

THE CIVILIAN

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“Marooned?”



(With acknowledgements to the British Civilian.)

The Ship appears to be sailing away, leaving two immediate and pressing needs of the Service in desperate case.

Spirit and Surroundings.

Recent Plans for the Improvement of Canada's Capital.

Great generals of all times have realized that the most important thing in the management of an army is to cultivate in its members the proper spirit. It is true that one of the greatest of all generals, Napoleon, seemed to contradict this when he said that "Providence is on the side of the strongest battalions." But he was speaking then only for effect. He accounted for his own splendid victories by the fact that "Every soldier knows he carries a field-marshal's baton in his knapsack"—it was the spirit of the soldier, not the size of the battalions, that won victory. And that true singer of the soldier, Rudyard Kipling, makes Tommy Atkins say to the British public that he and his comrades are neither heroes nor blackguards, but "single men in barracks most uncommonly like you." Martial service or civil service,—it makes no difference; if you are to have results you must have the right spirit in those upon whose efforts results depend.

There are a thousand influences that can be made to help in cultivating in the civil service of Canada a spirit of union, earnestness and devotion to high ideals of public duty. One of these is the influence of surroundings. By no means the least of the advantages to be gained in the improvement of this city of Ottawa to make it a worthy Capital of the Dominion is the effect this improvement will have in attracting to the civil service able men and in making them feel that they are engaged in work that is very eminently worth while. Had Ottawa grown only along the lines of its inception—"an Arctic lumbering village,"—as it was contemptuously called years ago by the most eminent of Canadian publicists—the people who

live here to serve the public would have tended downward to their surroundings, and the ablest men would have had this strong reason for seeking other fields of employment. But, as this city grows in beauty, it reflects dignity upon those who come here to live, and there is a strong attraction for the ablest men, to offset the constant and growing attraction of the greater financial rewards held out by other lines of industry. Besides, every person engaged in the service thinks more of himself and of the work he is engaged in as he realizes that the capital in which he lives is being made one of the most attractive cities of the world.

It is with special pleasure, therefore, that *The Civilian* learns of the plans made by the Ottawa Improvement Commission in that extension of their driveway system known as the Western Drive.

These plans contemplate a handsome avenue, in keeping with the rest of the Driveway, connecting the Experimental Farm and the King Edward Islands in the Ottawa River just above the city, and also running along the bank of the river for about a mile up the stream. The road from the Farm is by Fisher avenue, a little west of Holland avenue, and partly by streets already dedicated, but mainly by a new route, through a series of groves to the Richmond Road, which is followed for a very short distance, thence through the Cowley property to the river. Three bridges are to connect the shore and the islands. A part of the work will be the heightening of the beauty of this charming river scene.

In carrying out the work the same spirit of artistic conservatism will dominate as in the Driveway already finished. Nothing will be destroyed except what is necessary in making a

fine, broad road; but even the road will be deflected to give passers-by the best view of every object of beauty, and all will be done to give such objects the best approach and setting. This being the intention, it is impossible to make exact plans in advance, any more than it is possible for an artist to make exact plans for a masterpiece. The best handling of every feature of the landscape can only be decided as the work goes on. Every detail must be worked out in accordance with the general scheme and even the road itself must not be in rigid lines, but must be, as it were, plastic in the hands of those who are to work out the result as a whole. This work will add about six miles to the Driveway, which is already so great an object of pride to all Canadians and yields so much pleasure to all who reside in or visit the Capital.

When the work is completed there will be a parkway extending from the Rifle Ranges below Rockcliffe through the city to the Experimental Farm, and thence to a most beautiful part of the Ottawa river, which will be skirted for a mile or more of its length.

There is also to come the construction of the new connecting link between the centre of the city and Rockcliffe. This, as everybody knows, will be by a similar parkway along the edge of the river from Major's Hill and Nepean Point, a part of the shore similar in general character to Parliament Hill, and affording a most effective view of that splendid, tower-crowned eminence. This portion of the system has been begun and, unless unlooked for obstacles arise, will be carried on to early completion.

With the rapid growth and development of Canada the number of people employed in the public service is increasing apace. This is inevitable. Not only are there more people covering a wider area to be served, but the services of the government are multiplying with the

growing complexity of our modern life. Every year sees some new service begun—a Railway Commission, a Conservation Commission, a central bureau for the management of a Navy, and so on. The demand is for men who can do the old work and the new work in a way worthy of a wealthy and ambitious nation. If Canada calls good men to her service she not only offers them employment that any man may be proud to make his life work, but she gives them at this centre of the service surroundings which should make them feel that her Capital is to be a place of dignity and beauty, a place of which every citizen of Canada, and especially every employee of the Government, may be proud. This should help not a little, through what it symbolizes, in making the civil service attractive to the best men the country can breed, and in cultivating in the whole service the spirit that makes for the welfare of the employer, the public.

SANITATION.

The sub-committee of the Ottawa Civil Service Association on Sanitation had an interview with the Hon. Mr. Pugsley on the 8th instant, when the Sanitation portion of the recent memorial presented to the Prime Minister was discussed.

Mr. Pugsley received the deputation most sympathetically, and stated he would be glad to have any suggestions as to improvement of ventilation, prevention of overcrowding, &c., that the committee might make.

The committee is now at work putting in final form the data on these and other phases of the subject which were collected last year.

British campaign sidelights.—First loafer.—“Cheero, Charlie, I ’opes the next gov’ment’ll make things look up a bit.” Second loafer—“They would if I was among ’em. But it’s ’uman natur, you may depend—as soon as they gits inter Parliament they forgets they were once men, like me and you—and they does nuffink.”—[Punch.]

How to Win Superannuation.

Some Old Matter Re-vamped.

Believing as we do that a stronger and steadier interest is now being taken in the Superannuation question than ever before, we consider the present an opportune time for saying a few words upon that subject. Heretofore the service has had to scatter its energies among a large number of undertakings, and the first to give place have been those distinguished by complexity or admitting of wide divergence of opinion. Discerning persons (and they need not have been so *very* discerning) may already have observed that we score points in proportion to the strength and unanimity of purpose shown by the service in respect to them. By and by we shall learn from that experience, and, among other things, refrain from washing our soiled linen in public. But, as regards Superannuation, we must increase either the mass or the velocity of our collective effort, or both, before we can hope to set the Governmental machine in motion that shall be discernible to the naked eye. Before it can move in its mysterious way its wonders to perform, the due momentum must be applied, and whence is that to come if not from the service itself? More than that, we must find or develop among ourselves the type of man who is not only familiar with the general subject, but knows it also in its several parts. If not, we shall fail to realize the genuine article in this line from the half-genuine, or from the wholly spurious. To speak in unofficial language, we run some danger of being "gold-bricked."

A Criterion of Civilization.

In general, we beg to observe that Superannuation is as much an instrument and criterion of civilization as

sanitation or forestry is. The savage can see no virtue in a woolen shirt so long as his brisk fire of brushwood lasts. You cannot persuade him in his hour of plenty to give thought to the future. Even so in a measure with ourselves: the aboriginal man in all of us bids us lay the emphasis on present things, and to under-value what is distant — distant, perchance, but none the less inevitable. If practical questions were re-classified upon a basis of merit (no *double entendre* aimed at), this of Superannuation would not be found at the foot of the list.

