure to rank as an authoritative textbook on the subject.

Mr. Dougan of the Department of Trade and Commerce spent the holidays with his parents in Lindsay.

The offices of the Conservation Commission have been moved to splendid new quarters in the Masonic Temple building on Metcalf street.

Branches of the Auditor General's Office heretofore located in the old Harris-Campbell building have been removed to the new Journal building on Queen street, west of Bank street. The branches transferred are those of Messrs. J. W. Reid and Harrison Gross.

The office of Mr. F. S. James, secretary of the Civil Service Loan and Savings Society is now located on the first floor of the new Journal building on Queen street.

Athletics.

The C. S. Club of Moose Jaw combines social and athletic life. Plans are laid for skating parties, luncheons, whist, drives and informal dances. The club embraces many interests, having a champion amateur boxer among its membership. In curling, the club has begun the season at a winning gait. Four service rinks are entered in the local bonspiel. The skips are: Messrs. Hyslop, Motherwell, Spence and Smith. The hockey series opened on the 5th instant. The schedule follows:—

Jan. 5th — Civil Service vs. Junior Moose.

Jan. 12th—Druggists vs. Collegiate.

Jan. 19th—Civil Service vs. Druggists.

Jan. 26th—Junior Moose vs. Collegiate.

Feb. 2nd—Civil Service vs. Collegiate.
Feb. 9th—Junior Moose vs. Druggist.

The fascinating winter sport of ski-running bids fair to see its most successful season in 1914. This is true, at least, so far as Ottawa is concerned.

The genial secretary of the Ottawa Ski Club, Mr. Joseph Morin, of the Department of Interior, states that there is a strong probability that the champions of both the United States and Canada will shortly take up their residence in the capital. The former is Adolf Olsen and the latter Alex. Olsen. There is a coincidence of names, but no relationship between them.

For the first time, Ottawa is likely to secure the Canadian championship meet this year. Adolf Olsen is certainly a wonder on skis. His 'pièce de résistance' is the turning of a complete somersault in the air, from a great height. Not only does he do wonderful trick work, but is a great cross country ski runner. In 1901 he won the prize given by the King of Sweden, at Stockholm, after a race of 38½ miles.

Alex. Olsen has been champion of Canada for the last three years in succession. With two such experts in competition, there will certainly be some great contests at Rockcliffe Park.

C. S. COMMISSION.

The commission is advertising in the Canadian Gazette for applications for positions in the Inside Service as follows:—

1. A Colourist in the Preparator's Division of the Geological Survey Branch of the Department of Mines, initial salary 1,200 per annum.

2. Three Junior Geologists in the Geological Survey at initial salary \$1,600 per annum.

3. Eight Technical Clerks for temporary employment in the Topographical Surveys Branch of the Department of the Interior, at a salary at the rate of \$100 per month.

4. Two translators (male) on the translation staff of the House of Commons, salary \$1,600.

For further particulars apply to Wm. Foran, Secretary. Applications must be in by January 12th, for all except the translators who have until the 19th inst. to make application.

FOR YOUR ICE SUPPLY PHONE

TWIN CITY ICE CO., LTD.

We supply absolutely pure NATURAL ICE cut on the Gatineau River. Our service is prompt and efficient.

TWIN CITY ICE CO., LTD.

Office : 313 Dalhousie St.

Telephone : Rideau 503.

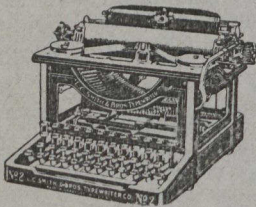
Patronize



THE OTTAWA ELECTRIC CO.

Reliable Service
Reasonable Rates

**35 SPARKS ST.
Phone No. 5000**



To those who are learning typewriting and to those who are holding positions, the—
L. C. SMITH & BROS. TYPEWRITER COMPANY
has a message.

No Typewriter is so well adapted to speed operating as L. C. Smith & Bros., because it is ball bearing and consequently easy running.

Ottawa Typewriter Co., Limited,
HARRY RITCHIE, Manager. 201 Queen Street.

"THE OLD RELIABLE"

PARKER'S DYE WORKS 260 SPARKS STREET, near Kent.

Thirty-five years in the one stand doing the best work in Canada is our greatest recommendation
ONLY ONE STORE. . . PHONE 708-709.

Don't make a mistake. When you want the best work, done promptly, call on the old firm.
A Phone Message Brings Our Driver

"REACH" BASEBALL GOODS

Made in
Canada

THE "REACH" CORK-CENTRE BALL

Used exclusively by the American League. Official Ball of the World's Series.
Every member of the World's Champions uses either a Reach Mitt or Glove. The "Reach"
Line embodies more practical features than any others. *Get a Reach Catalogue. (Free).*

KETCHUM & CO., LTD. The "Exclusive" Athletic Store
BANK & SPARKS STS. - - OTTAWA.

DRINK
THE

BEST

CARLING'S

FOR SALE BY ALL DEALERS

ALE

PORTER

LAGER

Please Patronize Our Advertisers.