

PAGES

MISSING

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"The Useful Man in Blue."

A Side of the Dominion Police Not Usually Seen by the Casual Public.

By John MacCormac.

"The Civilian," as previously announced, has understood it to be a part of its duty to make known abroad the nature of the work that is being done by the government departments. But it is doubly satisfactory to run across an occasional instance where this duty is being done by others — satisfactory, that is in itself, and because such an experience represents as already in part achieved at least something of the result that "The Civilian" is aiming at, viz., the proper recognition of the important place of the service in the scheme of administration. The following article on the Dominion Police is from Collier's of a recent date. The author is one of the best-known newspaper writers of Ottawa, and readers of this article will agree that his reputation has been well won.

"Isn't it a pity to see such a fine-looking man doing nothing?"

It was a party of tourists from Toronto. They wanted to "see the Tower," and had just asked the Dominion policeman who stood in front of the centre block of the Parliament buildings at Ottawa to direct them.

"First turn to the right and take the elevator," had replied that official with no waste of words or unnecessary display of gesture. He looked very tall and very erect. He looked very neat, too, in his uniform of blue, red striped as to trousers, and with a broad red and white band around his left arm, the distinguishing mark that indicated he was on duty. But it was Nature's careless prodigality of bone and brawn that had led one of the party to comment on his apparent lack of economic importance in the scheme of things.

"He's so big and it's—well—such a useless-looking thing for a man to do," she explained to her escort as she turned away.

The officer heard. For one instant an observer would have thought he was about to resent the remark. Then he turned and became again a statue in blue, tall, impassive, gazing straight before him. But his steady eyes wore a far-away look. He was thinking of a thousand-mile journey he had once made by canoe and over the wilderness trails, menaced by hunger and hardship, his burden an insane Indian giant and his purpose the transportation of the 250-pound maniac from Moose Factory, on the shores of Hudson Bay, to the Hamilton asylum for the criminal insane.

He was Constable Giroux of the Dominion police, and he was thinking of his day's work. A girl had called it useless, but not so with the Indians on the shores of Hudson Bay, whom superstitious fear had driven from fishing and hunting to Moose Factory, afraid to return until the white man had rid them of the devil that had entered the soul and body of John Chakison. Erstwhile

a peaceful member of the tribe of Crees, which gains a precarious existence on the shores of the big bay. Big John had gone suddenly and violently insane, and for the space of a year terrorized a whole district. Weighing 250 pounds and a giant in stature, he killed three Indians before the big white father intervened on behalf of his terrified children, and ordered that he be removed. Lashed to a dog sled, Chakison was, in the spring of 1900, brought to Moose Factory over 500 miles of ice and snow and chained in an open field at the post.

When news of his arrival reached headquarters at Ottawa, Commissioner of Police Sherwood called Constable Giroux into his office.

"There is a big Indian at Moose Factory who has been behaving badly. I want you to bring him down to Hamilton Asylum," he said.

"Yes, sir," replied the constable, and started on his way. It was a journey of some 500 miles from Cochrane, the end of steel, to Moose Factory, but it seemed longer coming back. John Chakison attended to that. Straitjacketed though he was, the mad Cree had every night to be strapped to a tree while on the canoe journey; the voyagers never knew what moment their raving passenger, bound as he was, would upset their frail craft.

Yes, Constable (now Sergeant) Giroux thought his day's work was not wholly useless. And there were many of his comrades who could have matched it, fellow members of the Dominion police, a body that expects its men to do their duty whatever that duty be.

The Dominion Police Force of Canada, to give it its full title, is an organization created originally by the governments of Upper and Lower Canada before Confederation to take care of the country's buildings and assets at the seat of government, and in time of danger or excitement to guard its public works.

Some twenty to twenty-five millions of money—yours, mine, and the other fellow's—is entrusted to it in the performance of this "useless" duty. Special details have under their care the Canadian mint and the government strong vaults, while Rideau Hall, now the abode of royalty, the House of Commons, archives, militia stores, and other points in Ottawa, as well as the navy yards at Halifax and Esquimalt, also claim supervision.

The Dominion policeman, while on guard duty, must also be a mine of information to visitors and a bar to suspicious characters. He must be a diplomat in his dealings with the public, but is denied the diplomat's privilege of trifling with the truth. He must be ready to forsake city routine for some arduous journey; it may be thousands of miles through the lonely places that divide Indian posts in the far north of Canada, in pursuit of some refractory native, or to some crowded European centre to return to justice an extradited criminal.

In 1901, when the Prince and Princess of Wales, now King and Queen of England, crossed Canada from East to West, and again at the time of the Quebec tercentenary, when their Highnesses again paid this country a visit, the duty of guarding their progress was intrusted to the Dominion police. Needless to say, both visits passed off without a single mishap, although a couple of prematurely gray hairs in the head of the police commissioner pay tribute to the anxiety of that time.

To all these various duties of the Dominion police office there has recently been added the function of recording angel for all the big criminals. A year ago last April the first steps were taken in the establishment of what is known as the Canadian Criminal Identification Bureau, and to-day the system, which is modeled on the Bertillon or finger-

print method now in use in Scotland Yard, is in full working order. It is, besides constituting a most valuable adjunct to the work of the Justice Department, a very interesting feature of the work of the Dominion police.

The need of some such system had long been felt, and when it was finally decided to establish it, Inspector Foster of the force was sent to every penitentiary in Canada to photograph the faces and secure finger imprints of its inmates.

That the individual finger print possesses distinct characteristics, and that no two finger prints are alike, is a fact now generally realized, and it is on this system that the Identification Bureau is run. A prisoner of the present day who enters a Canadian penitentiary, besides having his photograph taken and his general characteristics noted, is made to register impressions of every finger of both hands on specially prepared slips. Photograph, description, and finger prints are then sent to the bureau, which returns two facsimiles and files away one. Finger prints fall into different classifications according to the varying patterns that go to make them up, and on arrival at Ottawa these classifications are determined and they are filed away for future reference.

But we will let Inspector Foster himself expound the system, whose working are now intrusted to him.

"Yes, we are already finding the new system valuable, very valuable indeed. There are very few old offenders, no matter how many aliases they assume, who can now hope to escape with light sentences when again convicted.

"Thomas Heron, convicted of house-breaking, may not look much like Bill Jennings, who served a term three years ago for forgery, but his finger prints are the same, and that's where we get him. You can graduate from the living-skeleton class in-

to a prototype of Bill Taft, but your finger print is a thing you are born with and you are going to die with.

"He knows it, too, the convict of the present day. Many a trick have I seen him attempt, hoping to thwart us. He shellacs his fingers, tries to rub the patterns off against brick walls, or even cuts them with window glass. But it doesn't go," and here the inspector smiled grimly.

"'Do juries accept finger-print identification as evidence?' Yes, as it happens, I can answer that first-hand. I was an expert witness, you see, in the trial at Chicago a little over a year ago of Thomas Jennings, colored, who was accused of murder. He was the first man convicted by an American jury on finger-print evidence. After committing the crime with which he was charged he had leaped over a rail outside the house and gained safety. Only temporary safety, however, for he had left the telltale digit impressions on the rail, and by these he was identified.