Whether broad or narrow ground be taken on this subject, the principle that lies behind Superannuation cannot successfully be impugned. We say that it is the grand merit of civilization that it strives to equalize and does equalize the flow of life's stream; that it moderates and restrains here, to eke out there; that it takes from the hills of plenty to add to the valleys of scarcity. Is the practice so out of joint with the theory? Not wholly. Everywhere we see the doctrine accepted that the sick and the old must not be abandoned on the march. Men and organizations of men are yielding to the thrust of civilization by enacting sharper laws for compulsion of the hardened laggards, or by voluntarily imposing the higher law upon themselves. Who, looking at the public and private pension funds that have been established of recent years, can doubt the universality of this movement, or fail to marvel at the fact that the one great employing agency in Canada which up to this time stands aloof,—albeit it received the law and the gospel by tradition—is precisely the one which

stands to profit most upon grounds of plain debit and credit.

The Practical View.

And the movement will become universal because it is just and reasonable and profitable that systematic provision be made against a time of enforced withdrawal from active labour. Salaried workers generally are in the position of receiving only a living wage. With negligible exceptions they are quite unable to amass anything approaching a competence after paying the scutages, talliages, fines, aids and reliefs that the modern feudalism enacts of every man, according to the law of his tenure. Allowing for necessities and inevitable wastages, there remains little or nothing for the main sinking fund. And the remedy? The remedy is to feed the dog partly with joints, cut off his own tail. Let the salaried worker contribute his fair share to a Superannuation fund—remembering that the amount necessary for that purpose is many times smaller than would be required for a sufficient cash accumulation. For what is a sufficient cash accumulation? One man may be permanently invalidated at 40, and yet live another 40 years; another may preserve his strength to the end. We say, therefore, that all should contribute to a common fund. Let them call to their aid the doctrine of averages, whereby he who is fortunate gets little (the balance being paid in *goods*: good health and good fortune generally); and he who is unfortunate, much. And just here we perceive the cardinal defect of all savings bank schemes, of which our Retirement Fund is a type. Excellent in themselves, they ignore the special requirements of the case. A \$5,000 property can be insured against fire by an annual payment of something like \$20; but let the owner attempt self-insurance by placing \$20 each year in a separate fund. Whether fire occur in the first or the twenty-first year, he is practically uninsured

in either case. Just so with our Retirement Fund, the whole method of which is antagonistic to any pooling of interests. This we say in the full knowledge that its savings-bank feature appeals to the thrifty instincts of not a few amongst us. The trouble is that it is woefully out of place.

Investigate.

But this, after all, is not a point to be debated here. The great need at present is for a thorough consideration of the subject by our Employer (notice the big E), to the end that a system may be established which will be abreast of, rather than leagues behind, the best practice of to-day. So confident should we be of the strength of our case that we need not harass ourselves with fears of the result of such an investigation. The main bar to progress lies in the fact that no authoritative enquiry had yet been made into the subject, save that made by the Commission of two years ago, who, having received their pay, were dismissed to their civil callings in the apparent belief that to make a *report* is an end in itself. Obviously, we need a *louder report* than that.

We end with the self-same proposition with which we began: Let us make this question of Superannuation our special care, and present a solid front in keeping it well to the fore from this time forth until achievement crown our efforts.

In the Hereafter the man encountered a singular group of animals—two or three beavers, an otter, and some seals, all shivering, though the climate, to say the least of it, was mild.

“We were skinned for your wife’s furs!” they explained civilly, upon observing his perplexity.

He started, and broke into a loud laugh.

“So was I!” quoth he, and joined them, and thenceforth they wandered on together.

—Puck.

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

Ottawa, Jan. 28th, 1910

WE ONLY ARE SURVIVED
ALONE TO TELL THEE.

Readers of *The Civilian* will not have failed to observe in recent press despatches that yet another large corporation has organized and put in force a pension system for its employees. This corporation is the mammoth New York Central Railroad, including all affiliated or subsidiary lines, such as the Boston and Albany, the Cleveland, Cincinnati, Chicago and St. Louis, the Big Four, the Lake Shore, the Michigan Central and the Michigan Southern. Some 800 employees of the ages of 70 and upwards were pensioned off on January 4th last, and thus dismissed to honorable retirement as faithful workers in the vineyard who had earned their just reward. According to the Secretary of the Railroad's Board of Pensions, "the harness had to be cut off some of the old-timers"—not unnaturally. Following the secretary's equine simili-

tude a little further—happy, say we, the old horse who can nurse his collar galls in peace and plenty.

Remarking further upon this latest shining example of the triumph of right principles, we observe that men had need either to be very much above, or very much below, the level of the times to remain immune to the force of an idea such as this of pensioning. To be so far above the best of one's fellows is an attribute of the gods, to whom the wisdom of this world is as foolishness. As to those who are so much below the level of their times—"the rest is silence."

The Superannuation question, as it affects the service, may be summed up very briefly: A Civil Service Commission is invested with the duty of passing upon the fitness of persons entering the service. To what end? Clearly, to give the country an efficient public service. It is just as clear, however, that that is only one-half of the problem. Exit must be provided for and governed just as carefully as entrance, and for that the sole expedient is a Superannuation system, properly administered. Nature positively refuses to give any assurance that persons who pass ever so severe an examination will not become invalids or grow old like their stupider fellows.

If this be logic-chopping, then let us frankly abandon all pretence of reasoning and see whether the goddess of Whim and Caprice can do any better for us than she has done in the past.

CONCERNING EXAMINATION STANDARDS.

The serious difficulty which the C. S. Commissioners have encountered in recruiting for the Second Division is bound, if continued, to have one of two results — perhaps both. Either, in the first place, the initial salary must be raised so as to

offer a greater initial attraction. Or, in the second place, the examination standard will have to be lowered so as to widen the field from which applicants may be sought. Or, if the occasion seems to warrant, both of these expedients may be resorted to simultaneously.

It is *The Civilian's* view that expedient No. 1 of these will not go very far. It is the future and not the immediate present which is in the mind of one choosing a career. The difference between an \$800-\$1,600 position and a \$1,000-\$1,600 position in attractiveness is slight.

As to the second option, those already in the service would, but for one consideration, be loath to see it go into effect. From a selfish standpoint those in any profession stand to gain in prestige from the raising of the standard of entrance. The consideration of the third division, however, gives a different turn to the matter. The third division at present makes up more than one-third of the inside service. The examination which a third division clerk must take, on obtaining the recommendation of his deputy for promotion, is substantially equivalent to that of entrance to the second division from the outside, except that it is non-competitive. There is thus a very practical interest for a large body of present civil servants in the suggestion that the entrance examination to Division II. be reduced in severity.

There are two ways of mitigating the severity of an examination. First, the general standard may be lowered. Secondly, the list of subjects may be altered. In the present case, the general standard for entrance to the second division is that of the second year examination at the leading Canadian universities. This might be reduced to the standard of the first year's examinations—a change which would bring it within reach of the Collegiate Institutes, which send up pupils for senior matriculation. As to the list

of subjects, the chief objection voiced by the Ottawa Association in its various interviews with the commissioners has been to the inclusion of French and typewriting in the compulsory list. It is possible, therefore, that these may be relegated among the optional subjects. A further step in the same direction would be to enlarge the number of options and at the same time give greater freedom of choice.

