

THE CIVILIAN

VOL. II.

NOVEMBER 19th, 1909

No. 14

The Promotion Problem.

The Civilian is still being held up to reproof because of its views on the subject of "reorganization" in relation to promotions.

There is nothing so fatiguing or so futile as a newspaper controversy at cross purposes on a many-sided subject, and the present, of all the problems that have of late arisen in the service, is perhaps the most varied in its presentments. In a face to face discussion misunderstandings, if they are honest, can be "nailed"; in a newspaper wrangle this is impossible, and no amount of misrepresentation will induce us to begin the foolish game of chasing anyone around a circle on the bi-weekly installment plan.

The whole problem is a problem in differentiation. As the law stands at present, any discussion of promotions must ever bear in mind the following distinctions:

(1) Transfers from the third to the second division form a class by themselves, inasmuch as they fall foul of the dual entrance principle.

(2) Transfers from the third division to the second must again be subdivided according as the clerks affected entered the service before or after Sept. 1, 1908.

(3) The regulation of promotions in a public service and in a private concern are two entirely different problems.

Bewilderment with regard to the above can alone render explicable on any respectable theory such an untruthful assertion as that *The Civilian* "strongly advocates the taking away from Deputy Ministers of all jurisdiction in the matter of promotions, and the handing over of

all power in that regard to the Civil Service Commission, to be exercised wholly on the basis of an academic examination." Or again, that the Association "has deliberately departed from the policy it adopted in 1907." Two-thirds of the present question, it will be seen, is a question as to the principles underlying the classification scheme of the Act of 1908, the only action of the Association with regard to which has been to endorse it. Not that that matters in the least, any more than the fact that in 1907, before anyone dreamed of a Commission, the Association advocated advancements by sole word of the Deputy Ministers.

But why dispute concerning the classification system of 1908 here and now? It is here, and we have been told once and for all by the government that they are going to give it a thorough trial before they will alter it, even in the letter, let alone in the principle. As for that principle, *The Civilian* has had for some time past an article in type discussing it, and in future we intend to deal with it fully. But the present question is a far more practical one. It is this: How shall we obtain for the rank and file of the service the rights to which they are entitled by the nature of their work and by their own capacity under the present classification system, which in any event is from a salary standpoint at least 10% more favourable than the old one. Ten months ago *The Civilian* answered "By a reorganization of the service from cellar to garret under the supervision of the Commissioners." To-day this is the settled policy of the Associa-

tion. It is the carrying out of the recommendation of the first salaries committee that the plea for a readjustment of salaries should be placed on two distinct footings: (1) the change in cost of living, and (2) the necessity for a re-valuation of offices in the light of the recent great changes in the service. If the proof

of a pudding is in the eating, then the proof of a journal's propaganda is in the definite line of action it advises and the results which that action promises.

What have the critics of *The Civilian* to offer as against this? Why don't they draw up a definite memorial and let us have a look at it?

The New President.



DR. J. C. RUTHERFORD, Veterinary Inspector General.

Civilian Portraits.

The New President.

The Association is fortunate in having obtained Dr. Rutherford for its President for the ensuing year when so much depends upon the thorough confidence of the government in the important questions that are to be discussed. Dr. Rutherford was born in Peebles, Scotland, in 1857, and educated at Glasgow High School and at Edinburgh. In 1875 he entered the Ontario Agricultural College, graduating from the Ontario Veterinary College in 1879. After practising for some time in Ontario and the United States, he was appointed in 1882 Veterinary Inspector for the Province of Ontario. Two years later, however, he removed to Manitoba. Here he took an active part in the Rebellion of 1885, serving in the field force of Gen. Middleton, for which he received a medal and clasps. In 1892 he entered the Manitoba Legislature, where he was instrumental in putting through much important legislation relating to agriculture. In 1897 Dr. Rutherford was elected to the House of Commons. While in the House he was one of the foremost to move for the creation of the Railway Commission, and for the inauguration of the improved methods of grain inspection and transportation which now prevail. In 1901 he visited Europe as a special commissioner to prevent the importation of tuberculous cattle into Canada. His present position of Veterinary Director General and Commissioner of Live Stock was entered upon in 1902. Since then his work is familiar history. Perhaps his best known achievement has been the practical stamping out of animal plagues in Canada — a work accomplished only by a most extensive organization and the exercise of the most skillful diplomacy with the several provincial governments. He is Honorary President of the

Central Canada Veterinary Association, a Past President of the American Veterinary Medical Association, and Chairman of the recently instituted International Commission for the eradication of bovine tuberculosis.