"We have some 3,800 individual finger-print and photograph records filed away now, and the number is growing. At present our scope is limited only to the penitentiaries, but in time we hope to take in the Provincial jails as well."

The operation of the parole or ticket-of-leave system is another function of justice that is largely delegated to the commissioner of police. The latter is notified of every release for good behavior, and the reports which the paroled offenders are required to make to the chief of police of the city or sheriff of the county in which they take up residence are sent to him for consideration.

While the work of the Identification Bureau is in charge of Inspector Foster, Inspector Dennis Hogan superintends the routine portion of the duties of the force of some sixty men, which constitutes the Dominion police, and Inspector James Parkin-

son heads the secret-service branch. Both are men of long and very wide experience. Colonel A. P. Sherwood, C.M.G., M.V.O., A.D.C., and commander of the Eighth Infantry Brigade, is commissioner of police. At one time deputy sheriff of Carleton County, Colonel Sherwood was later appointed chief of police of Ottawa. In 1892 he was made superintendent of the Dominion force and in 1895 commissioner.

The history of the Dominion police, as indicated in its records, is not dry reading. Through its medium many of the most famous, or rather infamous, offenders who have figured on the pages of Canada's past within the last few decades have been brought to justice. The list of its achievements is far too long to be more than indicated, but of special prominence were the Dulkan, Nolan, and Walsh attempt to dynamite the Welland Canal; the West Hastings bogus ballot-box affair in 1904 when two of the conspirators on detection fled the country, leaving the third to serve a term in jail; the case of A. Martineau, the Ottawa civil servant who embezzled some \$75,000 of Militia Department funds, and also the Labatt black-mailing case in the capital.

The Dominion police force is the long arm of Canadian law, and its record is one of which the Dominion may feel justly proud.

THE PRIVATE SECRETARIES.

Bill No. 60, or "The Private Secretaries' Act" as it has come to be called because of its object to provide higher pay for those gentlemen, has aroused a considerable feeling of opposition, particularly amongst the members of Subdivision B of the First Division as being more immediately affected by its main provisions. This feeling was given expression in a memorandum present-

ed to the Secretary of State, the gist of which was as follows:—

In submitting the following observations with regard to Bill No. 60 now before the House, as affecting members of the service under Subdivision A of the First Division, and particularly those in Subdivision B of that Division, the delegates from officers of the Subdivision in the several Departments appointed to consider the matter beg leave to express their entire sympathy with the object of the Bill. They recognize the fact that the position of Private Secretary calls not only for exceptional ability, but also for the possession of qualifications distinct from those required for a purely departmental office, and they realize the need of a sufficient inducement, both in the nature of present salary and future prospects, to enable a minister to secure a suitable man for the position.

They also desire to express their complete conviction that in framing the Bill there was no desire or intention that it should in any way prejudice the standing or prospects of any division or class in the service.

They would point out that—as a glance through the Civil Service List will show beyond question—the great bulk of the actual executive and administrative work of the departments is in the hands of officers holding rank in Subdivision B of the First Division; that the maximum salary of the Subdivision is \$2,800; that only a comparatively small proportion of those in it can expect to reach the higher Subdivision, enabling them to proceed up to a maximum of \$4,000, and that every appointment to this higher Subdivision from outside the service, excepting perhaps to a newly created office, lessens the chances of promotion to those in the lower Subdivi-

sion, many of whom are men of from twenty-five to thirty-five years' service, and practically sets them (as also those who may succeed them by promotion from the lower divisions of the service) a limit of \$2,800, beyond which they may not pass.

In contrast to which, they would observe, that under the provisions of this Bill any person may be appointed a Private Secretary at such maximum of \$2,800 (with, in addition, the regular allowance of \$600, making \$3,400 in all) and if he ceases to occupy that office after one year's service therein, may be placed in Subdivision A of the First Division at \$2,900 and thereafter draw the annual statutory increase of \$100 until he reaches the maximum of \$4,000.

They would urge that under the provisions of the Bill as printed there is more than a possibility that, in the smaller departments particularly, Subdivision A might be so crowded with Private Secretaries or ex-Private Secretaries drawing from \$3,000 to \$4,000 a year (for the latter of whom it might be difficult to find duties in any sense commensurate with this scale of pay) as to preclude all chance of promotion to any one in Subdivision B, even to those occupying positions of great responsibility as heads of branches or as professional or technical officers. Such a condition is easily conceivable when it is remembered that it is not unusual for ministers to change office or to retire from the ministry entirely, leaving their Private Secretaries in a department. As an instance of which it may be remarked that in one Department which had four different ministers inside of eighteen months there were at one time no less than four Private Secretaries or ex-Private Secretaries on the pay-list.

The memorandum was the out-

come of a resolution unanimously passed at a meeting of delegates of Subdivision B of the First Division from all departments in which, according to the latest edition of the Civil Service List (1910), there were any officers of that rank. The meeting was called very hurriedly because the government in agreeing to receive the views of the delegates, desired that they might be submitted at once. There was, consequently, no time for any formal notices and the meeting was got together by telephone calls.

WHY NOT?

A letter published yesterday on the subject of the bad ventilation of government offices said:

"It would seem a simple matter that some official (where there are so many) might be charged with maintaining the heat at a given figure from a thermometer set up for the purpose, and with the opening and closing of windows at suitable intervals, so as to secure a fresh atmosphere."

The forgoing is common sense—and to learn that it is not done in the government blocks is surprising enough.

Perhaps it is because what is everybody's business is nobody's business.

Yet why should not each deputy minister look to it in his own department?—Ottawa Journal.

PERSONAL.

Mr. Frank Campbell, of the Customs Statistics, is in St. Luke's Hospital recovering from an attack of la grippe.

Mr. Robert Telford, late private secretary to the Hon. Wm. Paterson, has been appointed chief compiling clerk in the Statistical Branch of the Customs. This is "Bob's" old stamping ground, and his addition to the staff is welcome.

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

Ottawa, Feb 9, 1912

THE CROWD.

A merchant ship does not pretend to put up a defence against outside attack, but if there is not power somewhere aboard to maintain discipline, it becomes only a question of time when she will suffer wreck. The civil service organization may not be able to command the support of outsiders, but if it is to live and be effective it must have authority within its own field.

There are members of the civil service who seem to think that the organization to represent the service not merely is voluntary as to membership of individuals—which it certainly is and must be—but exists merely because a number of those in the service think that it may be a handy thing to have. This would have been an excellent idea fifty years ago, but it is a mere survival to-day. In these days a trade or profession without its organization to represent it as a whole is like a masterless man in the days when

feudalism was universal. Such a man might dwell in a cave by himself and live on what he could gather or capture with his own hands, but he could not find a foothold even in the rudest outpost of organized society. There must be a civil service organization or every civil servant becomes an outlaw in a world every interest in which is organized. Nor is it possible to meet even the simplest requirements of the case by small, local or temporary organizations. However many minor organizations there may be, there must also be one general organization as wide as the service itself. This is not because Mr. So-and-so prefers it or because Miss Somebody thinks it would be nice, but because the facts of the case are that way and facts have a fashion of getting themselves attended to.