Change of some sort in the above directions is impending. It would be well for the service to put its thinking cap on and do everything within its power to influence the result.

At the Sign of the Wooden Leg.

A fanciful fellow has divided men into two groups,—those with backbones, and those with wishbones. This, like other attempts at catalogueing, is convenient, to an extent, but harmful when it tends to exalt one phase of character unduly above another. The book of life needs a multiple index, for even the least complex of the subjects treated in that volume cannot be mastered by a single reference.

The intention of the cataloguer in this instance is to magnify the importance of the backbone and to minimize the wishbone function. But do we not need both bones? We know men who never dream, Gradgrind for instance, and men who dream too much, like Micawber and Skimpole. I rather prefer the latter. Always looking for something to turn up, they live like the man who entered the restaurant without money in his pocket and ordered oysters on the hope of paying for them with the pearls he would find in the shells. Yet they are half-brothers of Jason and Galahad, for they are knights seeking the Golden Fleece and the Holy Grail, even

though they display a bar sinister on their shields.

Where there is no vision the people die. Hard-headed people make durable skeletons. Their immortality is assured by the Museum, but they are not exactly companionable. Facts! Facts! Facts! The greenness of grass, the coldness of ice, the ones of unity,—they are strong on these "essentials of knowledge," but they know not the glory of going forth like Abraham, not knowing whither they go.

I cannot say that the dreamer always attains immortality, that his wishbone is an arch spanning the portals of a grand Forever. It does not matter, for his to-morrows are with him here to-day, and he has no yesterdays lighting the way to dusty death. "The thing he longs for, that he is, for one transcendent moment."

Now for the application. You who

read these words are civil servants, whose daily work is largely the carrying into effect the dreams of others. You form the backbone of the government; you are paid to do, and not to dream. There is no chance for idealism here, you say. On the Hill they think and feel imperially, but you have to sign the book and check the accounts, a "peculiar people" no doubt, but by no means a "royal priesthood." And this is all true, for it would soon bring chaos if you should start out for a Shannon file and go searching for the Golden Fleece.

But this you can all do,—you can imagine that you are engaged on high and romantic missions and be happy at that. I know a clerk who gets enjoyment out of adding up columns of figures, for to him each column seems as a column of soldiers and he is the Persian king taking their count as they cross the Helles-

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pont. Of course he could get enjoyment, and no doubt does, in knowing that his work has been well done, that he has made two and two make four and not five, and that is a joy that the backboner often misses because he is so used to certainties that the glad surprise of his work checking out is sure to elude him.

This is being sidetracked, however. It is not the pleasure that comes from doing one's duty that I am commending to you especially. I leave that to the preachers. You can make the day shorter and extend your holidays whenever you like if you but take down the wish-bone from its nail and let it work its magic spell on your mind; and your first wish should be, lest all your other wishes prove of no effect, that you may never know whether your wishes come true or not.

There, I am in deep water, for I am not sure that I really understand that last sentence of mine. It seems like an echo of the old philosophy epitomized in the lyric words:

"Open your mouth and shut your eyes;

I will give you something to make you wise."

SILAS WEGG.

RESIGNATION OF MR. T. DENIS.

Théophile Denis, B. Ap. Sc., Mining Engineer, 2A, Mines Branch, Department of Mines, left on leave of absence from January 21st to take the position of Superintendent and Inspector of Mines of the Province of Quebec, made vacant by the resignation of J. Obalski on July 1st and E. R. Faribault on November 30th, the latter having resigned in Mr. Denis' favour after having been only twelve days in office. The salary attached to the position is \$4,000; that of Mr. Denis here was only \$2,100.

Mr. Denis was born in France on February 25th, 1873, and left Abbeville, Department of Somme, to come to Canada in 1882. His father was an agriculturist who came to this country to superintend the beet sugar culture at Berthier (en bas) for the Quebec Government.

He was educated at the primary school, Outremont (Montreal), and the high school, Berthier; graduated B. Ap. Sc. at McGill University in 1896; assisted Prof. McLeod in the McGill Observatory 1896-97; and was assistant to Dr. Frank D. Adams and demonstrator in geology 1897-98. He joined the technical staff of the Geological Survey May 1st, 1898, and was transferred to the Mines Branch November 29th, 1907. His work has been of a varied nature, partly in the field in mining districts from the Atlantic to the Pacific coasts, and partly in the Geological Survey and Mines branches of the Department of Mines.

About thirty members of the Mines Branch gave a complimentary dinner to Mr. Denis on the 18th inst.

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The Quarterly Report System.

How it Works out in the United States.

One of the most marked of the innovations introduced by the C. S. Act of 1908 was the quarterly report system, concerning which, at this early date, no final opinion can as yet be said to exist among the civil servants affected.

The clause of the Act in question reads as follows:

40. A record of the conduct and efficiency of all officers, clerks and employees below the first division shall be kept in each department.

2. Such records shall be established by means of reports, to be furnished to the deputy head at least every three months by the chiefs of branches.

3. At the end of each year, and oftener if required by it, copies of these reports shall be sent to the Commission by the deputy head.

4. Such reports, if adverse or unfavourable, shall be shown to the persons respecting whom they are made.

That the interest aroused by this provision is considerable has been proved by the frequent references to it in current discussion. At the present moment one of the standing orders for consideration by the executive of the Ottawa Association relates to this subject, being in the following terms:

Resolved:

That the Civil Service Association strongly objects to the narrow and unfair interpretation put on Section 40 of the Civil Service Amendment Act of 1908 by several officers.

That the Government be respectfully requested to either re-cast the said section or give it a uniform and liberal interpretation by order-in-council and to have in view, in so doing, the following desiderata:

1. that the custodian implicitly designated in sub-section 4 be explicitly named;
2. that there should be no secrecy with regard to any part of such record;
3. that it is fair that each clerk be entitled

to be acquainted with the records of a possible competitor;

4. that the logical consequence of the right of access to the said reports be acknowledged and provision made for the redress of any error, due to mis-conception or lack of proper standard, on the part of the chiefs of branches.

The System in the United States.

In view of the above the working out of the efficiency-record system as it prevails in other services is a subject of special interest in Ottawa at the present time. According to Mr. Kean Foltz, whose book, "The Civil Service as a Career," was reviewed in a recent issue of *The Civilian*, there are, in the case of the United States, considerations both for and against the plan. His description of the U. S. arrangement and its advantages and disadvantages is as follows:

"Administrative officers keep efficiency records of the employees in their jurisdiction, rendering a monthly report of the work done, punctuality, diligence, faithfulness, accuracy, and other facts bearing upon an employee's efficiency. These reports are filed by the principal officers and afford valuable data when promotions are considered.