And if this general organization be only a pretence, it will very soon conform to reality either by itself becoming real or by making way for a real organization. An iron dog on the doorstep will not do; the dog for this business must have teeth in him. It will always be better to have the civil service organization sound in deliberation and wise in action. But it is absolutely essential that, right or wrong, it should fill its own field. And the organization that will live and actually work out will fill its own field and will treat all who seek to occupy that field or any part of it as interlopers, trespassers—in short, as enemies.

The Civil Service associations are complete in their several ways and fit to occupy their several fields. If they are faulty, it is quite open for any man or woman to point out those faults and call for correction, or, failing correction, to seek to replace the present organization with a better. But it is a blunder of the hugest kind to forget that these organizations exist, or to think that, because they are not immediately effective for the carrying out of some

plan—however good the plan—therefore it is well to get a rush-order organization together to carry that plan into effect on independent lines. Victory may be won that way, but wasn't it Napoleon who said "An other such victory and we are lost"? It is possible for one division of the army to win safety in such a way as to bring disaster upon the whole.

These are merely general reflections growing out of discussions which seem to indicate a belief on the part of some members of the civil service that their particular part of our common business is more important than all the rest. Such thinking is not only error, it is heresy. The right of individuals or of sections should be protected; but when interests are to be considered, then there is no interest except that of the crowd.

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THE POST OFFICE DEPARTMENT.

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The services enumerated under the caption "Consolidated Fund" are on the revenue side representative of the operations of various departments of the public service usually with ramifications extending over the length and breadth of the land. Of these the greatest producer is the Customs, the next in order of productiveness being the Excise. The term "revenue service" is legitimately applied to these and similar services contributing to the exchequer of the Dominion. Some years ago an ambitious minister at the head of the Post Office evolved the idea of bringing that great utilitarian service into the category of "legitimate revenue services." The Finance Minister of the day in his annual budget proclaimed with more than usual gusto the frequently recurring surplus squeezed with much difficulty from the operations of the great body of officials in the Post Office Dept. None, except those on the inside, know to what extent this

branch of the service has been starved in order to turn out a paltry surplus. An illustration of the parsimony in administration necessary to achieve this purpose has recently come into public view in Ottawa, where the excuses advanced by the department for housing the clerks of the Postal Stores Branch in a death-trap in the Langevin Block were epitomized into the one word "economy."

In these columns we have published from time to time reports as to conditions in the Railway Mail Service Branch. Throughout the whole country the department has economized, in facilities, in accommodation, by increasing the hours of work per day to the maximum and keeping the rates of remuneration to the minimum.

There is now a public service investigating committee formed for the purpose of improving conditions. Let the Post Office Dept., both Inside and Outside, organize their forces and carry their special grievances and disabilities first to the Postmaster-General and then to the new commission. The federation has an important duty to perform in this regard at its next annual meeting and any representations that body may make to the government should contain a strong particular plea to the end that conditions may be improved and salaries brought up to the level of those in the other great services.

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AN ACT TO AMEND THE CIVIL SERVICE ACT.

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Text of the Bill with Regard to Private Secretaries.

His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

1. Section 39 of *The Civil Service Amendment Act, 1908*, chapter 15 of the statutes of 1908, is repealed and

the following is substituted therefor:—

“39. Any person chosen by a minister to be his private secretary may, without examination and irrespective of age, be appointed a clerk, for a period not exceeding one year, in subdivision B of the first division or in subdivision A or subdivision B of the second division, and shall be paid a salary not exceeding the maximum salary of the subdivision to which he is appointed, and after one year's service as such secretary he shall be deemed to be permanently appointed to the inside service at the salary which he is then receiving as such clerk and with rank in such subdivision.

“2. Except as provided in subsections 3 and 4 of this section, the promotion and increase of salary of any person so permanently appointed to the inside service shall, after such appointment, be governed by the general provisions of this Act.

“3. If any such person so appointed ceases to be private secretary to a Minister, the Governor in Council may, upon the recommendation of the deputy head of the department, concurred in by the Minister of the department, add to the salary of such person an amount equivalent to one hundred dollars for each year during which he served as such secretary, but not exceeding in all six hundred dollars.

“4. If the addition of such amount makes the salary of such person greater than the minimum of the next higher division or subdivision, such person may thereupon be promoted into such division or subdivision.

2. This Act shall be deemed to have come into force on the tenth day of October, one thousand nine hundred and eleven.

DISMISSALS FOR CAUSE.

The United States Way.

President Taft has just amended the United States rule relating to dismissals from the Civil Service to read as below:

1. A removal or reduction may be made for any cause which will promote the efficiency of the service, but like penalties shall be imposed for like offenses, and no discrimination shall be exercised for political or religious reasons.

2. A person whose removal is proposed shall be furnished with a statement of reasons and be allowed a reasonable time for personally answering such reasons in writing; but no examination of witnesses nor any trial or hearing shall be required except in the discretion of the officer making the removal. Copy of such reasons, and answer, and of the order of removal shall be made a part of the records of the proper department or office, and the Commission shall upon its request be furnished with a copy of the record in the case. The above procedure shall be followed in like manner in any reduction in grade or compensation.

3. Pending action under section 2 of this rule a person may be suspended or temporarily dismissed without notice for a period not to exceed thirty days, but the reasons for such suspension or dismissal shall be filed in the records of the proper department or office.

4. The Commission shall have no jurisdiction to review the findings of a removing officer upon the reasons and answer provided for in section 2 of this rule, nor shall the Commission have authority to investigate any removal or reduction, unless it is alleged, with offer of proof, that the procedure required by section 2 of this rule has not been followed or that the removal was made for political or religious reasons.

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At the Sign of the Wooden Leg

By "Silas Wegg."

The Quarterly Report Again.

The memorial of the Civil Service Association recently presented to the Prime Minister makes reference to the Quarterly Report system and complains "that the method of reporting upon the qualification of clerks is not uniform in the various departments." This lack of uniformity is due, I believe, to the indefiniteness of the terms used in the headings of the Report. It is my intention in this article to seek fit definitions of these terms or, at least, to point out the difficulties in the task of obtaining such definitions, thereby blazing the way, perhaps, for the genius who will some day establish the uniformity the lack of which the Civil Service Association deploras.

I have one of the Report forms spread out before me. As I look upon it the words of Byron's poem come home to me,—

"There are seven columns, massy and grey,
Dim with a dull imprisoned ray,
And in each column there is a ring,
And in each ring there is a chain;
The iron is a cankering thing,
For in these limbs its teeth remain."

There are ten main columns in this report, to be exact, but the designers of it have thought it well to give numbers to only seven of them. They too had doubtless the Prisoner of Chillon in mind. Poetry can find access to the Civil Service Commission, even if it be but

"A dull imprisoned ray,
A sunbeam which hath lost its way,

And through the crevice and the cleft
Of the thick wall is fallen and left,
Creeping o'er the floor so damp
Like a marsh's meteor lamp."

The first column is headed "Name." This is one of the non-numbered columns with no chain attached.

"Sticks and stones may break my bones,
But names can never hurt me."

Little comment is needed on this heading. It gives a good High Church start to the report. The Episcopalian catechism begins with "What is your name?" Had the Presbyterian influence been stronger in designing the form the column headed "Punctuality" would have come first, as the first question the Westminster catechism asks is "What is the chief end of man?" As far as civil servants are concerned the chief end seems to be to sign the book before nine-fifteen.

The second column is headed "Rank." The details under this heading may be given as "Yes" or "No," or as a variation the chief may write, "Rank," "Not so rank," or "Rotten." Decisions on this point may be obtained by ballot in any department concerned.

So far we have met with little difficulty in our task. We now come to the column headed "Health." Is this a general term involving a merely normal adjustment of the physical organs and functions, or is it a term requiring for its definition a diagnosis of all the ills that flesh is heir to from tuberculosis to ingrowing toenails? One man considers himself healthy if he can eat his

three square meals and take his four round drinks (high balls, of course) with the aid of some pepsin tablets. Another calls himself a wreck when his ears are bitten with the frost. Our friends the Episcopalians, whom we may summon to court again, say "there is no health in us." The Christian Scientists say that we have no disease. Who shall arbitrate? Is a man with a wooden leg to limp forever through this report at a sub-normal rating? Is baldness a disease to be entered in the calendar of disabilities? These are hard questions. As health is to some extent a matter of diet I would suggest that the members of the service be taken once a quarter, or once a month, or once a day even, to some grill room and loaded up with all manners of foods, that they then be shipped back to their offices and set to work on some simple tasks, as preparing returns for parliament, and a ratio be obtained between the number of pounds of food consumed and the number of mistakes made in the work of each clerk, such ratio to be entered in the Quarterly Report as the index number of the health of each. This would insure both uniformity and unanimity, if the meals were given at frequent intervals.

Punctuality! We are now on safe ground again. The wayfaring man, though a fool, need not err in filling in this space in the report. It is hard to tell when a man is sick, but it is easy to tell when he is dead. The stop-watch is the stethoscope that a deputy minister has no doubts concerning. He may not be able to tell whether Mr. Brown is ill or malingering, but the late Mr. Brown can always be placed. After some years of observation I am convinced that what is needed in regard to this column is not uniformity but mercy, as this is the key which is used in some departments to unlock the secret chambers of all the other sections of the report. Health, industry, aptitude, conduct, etc.,—they all depend

on the entries in the attendance book, "the central point from which is measured every distance through the gateways of the world beyond us." The man who signs at 9.14 is a marvel of industry, and ability, a paragon of animals, an officer of unlimited aptitude, but he who signs at 9.16 is a physical degenerate, lazy and without powers of organization. Say not, as some do, "Better late than never," but rather, "Better stay away altogether than sign below the line." Absence may be called "Sick leave," but lateness is a term without qualification. The Clock, and not the deputy, not the minister, not the commission, is the dictator of the destinies of the civil service.

The next column is headed "Aptitude." Now comes my fit again. We are in the metaphysical mazes. What is aptitude? Jones says that it is latent ability, and latent ability, according to Jones, is the sum of one's potentialities. Smith, who is not so deep as Jones, says that aptitude is four-flushing in the abstract. Thus one would make it synonymous with reserve force, another with bluff. Can we find a common ground on which all may meet? Not, I am afraid, unless we get back to the Punctuality column. Aptitude can then be defined as early rising, which is a simple if not a luminous definition. The antithesis of aptitude is oversleeping, and all the Chief has to do is to write "Bed" instead of "Bad" in the report when he wishes to blacklist a clerk.

The column headed "Industry," should give no difficulties to a chief if he remembers that this term refers to the clerks' occupations and not to certain qualities of mind as some think that it does. He has but to write in "Tinsmith," if the clerk is engaged in tinkering reports, or "Plumber" if he is looking after the big plums, or "Tailor" if he is bearing tales to the Head, or "Cobbler" if he is not on the Superannuation Fund and has to stick to the last, or

"Ditch-digger" if he can do as he please, that is, if he can take his pick. This is simplicity simplified.

"Executive Ability" is admittedly a hard subject to handle, since the designers of the Report form have added the clause, "where required in position occupied." This is an esoteric virtue, says Jones. Pressed to explain what he means Jones declares that Executive Ability, when capitalized, is the quality that separates \$2,800 per annum from \$1,000 per annum. It is aptitude incorporated into the supply bill. So says Jones. Smith says that it is fussiness raised to the ninth power. All this appears to me to be beside the mark. Executive ability in an official should be measured not by what he does but by what he makes others do. It is not executive ability, for instance, to draw up a memorandum on the prevalence of hog cholera. It is executive ability to sign one's name to a memorandum so prepared. A man loses all claim to executive ability who takes his coat off and gets into the work with the gang. A man of real executive ability must look busy—as Smith intimates,—but his business is to be over not on the job. "Sir, I am a Corporal," said an officer of the revolutionary army to Washington who had reproved him for not giving a hand to a work which he was directing. That remark should be engraved as a motto on the shields of all who would win out in this column of the Quarterly Report. Any clerk who gets ink on his fingers is plainly in a position where executive ability is not required. One other point. An official of executive ability cannot be gauged by the Punctuality column. It is a sign of health, or of aptitude perhaps, to be punctual, but executive ability is not to be measured by the Clock. It is the Power behind the Clock.

The next column has to do with "Conduct." This is a very vague term. Our old friends the Episcopals translate it in terms of

Church attendance. To the non-conformist the term means abstinence or non-abstinence from alcoholic drinks. I would suggest the latter as the basis of rating in the Report, as we need not be civil servants on Sunday. Recognizing the caution that must be used in reporting on men's habits I would further suggest that the chiefs should not use such words as tippler, boozier, etc., to classify the clerks, but that total abstinence be denoted by a straight line, occasional drinking by a wavy line and habitual indulgence by a pronounced zig-zag. When a clerk's curve becomes so serrated that it impinges on the lines above or below him he can be dismissed or given more space with salary to correspond. The choice of treatment will depend of course on whether he is a common drunk or a "good fellow, you know, who does excellent work when he is sober."

The column dealing with "Absence" cannot offer any trouble, except it be in determining the cause of the absence. A fortunate clerk is never absent. He is on leave.

The last column is the widest of them all. It is for Remarks. The remarks, however, should not be as broad as the column. Profane language should be excluded or represented by the convenient asterisks. It would be a profitable innovation to have the clerks themselves write this column, each filling in the space opposite his own name. This would insure uniformity as long as the clerks were left to write what they think about themselves and debarred from writing about the Quarterly Report or the Quarterly Reporters.