"The purpose of the efficiency record is to prevent employees from falling into lax habits of work and discipline. Just how far this surveillance is beneficial is open to question. Some objection has been made on the score that the markings necessarily depend upon the administrative officer's individual judgment, whereas other officers would credit other markings for the same work, that it tends toward unmanliness and servility, and that it even may result in dishonesty by forcing an employee to adopt an attitude of

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pretence. Opposed to these objections it may be strongly stated as a fact that many persons enter the public service in the full belief that they will not be required to perform much actual work, a belief that has special reference to clerical and sub-clerical assignments. The efficiency record acts as a healthy check to such ideas and doubtless develops many freshmen into excellent employees. New appointees coming from commercial offices are likely to sneer at Government methods for the first few months of their official life, a practice that does not improve their efficiency in the least; when employees of this type are shown their efficiency record they often protest and boast of their capacity. It is then that the beneficial effects of the record become apparent."

As illustrating the high grade of efficiency maintained in Government offices, Mr. Foltz cites the single case of railway mail clerks, a hard-worked and moderately-paid class of employees. The average number of pieces of mail matter distributed by each clerk in the United States is about 1,500,000 each year. The errors in distribution amount to but one in each 11,000 pieces handled. Comment is not necessary.

Underlying Principles.

Discussing the underlying principles involved in the matter, and the extent to which efficiency and advancement go hand in hand, Mr. Foltz has some interesting remarks:

"Laziness, incompetency, and lack of attention are not as a general thing tolerated under the merit system. On the other hand integrity, industry, faithfulness to duty, and capacity for performing good work do not in themselves constitute a standard for filling high positions. These excellent qualifications fit one for doing work under another's supervision or attending to details of a merely routine nature; but they are not enough to qualify one for filling

the higher positions. Places requiring executive ability involve a number of other considerations, such as judgment, tact, firmness, and experience. Whether these virtues can be cultivated or not is a question for the psychologist to solve; there is no doubt that many persons possess them unknown to themselves or to any one else and that they can be developed if opportunity offer.

"A person may be ever so industrious and faithful and attain a high degree of efficiency in a subordinate position, and yet be a complete and hopeless failure in an executive capacity. Then again, one may be utterly inefficient in handling details, but possess a degree of judgment, tact, and individuality that will make him eminently successful as an executive officer. Or, an employee may be uncongenially assigned and become so discontented and discouraged that he is rendered almost totally inefficient; he sees his hopes unrealized and his ambitions killed, conditions which are sure to react unfavorably on himself and his fellow office-holders. Executive officers do not always perceive the cause of dissatisfaction in their subordinates, though a shrewd chief will not be slow to apply the best corrective measures in his power. Unfortunately these corrective measures often take the direction of the efficiency record and consist of low ratings. So the efficiency records as conducted in the departments, it will be seen, are elastic and uncertain."

The Personal Relations of Chiefs and Clerks.

After all, the quarterly or monthly record is no more than the tangible expression of the relationship which exists between the superior and subordinate clerk. On this phase Mr. Foltz offers some advice of a common-sense character:

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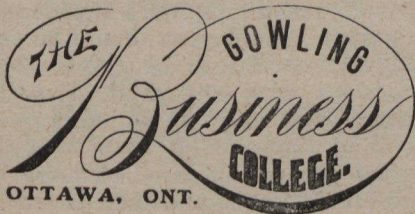
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
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be found uncongenial or the work distasteful the proper course is to state the conditions frankly to the officer in charge, who will usually appreciate it and make an effort to adjust conditions, inasmuch as it to the interest of every official to have his subordinates cheerful and satisfied. Of course this action will not be the best in certain cases. Chiefs in some instances will make the first move toward removal from the service when an employee goes to him with such a fair and frank confession. Discretion and judgment must be exercised in every case, action depending upon the individuality of the executive officer. Some chiefs are exceedingly easy to approach and give patient attention; others care nothing for suggestions from their subordinates, and for an employee to admit lack of interest to such an executive would be the signal for an indignant outburst. An exhibition of anger or resentment toward a subordinate is a serious step for an official inasmuch as

under departmental regulations, officers and employees are cautioned to be courteous and considerate at all times.

"If an employee, no matter how high or how low in rank in the merit system, feels that he has been badly treated he should lay the facts before the chief of his bureau or the secretary of his department. This usually results in an amicable adjustment. Employees should be particularly careful in charging their superiors with any kind of delinquency and only do so with proof in hand that would be acceptable before a court of law. A mere assertion that such-and-such is true is worthless if unsupported by evidence. A large majority of the charges brought by subordinates are filed as a result of personal animosity and have no foundation in fact. Subordinates sometimes imagine that their chiefs are unnecessarily hard and exacting. Cheerfulness and willingness in the performance of duty will usually correct any un-

pleasantness of that kind. It is well to keep in mind at all times that the work performed is for the State and not for an individual, and that the relations are not those of master and servant but that of servants in a common cause.

“Government officials, as a rule, are very much more liberal and considerate in their treatment of subordinates than executives in similar positions in commercial life. Cases now and then arise, however, in which administrative officers assume too much authority in their relations with subordinates or act with the commercial idea of getting the last iota of work from the employees under their direction. The average man will gladly give his best energies if well treated, but is quick to resent if imposed upon. An officious and over-exacting executive is sure to fail in maintaining a high standard of discipline and the efficiency of his office is consequently lowered. A wise chief will avoid misunderstandings and discontent, a policy that is well repaid in the quantity and quality of work turned out.”

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THE CIVIL SERVICE CLUB.

The advent of the C. S. Club is an event of great interest, and the news that the club is an accomplished fact will be hailed with pleasure by those who are familiar with the various phases and vicissitudes through which the movement has passed. The permanent organization, headed by President G. S. Hutchinson and Secretary A. E. Chamberlain, have been busy during the past four weeks and have accomplished much. Invitations have been issued for a reception to the members of the club by the President and Board of Directors. The card of invitation extends to the member the privilege of bringing some one or more non-member civil servant with him. The reception will take place on Tuesday evening, February 1st, and will be quite informal in character. A more or less impromptu programme of music, etc., will be carried out, the arrangements for this feature being under the management of Mr. Wensley Thompson. An enjoyable evening is anticipated, and the event is looked forward to with much interest.

Canada has already lost a good many valuable public servants because of the parsimony with which they have been treated in the matter of salaries. We should profit by the mistakes of the past.
 —*Hardware & Metal, Toronto, Jan. 8th*

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The Civil Service in Parliament

The Case of Government Engineers Discussed.

Mr. Warburton on Jan. 17 concluded a speech urging more liberal treatment by the government of the engineers in its employ in the following terms:

I wish simply to present the case of the engineering branch of the public service to the House and the government in the hope that a higher standard will be insisted upon for admission into the service, that the status of engineers will be improved, that they will be placed on an equal footing with their fellow employees in the public service who have the advantage of being enrolled under the Civil Service Act, that while the salaries and pay in other branches are being increased, consideration will be given to the case of the engineers who are perhaps the most important body of men in the public service, that their needs and claims will not be overlooked, and that they will be treated in such a way that we will not be losing many of our best men.