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OUR "OUTSIDE SERVICE" PORTRAITS.

Mr. George Robertson is Assistant Receiver-General at St. John, N.B. He is the son of the late Duncan Robertson, of Aberdeen, Scotland, and his wife Georgina Jardine.



MR. GEORGE ROBERTSON.

Mr. Robertson was for many years senior partner in the large wholesale grocery business of George Robertson & Co. of St. John. He has been chairman of the St. John Trade Promoting Co. He also did much to establish the line of steamers running between Eastern Canada and the West Indies.

Mr. Robertson was President of the St. John Board of Trade in 1892-3 and 4 represented that body in the great conference in London, Eng., in 1900. He was first President of the Maritime Board of Trade and was Mayor of St. John for four years consecutively, 1894 to 1898.

Mr. Robertson has also been President of the Imperial Dry Dock Company. He sat in the Legislature of

New Brunswick, representing St. John City for eight years. In November, 1907, he was appointed Assistant Receiver-General at St. John, which position he now holds. Prior to Confederation, Mr. Robertson was a Captain in the St. John Light Infantry.

Mr. Robertson was born at Kingston, N.B., in 1844. In 1873 he married Miss Agnes Turner. He is popular with all classes of the community. *The Civilian* hopes that he may be long spared in his present position.

Correspondence.

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

To the Editors of *The Civilian*:

I see that the gentleman who over the signature "Paul B. Markham" misrepresents the Civil Service every Saturday in the *Citizen*, does not approve of the opposition to what may be called The Private Secretaries' Bill. As usual, he "does not know" this; is "equally ignorant" of that; finds it "impossible to imagine" the other; and "cannot for the life of him see" something else.

Well, Paul's lack of knowledge will not be questioned, but as to lack of imagination, that is something of which he should not complain. Anyone who can suppose that any of his confreres in the service would entertain what he rightly calls the exceedingly offensive assumption which he mentions, is certainly not wanting in imagination.

If "Mr. Markham" will come out with the same remarks over his own name, I shall be glad to answer him over mine. In the meantime let me suggest that before he attempts to criticize the action of his fellows in the service, he should make sure that he knows what he is talking about and not depend on any garbled and irresponsible statements which

may have appeared in the newspapers.

Tell it not in Gath! but is it possible that this weekly purveyor of platitudes—or purveyor of weakly platitudes, whichever you prefer—is himself an ex-Private Secretary?

Yours,

ANTI HUMBUG.

Ottawa, February 5, 1912.

Classification and Promotion.

To the Editors of *The Civilian*:

In modelling the Act of 1908 so closely upon British precedent, the government of Canada undoubtedly took a good deal for granted. It assumed that the social fabric in England and in Canada is the same.

Is this assumption justified? Hardly.

The matter is illustrated in what is called the Third Division situation. Much of the hard feeling engendered by that situation is among those who, having fulfilled all demands of the government upon entrance found themselves confronted by new demands under the C. S. Regulations. But the root of the difficulty lies deeper and concerns future as well as present members of the service. It consists in the dual entrance system.

For a country like England with its sharply defined classes, each with their recognized educational and other standards, such a system may be admirably suited. But in Canada things are very different. It is significant that, inspiring as the United States has found the British precedent in most civil service matters, they have not followed it in this. The reason is plain. There are no stereotyped gradations, social or educational, on this continent.

The Canadian commissioners cannot look to the universities for their Second and First Division men and to the common schools for their third division men as they could in Eng-

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land. That is not the way in which the various walks in life have been recruited here in the past and it will not be the way in the future unless conditions change materially.

Yours,

DEMOCRAT.

“L'Union Fait La Force.”

To the Editors of *The Civilian*:

Cette belle devise choisie par les fondateurs de la Société St.-Jean Baptiste devrait être celle de tous les employés civils de notre Dominion.

Une union plus intime entre nous serait de nature nonseulement à améliorer, mais aussi à faciliter l'accomplissement de nos devoirs respectifs et en ce faisant co-opérer avec nos chefs pour donner au public en général une satisfaction complète pour l'expédition des affaires.

Diverses méthodes peuvent atteindre ce but à la fois si louable et si désirable. D'abord, tous nos compa-

triotés canadien-français devraient se faire un plaisir et un devoir de contribuer, au moins par un abonnement, au succès de notre organe *The Civilian* et je suis convaincu d'avance que les éditeurs de cet organe des employés civils seraient bien disposés à ajouter quelques pages à cette publication pour toute contribution française qui leur serait adressée.

De plus, l'idée émise par quelques confrères, concernant l'organisation d'un banquet annuel, nonseulement pour tous les employés civils du district de Montréal, mais une invitation pour l'envoi d'un ou plusieurs délégués adressées à nos confrères des diverses provinces de notre Dominion, serait aussi de nature à nous faire mieux connaître et en créant des relations plus amicales et plus intimes faire régner la paix et l'har-

monie entre les diverses nationalités comprenant la population du Canada.

MICHEL BOURDON,
Douanes-Montréal

janvier le 17, 1912.

POSTMASTERS WANT INCREASE.

Ottawa, Jan. 31.—Hon. L. P. Pelletier, Postmaster General, heard a deputation to-day representing the Postmasters' Association of Canada, asking for an increase in salary.

There are six thousand members of the Association and they claim the postmasters are underpaid.

They ask that the commission on the sale of stamps may be made a sliding one in proportion to the rev-



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enue of the office. They also want an allowance for heating, lighting, and maintenance of offices which are not situated in government buildings and that for work before eight in the morning and after seven in the evening over time be paid at the rate of twenty-five cents an hour.

Mr. Pelletier promised the matter every consideration. The deputation consisted of J. V. Bourque, Shediac, President of the Association, H. E. Proctor, Aurora, Ont., Secretary, and H. S. Moore, Norwich, Ont.

OTTAWA CIVIL SERVICE SAVINGS AND LOAN SOCIETY.

The following is a statement of the business of the Society for the month of January, 1912:—

Cash Received.

On shares	\$422.50
Deposits made	412.00
Loans repaid	746.11
Interest on loans ...	26.75

Total receipts 1,607.36

Cash Disbursed.

Shares refunded ...	115.00
Deposits withdrawn	69.19
Loans made	1,388.15

1,572.34

The resources of the Society on January 31, 1912, total \$8,210 (approx.) During the month 10 applications for membership were received.

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

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Personals.

APPOINTMENTS.

Dept. Agriculture.—Dr. J. D. Hunter, asst. medical officer at William Head Quarantine Station; Miss F. Fyles to Div. 2B at Central Experimental Farm.

Customs Dept.—Jas. S. Roe to be private secretary to minister.

Finance Dept.—H. E. Boyd, Winnipeg.

Inland Revenue.—Wm. Sutherland, Vancouver; A. Ladouceur, Buckingham; A. Dumontier, Quebec; Geo. Simpson, jr., Vancouver; E. J. A. Johnston, Toronto; Wm. P. Kyle, Calgary; L. A. Fournier, St. Hyacinthe.

Interior Dept.—W. R. Randall, Agent Dom. Lands, Alberta; R. C. M. McCully, Astron. Obs. Beh., Ottawa; the following to Topographical Beh., Ottawa:—Leonard G. Smith, A. S. Thomas, J. E. Spero, W. H. Herbert, J. J. Freeland, W. B. Armstrong, J. F. McDonald, R. C. Ross, G. A. Colquhoun, H. C. Smith, L. A. Nevins, D. W. Richmond.

Labour Dept.—C. W. Bolton to Div. 2B.

Marine Dept.—Gustav Heidman to Div. 2B.

Mines Dept.—G. D. Barrowman to Div. 2B; John Blizard to Div. 2A.

Post Office.—J. J. Deane, Ry. M. Ser., London; J. H. A. Pigeon to Div. 3B; F. L. Goodwin, Halifax; P. E. Bernier to Div. 2B.

Public Works.—A. B. Muddiman to Div. 2B; Miss Louise Sarault to Div. 2B.

Secy. of State.—W. G. Hazlett, Ottawa; J. G. Mitchell to Div. 2B.

PROMOTIONS.

Customs Dept.—John R. Power, Halifax, to be preventive officer; T. R. Boyce, Port Arthur, to be inspector; H. C. Graham, Brandon, to be inspector; A. C. Paterson, Brandon, to be inspector.

Indian Dept.—Miss F. G. Russell,

Miss B. Phelan and R. Boudreau to 3A Div.; B. H. Smith, Port Arthur, to second class.

Inland Revenue.—E. H. Hinchey, Ottawa, to be inspector weights and measures; W. J. Brown, Belleville, to special class; R. W. Dumbrille, Hamilton, to be accountant.

Interior Dept.—H. L. Fulford to Div. 3A; J. B. Challies to superintendent of Water Power Beh.; F. C. C. Lynch to superintendent Ry. Lands Beh; J. E. Chalifour to chief geographer; J. K. Bennie to Div. 2A; Miss M. E. Reynolds to Div. 3A.

Justice Dept.—A. Leblanc to Div. 1B; P. M. Cote to Div. 1A; J. E. Narraway and G. H. Pownall to Div. 1A; A. B. Pipes to warden Dorchester penitentiary.

Marine Dept.—A. D. B. Tremaine to inspector of agencies.

Militia Dept.—J. A. Z. Descelles to Div. 2A; D. W. Hibbard to Div. 3A.

Post Office.—Miss B. J. Barton, Brandon, to junior 3rd; A. L. Phillips, Halifax, to 4th class; John Graham to Div. 1B; Miss A. Martin to Div. 3A; J. R. Laurier to junior 2nd; J. N. E. Vincent to 4th class; T. C. Russell, R.M.S., Moosejaw, to senior 3rd; A. L. Miraglia, Montreal, to senior 2nd; W. J. Robertson, Toronto, to 4th class; F. M. McNaughton to inspector, Moosejaw; O. Benoit, Ottawa, to junior 3rd; A. W. Dingle, Calgary, to junior 2nd; E. B. Elson, Calgary, to 1st class; W. H. McKinnon, Moosejaw, to junior 2nd; R. C. Hornibrook, North Bay, to junior 2nd; H. Genereux, Montreal, to junior 2nd; J. A. Collard, Montreal, to senior 2nd; C. W. Hire, Halifax, to senior 3rd; J. McIntyre, Calgary, to junior 3rd.

Public Works.—Mrs. V. de Grosbois to Div. 3A; Mrs. C. Nutting to Div. 3A; Miss M. B. Kavanagh to Div. 3A; R. Rouleau to Div. 3A; N. Matheson to Div. 3A; M. N. Connery to Div. 3A; J. B. Bessette to Div. 3A; V. Denis to Div. 2A; Miss A. Guillemont to Div. 3A; Miss C. H. Moffatt to Div. 3A; Miss A. Hardwastle to

Div. 3A; Miss H. G. McPherson to Div. 3A; Mrs. M. Purvis to Div. 3A.

Railways and Canals.—W. V. Cope to Div. 1B; C. B. Robinson to Div. 2A.

In addition to the above the staff of the Mines Branch is as follows:—

A. Pereira, H. Pereira, draughtsman, 2B; Mrs. W. Sparks, Miss J. E. Orme, Miss Russell, Mr. Simpson, 3A; Miss G. C. MacGregor, Mrs. B. Davidson, Miss I. McLeish, Miss W. Westman, 3B.

THE FORTNIGHT IN SPORT.

'Longboat redivivus.' Tom has 'come back', and with its characteristic fickleness, the public (we were almost going to say 'of Toronto') are now acclaiming the man whom a few days ago they were denouncing as a drunkard and a vagrant. Why this change of front? Because Longboat has just won a race which may be regarded as the world's championship at 15 miles. Over the Powderhall course in Glasgow, in a blinding snowstorm Tom defeated by two feet Kohlmeinen the Finn—who won the Marathon on the same course a month ago—and Hans Holmer, another Canadian, who won the Marathon last year. The canny Scotch Committee who conducted the race required the Indian to put up a deposit of \$250 that he would appear and start. Such is the penalty for backsliding. No doubt the City Council of Toronto will now arrange another torchlight procession and Tom will be rehabilitated in his cigar store.

From the Atlantic to the Pacific, throughout Canada, the cry is 'Hockey'; 'Hockey'—and still again 'Hockey'. It is almost safe to say that every week during January witnessed a quarter of a million people in the Dominion attending matches between the two oceans. For this year the Pacific slope is having its first taste of this fascinating sport, and the westerners have gone wild over it. In the East some people are beginning to think that the professional element are indulging in a 'frame up' in order to keep up the interest and, incidentally, the 'box office'. Two weeks ago the Wanderers were looked upon as dead ones, when suddenly they turn round and defeat the Ottawas on their own ice, and also trim their most dangerous rivals the Canadiens. Then Ottawa gets on a veritable toboggan slide and has finally landed at the bottom of the list. The French Canadian team look like winners. The new '6 men' rule is blamed for this result, although it is difficult to see what the connection is between the two. However Ottawa is down—but we trust, not "out."

No weather can daunt the intrepid ski enthusiast. Night or day, if one gets on a street car, one finds the merry young man and maiden rigged out in sweater and toque, with his and her 'long boots' piled up on the rear car fender. It is a fine, invigorating pastime, and the environments of the Capital are admirably adapted for it, with the long undulating hills on both sides of the river.

If you want the **DOW'S** Ales, Porter and
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Curling came from Scotland and ski-ing from Scandanavia, but it is in Canada that both have reached their acme of success. Sté Agathe has now rivalled St. Moritz as a winter resort, and the 'invalids' are glowing with health as a result. More power to their elbows — and feet.