The Hon. Mr. Pugsley, replying for the government, spoke in part as follows:

"Speaking for the department over which I have the honour to preside, I can say that I feel that there is a great deal to be said in favour of the view which has been presented by my hon. friend, more especially in so far as the salaries of the engineering staff of the department are concerned. In speaking of the engineering staff, I embrace not only those are engaged in the department at Ottawa, but those who are engaged throughout the Dominion, acting as resident engineers in the various important centres of Canada. My hon. friend has said that it is a wonder that we have been able to keep such good men as we have in the department. Sometimes I have entertained the same opinion as that which my hon. friend has expressed. From my observation since I have been minister I am satisfied that the country is fortunate in having in its employ such able and conscientious men as are engaged upon the engineering staff, not only

at Ottawa, but throughout the Dominion. When we come to consider what engineers get in the employ of the different railway companies and other corporations engaged in the carrying on of various industries in the country, it does seem remarkable that we have been able to secure and retain in the employ of the government so many able and experienced men as we have at the comparatively small salaries which are being paid to them. To that extent I agree with the remarks which have been made by my hon. friend. I also agree with the view that every reasonable encouragement should be extended to the engineers in the employ of the government... I only wish to make a few further remarks with regard to the way the engineering staff is being implemented from time to time, and I think that our practice is calculated to secure good service to the country just as much as the practice which prevails in other countries. What we are doing from time to time is to give encouragement to young men who are graduates from our various engineering colleges by giving them employment during the season of vacation under the direction of the resident engineers. If these young men show their ability in the work in which they are engaged, we give them encouragement by employing them permanently, and as from year to year they get greater experience, we add to their duties and place them in greater positions of responsibility. In this way the engineering staff throughout the country is being recruited. So far as my observation goes we have not made many mistakes in the young men we have selected. I am very glad my hon. friend has brought this matter to the attention of the House. I recognize with him that the salaries are small, although they are larger today than they were some few years ago. Every year we recognise the services of the engineering staff by giving an increase, in some cases of \$50 and in some cases of \$100, and in a few cases more.

Civil Service Appointments.

Mr. HUGHES:

1. How many persons who have passed the necessary examination to obtain appointments in the Civil Service since the present Civil Service Act came into force have as yet been appointed to the government service.



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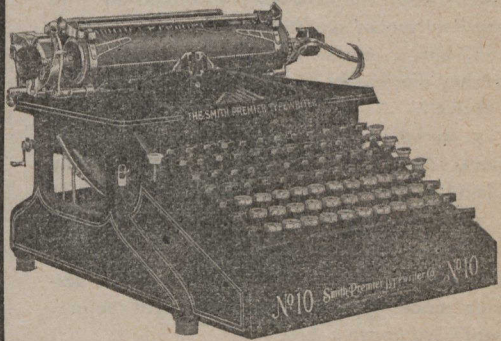
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2. Has the government in its employ at the present time any persons who have failed to pass the requisite examination?

3. Is it the policy of the government to keep temporary employees at work in the departments when there are numbers who have passed the necessary examination who are desirous of securing employment?

4. Under whose recommendation do temporary employees secure appointments to the service?

5. are the moneys voted as salaries to temporary employees paid out of funds for the inside or outside service in all cases?

Mr. MURPHY:

1. Number of persons who have passed the regular examinations for the inside service since the coming into force of the present Civil Service Act.

Interim Examinations, March, 1909:

Second division competitive examination:

Passed	5
Permanently appointed.....	3
Temporarily appointed.....	2
Unappointed	0

Competitive examination for stenographers and typewriters:

Passed	19
Permanently appointed.....	15
Temporarily appointed.....	3
*Unappointed.....	1

*Refused appointment.

First semi-annual examinations, May, 1909:

Second division competitive examination:

Passed	8
Permanently appointed.....	7
Temporarily appointed.....	0
*Unappointed	1

*Refused appointment.

Third division competitive examination:

Passed	37
Permanently appointed.....	25
Temporarily appointed.....	7
*Unappointed.....	5

*Four refused appointment.

Lower grade qualifying examination:

Passed	25
Permanently appointed.....	11
Temporarily appointed.....	2
Unappointed	12

S. cond semi-annual examinations, November, 1909:

Second division competitive examination:

Passed	9
Permanently appointed.....	1
Temporarily appointed.....	0
Unappointed.....	8

Third division competitive examination:

Passed	41
Permanently appointed.....	10
Temporarily appointed.....	23
Unappointed.....	8

Competitive examination for stenographers and typewriters:

Passed	4
Permanently appointed.....	0
Temporarily appointed.....	0
Unappointed	4

Lower grade qualifying examination:

Passed	10
Permanently appointed.....	0
Temporarily appointed.....	2
Unappointed.....	8

2. In so far as this question relates to the inside service, No With respect to the outside service, an answer can be given only on a return to an Order of the House.

3. No.

4. All temporary employees must have

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certificates of qualification from the Civil Service Commission.

5. With respect to the inside service, the salaries of temporary employees are paid out of the appropriation for 'clerical assistance,' and if there is no such appropriation out of that for contingencies. With respect to the outside service, the salaries of temporary employees are paid out of the appropriation for the service in which the temporary employees are employed.

VANCOUVER CIVIL SERVANTS HOLD ANNUAL MEETING.

The Vancouver branch of the Dominion Civil Servants' Association of British Columbia held its second annual general meeting on the evening of Monday the 10th instant. Notwithstanding adverse weather conditions, the meeting, which was called to order by the president, Mr. Nicol Allan, at 8.30 o'clock, was an unusually large and enthusiastic one. The secretary's report went to show that the past year has been remarkable for the advances made in civil service organization, not only locally but throughout the Dominion, and the financial statement proved the finances of the local association to be in a healthy condition. The following officers were elected for the coming year: President, E. B. Parkinson, collector of inland revenue; vice-president, A. Kaye, of the Dominion assay office; secretary, W. F. Trant, of the postoffice inspector's staff; treasurer, W. A. Blair, of the customs; executive committee, H. Lyons (post office), L. C. Carl (letter carriers), J. Thorburn (inland revenue), A. B. Sowter and A. McRae (customs), J. O. MacLeod (superintendent railway mail service), T. Morton (railway mail clerk), J. R. Greenfield (post office inspector), J. B. Farquhar (assay office), G. A. D. Maillens (dead letter office), T. Evans (immigration office), and J. T. Williams (inspector of fisheries).

After the election of officers a

hearty vote of thanks was tendered to the retiring president, Mr. Nicol Allan, for the able manner in which he performed the duties of his office during the past year.

In addition to the Vancouver branch, the Dominion Civil Servants' Association of British Columbia has flourishing branches at Victoria and New Westminster, and, like several other bodies of similar character throughout the Dominion, forms a part of the Civil Service Federation of Canada, which was organized at Ottawa in April last.

Correspondence.

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

A Critic.

To the Editors of *The Civilian*:

I would like to shake hands with "Candid" who writes so plainly in your issue of the 14th inst.

As far as I can see, the efforts of the Civil Service Commission will benefit posterity, but will hardly reach anything earlier.

All through the service, in the Senate the House of Commons, and certain departments, we have the unseemly spectacle of employees overpaid and underpaid without any logical or other reason for such a condition. Some of the classifications sent in would bring a blush of shame to the most insignificant County Council, and at these the Commission gazes aghast, but is powerless to suggest a remedy. The ignoble past and the pitiful present are unassailable, but the far-off future may possibly be perfect when most of us have ceased signing books. This is cold comfort for employees who are faithful, honest and industrious, but exceedingly nice for those who, about the 1st of September, 1908, sidled in and squatted down to enjoy sinecures.