The Scottish curlers are continuing their somewhat irregular course across the continent. They are receiving unbounded hospitality, which is but meet for such a fine lot of men. At present they are contending across the line with their American 'brithers.' Put them on rough, open air ice, with granite rocks and the Hielanders are almost invincible. The iron 'stanes' and the indoor rinks are not to their liking. Old timers among them can recall occasions on which the last shot had often to be made with the skip standing up to his waist in water on some little pond which had given way under a thaw. As has often been said, the world is indebted to Scotland for three things,—each good in its own way,—curling, golf and Scotch.' As to which is actually the best—we will leave it to 'dummy.'



It is not generally known that the introduction of artificial rinks on the Pacific coast is due almost entirely to the Patriek brothers who were so popular in last year's hockey in Eastern Canada. In Victoria and Vancouver a certain amount of local capital was subscribed to erect rinks, but when about 50% of the required sum was subscribed the proposition hung fire and would have collapsed had not these two boys interested their father who is a millionaire lumber man of British Columbia and who took the matter up and put it through. Now when the venture has 'caught on' like wildfire and the gate receipts are phenomenal the canny B. C. capitalists are tearing

their clothes that they did not get in on the ground floor. Persons who have seen the teams of trained experts from the East play on the coast say that it is ludicrous to go another night and witness the efforts of the amateur 'native sons' in their endeavours to handle the puck. But they will learn.



The English Cricket team now in Australia have at present a little the better of the test matches. Out of the five contests, three have been played of which England has won two and lost one. This is a good showing, considering the conditions under which they labor, which include a tropical climate to which the sons of Briton are not accustomed and also the very important fact that the matches are not played on turf but on cocoanut matting stretched on the bare ground.



Speaking of Australia, one must admire the versatility of her sons in all matters of sport. In rowing, cricket, horse racing, yachting, tennis and boxing, they have shown their superiority on countless occasions. This year we find a callow youth of 19 named Gray journeying from the Island province to London and bearding the great Stevenson,—champion billiard expert of the world,—in his own den in Leicester Square. This boy challenged Stevenson to a series of three matches of 18,000 ponies each, with no handicap, and won two of them and the stake. Fancy a man,—or to be more correct a veritable boy,—running 831 off the red ball alone. But it is said that Gray's favourite game is the 'losing hazard' off the white ball into the side pocket in which his accuracy of touch and sight is so pronounced that he has been known to wear a regular seam in the cloth. After beating Stevenson so signally he has now apparently no more worlds to conquer.

By persistent efforts a gentleman named Shaughnessy has apparently secured a franchise for Ottawa in the Canadian baseball league. There is no reason why, with a moderate salary list and a reasonable admission fee this team should not continue in the league. 4.30 baseball is a success in Hamilton, London and other cities much smaller than the Capital and why not here? But *The Civilian* would suggest the College grounds for all the games except Saturdays and holidays, when the more inaccessible Lansdowne Park might be used.

CIVIL SERVICE CLUB NOTES.

The executive have fitted up and opened an extra card room, a feature which was very much wanted.

It had long been felt that it was desirable to have an executive office in the Club who should have direct control over the domestic economy of the institution. The Club was most fortunate in inducing Mr. J. H. Dignam to accept the position which carries with it the title of "Assistant Secretary." Mr. Dignam will reside in the Club premises and it is safe to say that the most fastidious member will not have any "kick coming," now.

* * *

Mr. Samuel Skinner of the Public Works Department has been elected a member of the Club.

* * *

Mr. Wensley Thompson, the most efficient and obliging secretary having felt compelled to resign, Mr. F. J. Shannon of the Customs Department was elected to fill the position.

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A Royal Governor General and a change of Government will give unusual brilliancy to the social season, and persons who are prominent socially or officially will be interested in knowing that our stock of DRAWING ROOM, DINING ROOM and BED ROOM FURNITURE is specially selected to satisfy fastidious patrons. This is the best time to make selections.

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Authoritative Statement of Government's Civil Service Policy.

The Toronto News, perhaps the most influential newspaper supporting the government, last week announced the government's immediate policy as to the civil service as below. That policy covers it will be seen the two main petitions of the Civil Service Federation: the extension of the Civil Service Act of 1908 and Superannuation.

"The Ministry has treated and proposes to treat the service in such a manner as will inure to the public benefit. The Prime Minister is pledged to civil service reform and now we have the definite statement of the Government leader from Quebec that he favors the removal of the outside as well as the inside service from the patronage field. The Laurier Government did something in the desired direction and the present Ministers will do more. Meantime they are correct in protecting the service by dismissing offensive partisans who actively participated in the last campaign. Owing to the Government's recent accession to office and to the press of other business legislation advancing civil service reform cannot be expected at this session, but it may be looked for in the near future.

"The News has always been a friend of the civil service, and has

always contended that it includes a great body of hard-working, pains-taking, efficient members. The fact remains, however, that the departments at Ottawa contain many persons who do not and cannot perform the duties expected of them. Appointed in years past by one party or the other they are either incapables or they have outlived their day. Their presence in a department only handicaps its work, and cripples the public service. No department should be a mere rest house for anybody. Yet the incapables cannot be turned out in the cold. Their future must be provided for while effective substitutes are got to do their work. The abolition of civil service superannuation was one of the worst blunders of the late Government. A system of pensions or superannuation allowances must be established to facilitate the removal of the deadwood and the strengthening of the public service."

A Detail as to Superannuation.

To the Editors of *The Civilian*:

I am a Civil Servant of thirty-eight years standing. I am on Superannuation Fund No. 2. I have finished therefore my thirty-five years' payments of 2%. Suppose, on account of superior benefits, I should wish to come under any new scheme based on, say, payments of 5%, on salary, what terms do you consider I ought to expect from the government in the way of an equitable arrangement?

OLD-HEAD.

The answer to the foregoing would appear to depend very much on the kind of new scheme which may be introduced, and without careful consideration of the details of any such scheme it is impossible to state the terms of "an equitable arrangement." Even if we had before us some definite scheme the matter is so essentially a technical one that the editors of *The Civilian*, should not feel competent to express any very positive opinion on the matter. The methods of determin-

ing benefits and the contribution therefor are very numerous and it is just possible that the Government would not consider any existing scheme as wholly suited to meet the needs of the Civil Service of Canada. The modern tendency in regard to contributions would seem to favour not a flat rate as, say, 5% of the salary payments, but rather a contribution in which the benefits to be enjoyed and the age of the employee are the determining factors. When contributions are determined in this way it is possible to adjust the scale so that each employee will pay the same proportion of the benefits granted, say, 50% to 60%. Any new scheme will probably embody benefits to widows and children of employees. It might also possibly be accompanied by a slight reduction in the benefit to the employee himself in comparison with the benefit now granted under our Old Funds. In New Zealand the benefit is 1-60th of the salary instead as 1-50th and in England 1-80th together with a lump sum of 1-30th of salary for each year of service. If a reduction in the benefits to the employee were made it is just possible that such reduction for practical purposes would be looked upon as approximately equivalent to the extra benefits granted, and that no very material extra contribution would be required from those who might transfer from the Old Funds. However, if no such reduction were made the only difference being that the benefits to widows and children were added it does not seem right that an employee should be required to "make good" the extra contribution he would have made had he been under the new scheme during his whole period of service, whether with or without interest. If he had been under the new scheme from the beginning he would have enjoyed benefits in the past in the way of an assurance to his wife and children which he can now enjoy for his fu-

ture years only. Consequently it would seem probable that "an equitable arrangement" could be more satisfactorily devised by keeping in mind the future extra benefits to be enjoyed, and for the sake of argument let us suppose that the extra contribution would be some proportion of the extra future benefits which might be considered fair. It should be borne in mind that superannuation is an institution for the benefit of the Government—that is to say, the people of Canada—even more than for the Civil Servants, and this being so it can be of no use to the Government to offer to employees benefits the cost of which is prohibitive.