Here we find men with large sala-

ries and nominal duties, living on in luxurious rest, with about as much regard for the performance of real work as has the ordinary tom cat for his conjugal obligations.

Such characters remind us of that Oriental sluggard to whom Allah had granted the divine faculty of repose so that in obtaining a lucrative appointment in the civil service he was able to spend "many happy years, during which he talked much, thought little, and did nothing at all."

Yours truly,

A CIVIL SERVANT.

Two Classes.

To the Editors of *The Civilian*:

Judging from the last issue of *The Civilian*, there are two sharply defined classes of civil servant. There is the class typified in the letter of your correspondent "Candid," and the class typified in the lines entitled "The Disgust of Von Ludwig." I must say I have a great deal of sympathy with the sentiments of "Candid," while for the spirit which breathes through "The Disgust of Von Ludwig" I go so far as to say *The Civilian* ought not to lend itself to its expression in any way. My own experience is that in nine cases out of ten the civil servant who does the mouthing about signing the book and who in countless other ways is perpetually playing the part of the bird who fouls his own nest is one of the brigade of the overpaid and lazy,—(few in numbers, thank Heaven, but represented in several branches) and himself about the worst stumbling block to advance for the whole service that could be found. "Candid's" letter will do good if it induces some of these chronic "kickers" to remember that even the right to "kick" has to be earned. Please do not publish any more concerning the "disgust" of these people.

Yours,

CANDID NO. 2.

Encouragement.

To the Editors of *The Civilian*:

As a member of the Outside Service, I wish to express my appreciation of the good work that is being done by *The Civilian* along educational lines, the result of which must be a higher standard for ourselves, and to the country a more efficient service.

With best wishes for continued success.

Yours faithfully,

DANIEL DYER

Edmonton, Alta.

To the Editors of *The Civilian*:

Enclosed please find one dollar for one year's subscription to *The Civilian*. I would be very glad to see your journal in the hands of every civil servant in Canada.

I admire the progressive stand you have taken on the question of Superannuation, and trust the time is not far distant when the government, always alive to progressive legislation, will in its own interest, and of its employees, place upon the statute book of Canada a comprehensive Superannuation measure.

Wishing you a full measure of success.

Yours faithfully,

M. J. O'DONOHUE,

Collector of Customs.

Book Reviews.

Canadian Patent Office Practice —

By W. J. Lynch, Chief Clerk of the Canadian Patent Office. (Price \$1.50.)

A compilation such as is to be found in this volume is one that has long been needed in this country. It is fortunate that its preparation should have been undertaken by so competent an authority as the author who has had many years' experience in the Department — the last thirteen of which he has been in

charge of the Patent Branch.

The book is intended for the use of those interested in taking out patents for inventions in Canada, and particularly to furnish definitions to facilitate the work of inventors, patentees, attorneys and others. It is intended, also, to simplify the work in the Patent Office itself by lessening the complications arising from defective applications.

The text of the Patent Act itself is given in full, with annotations by paragraphs, in order to make clear those points on which it has been found, in practice, that misconceptions and consequent errors have arisen, causing trouble, delay, and sometimes resulting in failure. The official forms, issued by the Patent Office, are given with marginal notes in relation to the insertion of details applicable to special cases. To facilitate reference an index has been prepared to the Act, the decisions which have arisen, in practice, and the various forms. The author has, in this work, brought the four questions relating to patents, under one cover, namely: The Law, Rules, Forms and Practice.

Both the letter press and binding are excellent, and as the present edition is a limited one we would recommend anyone, in any way interested in the matter of patents, to avail themselves of the opportunity of securing a copy of this most valuable work at once.

* * *

Some Government Blue Books.

The term of Government blue book has been made a by-word for all that is dry and dreary in published literature. It is the practice to impute to them as a fault their absolute plainness of presentment, which in nine cases out of ten is their deliberate object, based on necessity, and which only lack of interest or understanding could render objectionable. Occasionally, however, the press takes a wider view; once in a while it even rises to the

point of reading between the lines and seeing something, in these un-decorative records, of the men whose work they for the most part set forth. Two recent and satisfactory reviews of this sort *The Civilian* is glad of the opportunity of noting.

"Beyond Civilization."

Under this arresting headline the Toronto News of January 18 gives the better part of a column to the work of the Royal Northwest Mounted Police. It is a theme often touched upon: seldom with more real appreciation than in the following:

"From Ottawa comes the annual thrilling tale of adventure soberly called the Report of the Royal Northwest Mounted Police. It gives glimpses of the daily toil and devotion to duty of those sturdy men who labor even beyond the frontiers of civilization. Of course the blue-covered volume gives a report of the year's activity in Regina, Battleford and Calgary, but the log-books of the patrols provide the real interest.

For example, Staff-Sergeant Fitzgerald trips from Fort Macpherson to Herschel Island, and makes this suggestive comment: "Sergt. Selig deserves great credit in the way he handled the whale-boat in the ice and during the gale, and in keeping his temper under all circumstances." Selig must be a man worth knowing.

Sergt. Macleod made a trip from Fort Vermilion to Great Slave Lake and return, 696 miles, in forty-four days. "Two of the train dogs were worn out, and the other six dogs were in a miserable state from sore feet. . . . I intended to return to Fort Vermilion by Buffalo Lake and the Fish Lakes on Caribou Mountain, . . . but I could not get an Indian guide on account of the deep snow. I returned on my own trail, which was drifted full, and nearly as difficult as making a new one."

Sergeant Field gives light on his patrol by this sentence: "The jour-

ney from Providence to Simpson occupied six days' hard travelling, the thermometer registering forty to fifty-eight below during the journey."

A brilliant piece of description of the loss of the boat "McTavish" is given by Inspector Pelletier in his story of the exploration trip from Fort Saskatchewan to Hudson Bay—3,347 miles.

Corporal Miller, while on the Mackenzie River, saw huge forest fires burning on both sides. He says with a charming naïveté: "Some, and probably all, of these fires were set deliberately by the Indians in order to make a good moose country. There are, however, no justices of the peace in the country, so what can I do about it?" This, we fancy, might be regarded as an unanswerable question. The report is richly illustrated by reproductions of photographs taken by officers and men."

In the Heart of London Town.