In discussing any questions in regard to the details of superannuation the editors of *The Civilian* feel themselves on very unfamiliar ground and consequently do not wish to express any very positive opinions. We offer the foregoing, however, in the hope that it may assist our correspondent and our readers generally to look at the matter from what we consider the proper view-point.

THE ROYAL COMMISSION ON THE CIVIL SERVICE.

As this matter is of such vital interest to every employee of the Dominion of Canada, *The Civilian* gives here entire the Order-in-Council establishing the new investigating commission:—

"The Committee of the Privy Council have had before them a memorandum, dated 20th December, 1911, from the Honourable R. L. Borden, the Prime Minister, stating that he has had under consideration the Order-in-Council, approved on the 8th day of May, 1907.

"The Minister observes that by the terms thereof the gentlemen therein mentioned were appointed Commissioners to inquire into and

report upon the operation of the then existing Civil Service Act and kindred legislation with a view to proposing such changes as might be deemed advisable in the best interests of efficiency in the public service.

"The Minister further observes that from the report of the Commissioners then appointed it appears that their inquiry extended to only a few of the departments and that in no case does it appear to have been complete.

"The Minister remarks that it is desirable to take any action which may aid in securing increased efficiency and more thorough organization and co-operation of the various departments of the Government and that to this end it is important to make such enquiry and to obtain such information as will enable any existing defects or abuses to be remedied, secure the adoption of more efficient methods, remedy any existing abuses and more thoroughly safe guarding the public interest.

"The Minister considers it advisable, therefore, to continue and enlarge the inquiry which was commenced under the Order-in-Council of May 8th, 1907, and in that connection to give to the Commissioners such enlarged powers as may be necessary for the purposes above set forth.

"The Minister, therefore, recommends that commissioners be appointed to investigate and to inquire into and concerning all matters connected with or affecting the administration of the various departments of the Government and the conduct of the public business therein and especially (but without restricting the generality of the foregoing) the following matters:—

"1. The methods employed in the transaction of public business.

"2. The control of appropriations and expenditure.

"3. The construction and, maintenance of public works and the carrying on of dredging operations.

"4. The administrative methods and operations of the chief spending departments.

"5. The administration and alienation of the public domain.

"6. The discipline and efficiency of the departmental staffs.

"7. The duplication of the same or similar work in two or more departments.

"8. Any other matters embraced in the scope of the Order-in-Council of 8th May, 1907, or mentioned in the report of the Commissioners thereby appointed.

"The Minister further recommends that such inquiry should extend and relate to such period or periods of time preceding the date of the commissioners' report as in the opinion of the commissioners should be the subject of investigation and inquiry having regard to the public interest and to the facts and circumstances of any particular inquiry.

"The Minister also recommends that for the purposes aforesaid the Commissioners be empowered to appoint a secretary and to engage the services of such expert accountants, engineers, technical advisers, or other experts, clerks, stenographers and assistants, as they may deem necessary or advisable; that the Commissioners be also authorized to retain the services of counsel to aid and assist the Commission in the inquiry; that the Commissioners be required to report to His Royal Highness in Council the evidence taken upon the said inquiry together with the findings of the Commissioners, and moreover that such reports shall, if deemed expedient by the Commissioners, or if required by His Royal Highness in Council, be made from time to time with respect to each department or branch thereof, as the inquiry proceeds;

"That the Commissioners be requested to proceed with the inquiry as rapidly as possible;

"That the Commissioners be appointed under the provisions of the

Inquiries Act, Revised Statutes of Canada, 1906, Chapter 104, Part I., and have power to summon witnesses, to require them to give evidence under oath, orally or in writing, or on solemn affirmation, if they are persons entitled to affirm in civil matters, and to produce such documents, records and things as the Commissioners may deem requisite to the full investigation of the matters which they are appointed to examine.

"The Minister further recommends that Alfred Bishop Morine, of the City of Toronto, one of His Majesty's counsel learned in the law, Guillaume Narcisse Ducharme, of the city of Montreal, banker, and Richard Stuart Lake, of Grenfell, in the Province of Saskatchewan, farmer, be appointed as such Commissioners; that the said Alfred Bishop Morine be the chairman of the said Commission; and that a Commission do issue to them accordingly conferring upon them the powers and duties aforesaid and such other powers as to Commissioners in the like cases by law appertain.

"The Committee submit the same for approval.

RODOLPHE BOUDREAU,
Clerk of the Privy Council."

NEWS FROM OLD QUEBEC.

The branch of the Civil Service Association in old Quebec has done remarkably well last year; in fact its membership has jumped from 60 to over 400, comprising members from all Departments in the city and from the chiefs down.

The good example given by the Ottawa Association learned through the columns of *The Civilian* helped to a good extent to show such a fine result.

Until this year only a few members from certain branches had joined the Association which did not

show much vitality, but during the past few months there is more enthusiasm, and the consequence is that more benefits are derived therefrom.

The co-operative system is not yet organized, but if the membership increases in the same proportion this year it will soon come; in the meantime certain advantages in the way of special discounts or rebates when buying coal, dry goods, boots and shoes, furniture, drugs, etc., were offered to the members, who, in a general way, did not at first realize the benefits that could be derived therefrom, but now they gradually find that it is really advantageous to be a member, and it is calculated that the members, as a whole, have gained through special rebates during the year very near \$1,000.00, and this amount could have been doubled had every member taken advantage of the offers.

During the year a constitution was drafted, a mortuary fund established, and the organization completed.

The officers and directors elected in February last are the following:

Chas. E. Roy, Weights and Measures—*President*.

J. J. Battle, Post Office—*Treasurer*.

J. E. Philibert, Post Office; F. E. Kendalan, Post Office—*Joint Secretaries*.

J. Larochelle, Militia Dept.; Dr. J. E. Pagé, Detention Hospital; P. E. Guay, Customs Dept.; P. J. Mailloux, Marine and Fisheries; Jules Pothier, Public Works Dept.; J. Lavallée, Quarantine; Major N. Levasseur, Gas Inspection; R. Timmons, Inland Revenue; Dr. J. P. Lavoie, Immigration Dept.—*Directors*.

If all the civil servants of the city would join the Association much more good could be done to every one.

The annual meeting for the election of the officers will take place 1st week in February, and it is hoped the new officers will continue the work of their predecessors, and even do better.