From the furthest limits of civilization in the Canadian West to the heart of London town is a far cry. The civil service, however, embraces both. It would be impossible to imagine work of a more diverse character from that described in the preceding to that which goes on under Lord Strathcona's direction in the office of the Canadian High Commissioner in London. An appreciative reference to the recent appearance of the annual report of the office in the columns of the Canadian Mail of London enables one to point the contrast, noting at the same time the same complimentary tendency as in the News' article above:

"Signed, as it is, by the Right Hon. Lord Strathcona, this return can only furnish in the briefest, driest, and most official form a bare skeleton of the enormous body of useful work that is performed by the High Commissioner's Office in the Mother Country. If a really correct account of the working of the Canadian Govern-

ment Office were called for by the people of the Dominion, it should be compiled by a committee selected from persons whose business or inclination brings them much in contact with Lord Strathcona's office in Westminster. They could say a great deal that the official report does not say. They could testify not only to the great utility and efficiency of the office, but also in terms of the highest appreciation to the courtesy and consideration that is shown to every caller or correspondent, no matter how exacting his demands may be. As High Commissioner, Lord Strathcona has set a standard of old-time courtesy, and the excellent example of "the Chief" has extended to every official of his staff. Visitors from Canada only see a small portion of the work of the offices in the courtesy that is extended to them, and the care that is taken to further their interests, either in business or in pleasure. The High Commissioner's Office in historic Westminster is the place above all others where visiting Canadians feel really at home. All the leading papers of the Dominion are to be found on file. There is a full supply of maps, charts, etc., that is very useful to, and much consulted by, persons connected with Canadian enterprises. There is a large and well-selected library of books dealing with Canada, and this is much used by authors and journalists, as well as by the public generally. It is the High Commissioner's Office that sets the pace for publicity about the Dominion, and so successful have been its efforts that newspaper readers — which means all intelligent people — in the United Kingdom are becoming nearly as well informed about affairs in Canada as they are about matters in the British Isles. While the name of Mr. W. L. Griffith, secretary to the High Commissioner, necessarily does not appear in the official report, it may fairly be stated that much of the pleasantness in the relations between the public and the Canadian Govern-

ment is due to that gentleman's business ability, extensive knowledge of the Dominion, tact, and invariable courtesy."

The Civil Service List.

The Civil Service List for 1909 (just distributed) is a much larger and consequently more useful compilation than any of its predecessors. The inclusion of the "temporaries," with the general growth of the service, has swollen the total to over 2,900. For this large number of mortals the day of judgment is anticipated, in so far as any secrets of age, salary or worldly rank are concerned. There is said to be a particularly keen demand for the book from private sources this year. It is such a comfort to be able at a moment's notice to find out these little things about one's friends. Price, thirty-five cents. M. C.

Athletics.

Ten Pin Bowling.

Owing to lack of space this week's article must be confined to the standing, and averages, of the different contestants at the conclusion of the first twelve games.

The list of individual averages give the names of all entitled to compete for prizes provided they roll at least seven games in the last half; at the conclusion of the season the aggregate of each competitor will be supplemented by the number of pins opposite their respective names, for each game played, the six with the best standing at the final to be suitably rewarded. These prizes, it must be understood, is in addition to the three prizes offered at the beginning of the season for the highest actual average.

The committee are to be congratulated for introducing this handicap contest, as it is bound to create the

keenest of rivalry and maintain the interest until the last frame its rolled. Some 94 names comprise the list, 93 of which receive advantages ranging from 25 to 238 pins, the only exception being Mr. Adelard Archambault, of the Royal Mint, who is slated as scratch man. Mr. Archambault, however, is quite capable of taking care of himself in any company, being perhaps the most finished bowler in Eastern Canada.

TEAM STANDING.

	Won.	Lost.	Aver.
Interior	11	1	2957.7
Bureau	11	1	2892.6
Royal Mint	10	2	2959.9
Pub. Wks. & Rys.	9	3	2878.1
Customs Statistics.	8	4	2875.7
Agriculture	7	5	2763.4
P. O. Dept.	5	7	2683.2
Cus., N.W.M.P. & Trade & Com.	5	7	2660.3
Interior (Outside).	4	8	2705.1
E. Bloek & Audit.	4	8	2681.6
Milifia	3	9	2650.6
Railway Com'n.	1	11	2423.5
Savings Bank	0	12	2427.1

INDIVIDUAL AVERAGES AND HANDICAP.

	Games.	Aver.	Handicap.
Archambault	12	562.1	Ser.
Douglas	11	543.1	25.2
Payne, J. L.	12	524.2	34.1
Stewart	12	512.5	44.6
Hutton	12	510.2	46.7
Morin	11	509.4	47.4
Shore, H.	11	509.4	47.4
Edwards	12	502.	54.
Shore, D.	11	501.7	54.3
Turcotte	9	494.1	61.2
Reynolds	5	494.	61.
Bain	11	491.3	63.7
Howe	12	489.9	64.9
Shea	12	488.2	66.5
Clendenning	9	487.9	66.7
Groulx	11	487.3	67.3
Jobin	11	486.7	67.8
Jamieson	12	486.4	68.1
Foster	12	486.2	68.3
Edey	12	485.4	69.
Reardon	11	483.8	70.4
Allen	11	483.	71.1
Lemieux	11	482.3	71.8

Lindsay.....	12	481.1	72.9	Artz	5	415.	133.
Blair	11	480.8	73.1	O'Connor	10	414.	134.
Goddard	12	479.9	73.9	Broderick	5	414.	134.
Baker	12	479.3	74.5	Wilson	12	412.	136.
Patterson	12	478.	75.6	Hart	5	411.	137.
Shaw	12	477.2	76.4	Bollard	9	407.	140.
Hull... ..	11	476.7	76.8	Stringer	11	403.	143.
Kilgallin	12	475.9	77.5	Sheldon	9	402.	144.
Lothrop	10	474.7	78.6	McNeill	6	398.	147.
Pelletier	11	474.2	79.1	Riddell	11	376.	167.
Lapointe	12	473.	80.1	McNulty	3	370.	173.
Renwick	11	471.9	81.1	Lafontaine... ..	4	359.	182.
Stevens	11	467.3	85.	Richardson... ..	8	357.	184.
Armstrong	11	464.9	87.4	Dewar... ..	3	354.	187.
Cooper	9	464.7	87.6	Foulds... ..	5	338.	201.
Thomas	12	464.6	87.7	Perley	3	297.	238.
Hughes	12	463.	89.1				
Dawson	12	460.	91.8				
Watterson	11	459.7	92.1				
Watt	12	459.6	92.2				
Mainguy	12	459.4	92.4				
Payne, C. H... ..	11	459.3	92.5				
Lambert	11	459.	92.7				
Mann	12	458.	93.6				
Casey	6	456.	95.				
Morley	11	452.	99.				
Butterworth	12	450.3	100.6				
Jones	5	447.	103.				
Moran... ..	11	447.	103.				
Graham... ..	10	447.	103.				
Britton	12	445.	105.				
Wallis	9	444.	106.				
Littlefield	12	442.	107.				
Bowker... ..	12	442.	108.				
McMullin	7	440.	109.				
Gibson	5	439.	110.				
Boyle	12	438.	111.				
Lecours	9	437.	112.				
Proulx	7	436.	113.				
Sutherland... ..	12	436.	113.				
Pinard	11	435.	114.				
Mellquham	4	430.	118.				
Payne, A. N.	9	429.	119.				
Shannon	4	429.	119.				
Sowden	8	427.	121.				
Baulne	3	427.	121.				
Brown	8	426.	122.				
Richards	7	423.	125.				
Teaffe	4	423.	125.				
Lessard	6	421.	127.				
Blatchly	3	421.	127.				
Lemieux	11	421.	127.				
McCarthy	9	421.	127.				
Doyle	11	420.	128.				
Chapman	12	418.	130.				

From a Woman's Standpoint

It would be hard to decide whether we or our grandmothers are responsible for a certain delusion which sometimes takes possession of our minds — that the years which have passed were the 'good old days', when every woman was rich in commonsense, and none of them were prone to fall into extravagant ways, so characteristic of these modern times. It is very refreshing then, to find a writer in a recent number of *Je sais Tout*, comparing the fashions of recent years very favorably with those of the past centuries.

The dress of many of the famous beauties of the Parisian court are recalled to mind. Although the women of the second Empire were perfect dreams, having something peculiarly charming in their attire, which cannot be reproduced to-day, yet with some similar exceptions, "our grandmothers were perfect frights with their crinolines after the fashions of Mother Goose! And the finery of 1875, forsooth! The exaggeration of the figure in the year 1880! The leg-o'-mutton sleeves of 1895! What utter nonsense!" Sometimes the voluminous, grotesque sleeves made them appear deformed, even hunch-backed. At other

times a crowd of women suggested a collection of eider-down coverlets!

Despite some unfortunate complications which have developed during the last few months, "one can say at least that since the year 1905 or 1906 to 1909 the women have been divinely dressed." This being the case, it would be quite in order, and further in accordance with the custom of commemorating events, to hold a celebration in honor of the fashions of 1909—'la Mode adorable'—in danger of disappearing.

The main object, however, of this article from which I am quoting, is to show how great an adornment to a country is the elegant attire of its women. Although the women of every land have their distinctive national types of beauty, that of the Parisian is the highest type, and even she, now that the American woman is a close competitor, may look to her laurels.

"It cannot be doubted that for many centuries the French women have been the prettiest, they have designed the styles and led the fashions. Travel by sea or land, search where you will, you will always come back to this conclusion." "The English, too, if they are born beautiful and rich attain, rest assured, a distinctive grace elsewhere unknown. Their illustrated papers and magazines show this. And, indeed, there is no more attractive sight than to see a perfect blonde in a sporting costume or in riding dress, reining in some powerful Irish horse, or guiding perhaps some frail yacht across a rough Scotch lake. Or, perhaps, at some fashionable London house, amidst the fêtes of the season, will you find her chasing after popularity with all the determination of a politician. A very enchanting and bewitching creature, indeed, but only the elect can see her. For the Englishwomen who are the most worthy of admiration are very reserved: to meet them is a privilege. The American women, oh, those lovely Americans! Good-

ness! They certainly threaten the Frenchwoman's prestige very seriously. At every step in New York or in Chicago one meets the most beautiful women. They have, indeed, every attractive feature—beautiful faces, good health, graceful figures, charming manners. In addition there is something indefinably unique about them; they have an effect of their own which will vie with ours some day, and triumph over it, perhaps. Yes, indeed, there certainly is an indefinable something—something which we haven't. And the dresses in which these bewitching Americans are arrayed have been designed and made here in Paris, here on the banks of the Seine—far from their Atlantic or Pacific shores."

These pictures are indeed pretty ones, and interesting. They reflect too, the writer's conception of a woman's duty:

"The chief work of art, the rarest and most precious which a woman can design and achieve is herself, primarily herself. Let her be beautiful, let her appear as well-dressed as her purse allows, and, further, if she have beautiful, well-trained children, she will have done her duty better than many others more ambitious."

This is indeed a pretty conception; but to some, merely pretty. It fails to embody anything of the deeper issues of life which actual life has forced upon women. But in these days of uncertainty regarding a woman's place in the world, one must take into consideration the varying shades of opinion.

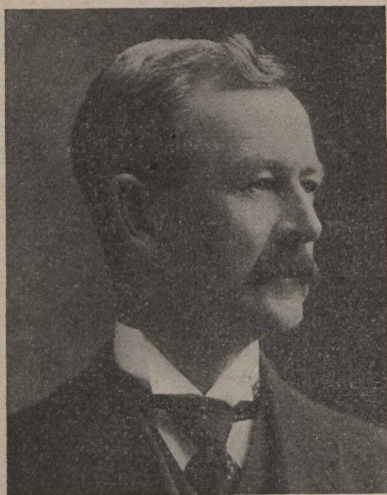
FREA CANNAIAD.

Economizing.

Yo ho, the cost of living's up,
Our food begins to vary.
We can't afford a porterhouse,
So pass the round steak, Mary.

The choicest cuts are not for us,
The prices make us shiver.
Oh, Mary, give the company
Another slice of liver.

—*Detroit Free Press.*

Civilian Portraits.

MR. M. J. BUTLER.

Mr. Butler's translation from the post of Deputy Minister of Railways and Canals to that of General Manager of the new Dominion Steel and Coal merger is old news by this time. It is the last and culminating recognition in a career of singular activity and success. Only a few months ago Mr. Butler received the I.S.O. as a reward for his usefulness as a civil servant, and his appointment to the chairmanship of the new I.C.R. commission was regarded as but the beginning of a new lease of activity. However, the \$20,000 which the great industrial concern can offer him outbids by nearly three times the best the country can afford, and so the service loses one of its best-known leaders. For nearly thirty years before entering the service, Mr. Butler was engaged in engineering problems, mainly on railways, both in Canada and the United States, but also upon waterworks problems, having been appointed in 1891 chief engineer of the Bay of Quinte Railway and Navigation Company, besides having been assistant engineer in charge of the water service construction of the Atchison, Topeka and Santa Fe Railway in the United States.

Personals.

Mr. Chas. White, chief officer in charge of the revenue of the Marine & Fisheries Dept., who has been suffering from a severe attack of bronchitis, is recovering rapidly, and his many friends will be glad to see him back again shortly.

Gustave Piton of the accountant's branch of the Marine & Fisheries Department was presented by his fellow workers with a well filled purse as a mark of esteem, on the eve of his departure for Quebec, where he married one of Quebec's most charming young ladies in the person of Miss Pampalon, on January 20th. After taking a trip to New York and other points Mr. and Mrs. Piton returned to Ottawa. They will reside on Daly avenue.

William L. McGee, chief clerk in the Marine Dept., lately superannuated, died somewhat suddenly. His popularity was attested by the large attendance at the funeral by his many fellow clerks and friends. Mr. McGee was a civil servant since Confederation. He died at the age of 69.

Miss Alice Valade of the Public Works accountant's branch, is seriously ill in the hospital. Her many friends are wishing her a speedy recovery.

Miss Z. Flannigan of the Railways and Canals Dept., who has been away for a while through sickness, is recuperating rapidly, and is expected back to work shortly.

Mr. J. Westman of the Inland Revenue Dept. is back at work feeling quite himself again after having suffered from a serious accident in which he fractured three ribs.

The Customs bowling and hockey teams are preparing to visit Montreal early next month.

The friends of Mr. F. H. McLaren of the of the Geological Survey will be pleased to hear of his return to Ottawa, quite recovered from a bad attack of rheumatism that he contracted while on the Pacific coast. Mr. McLaren stopped at Banff to take the cure.

The sudden death from pneumonia on January 24th, of Mr. S. C. Macdonald, of the Interior Department, was a shock to his many friends. Mr. Macdonald was a son of the late Sheriff Macdonald, of Goderich, Ont., and was the brother-in-law of the late Krumm Dunlevie, of the Post Office Department. Born in 1862, Mr. Macdonald served for some years in the Crown Timber Service at Edmonton, coming to Ottawa in 1886.