HER HAT.

By Von Ludwig.

Oh Kitty she is sweet,—
The sweetest thing on feet,—
If I could woo and win her
My life would be complete.
I love her, oh, so deeply,
But can never tell her that: --
For I know I'd never suit a girl
Who wears such an awful hat.

When I look into her eyes,
I feel that she's a prize —
But when she puts her hat on,
And I gaze upon its size, —
Although I love her dearly,
It is forced upon me that
I could never suit a girl
Who wears such an awful hat.

To chat with her's a treat;—
Her figure's trim and neat;
She is the idol of my heart,—
I could worship at her feet.
But oh! her hat's a nightmare
I can't get away from that,
Real brain I'm sure cannot exist
Beneath such an awful hat.

And so I curse my lot,
And wish that I was not
So weak about the heart,
And that Kitty had no blot.
But what's the use of fighting fate?
My reason tells me that
The real soul of a woman's
Indicated by her hat.

"What was the best job you ever did?" inquired the first barber. "I once shaved a man." replied the second barber. "Go on" "Then I persuaded him to have a hair cut, shampoo, facial message, singe, seafoam, electric buzz, tar spray, and tonic rub." "What then?" "By that time he needed another shave."—*Washington Herald.*

Annual Meeting of the Civil Service Association of Ottawa.

The annual convention of Advisory Committees of the Civil Service Association was held in the Railway Committee Room of the House of Commons on Tuesday evening, November 9, 1909. There were present over eighty delegates from the various Departments.

The meeting was opened at 8.15 p.m. by singing the National Anthem, in honour of the King's birthday. The Vice-President, Mr. G. S. Hutchinson, was in the chair, owing to the late bereavement of Mr. Doyon.

The minutes of the last annual meeting were read and approved, after which the Secretary presented the annual report of the Officers and Executive Committee, which on motion of Mr. Bronskill, seconded by Mr. Willoughby, was received and adopted. The Treasurer presented a report showing a balance of cash on hand of \$320.69.

The election of officers was then proceeded with. For the office of President, Mr. G. S. Hutchinson was nominated by Mr. Campbell, and seconded by Mr. Macoun. Mr. Hutchinson, however, declined the nomination, and Dr. J. G. Rutherford was nominated by Mr. Grierson and seconded by Mr. Lannigan, and there being no other nomination was declared elected. For the Vice-Presidency, Mr. A. E. Caron was nominated by Mr. Todd, and seconded by Mr. Bronskill, and declared elected. For Secretary, Mr. R. H. Coats was nominated by Mr. A. M. Payne, and seconded by Mr. Found. There being no other nominations he was declared elected. Mr. Wm. Ostrom was nominated for Treasurer by Mr. King, seconded by Mr. Cottee, and there being no other nomination was declared elected.

The committee on the revision of the Constitution presented a draft

of certain amendments, and on motion of Mr. Ostrom, seconded by Mrs. Sutton, the meeting resolved itself into a committee of the whole to consider the proposed amendments. After considering the constitution, clause by clause, the committee reported the constitution with several amendments. On motion of Mr. Bronskill, seconded by Mr. Guay, the report of the committee was received and the constitution as reported adopted.

It was moved by Mr. Coats, seconded by Mr. Caron, that the meeting express its heartfelt sympathy with Mr. J. Doyon, the ex-President of the Association, in the bereavement which prevented his presence at the meeting.—Carried.

The following motion with regard to the reorganization was then made by Mr. Coats, seconded by Mr. Grierson:

That it be an instruction to the incoming officers and members of the Executive Committee to give their most careful consideration at as early a date as practicable to the question of Classification and Promotions under the Civil Service Amendment Act of 1908, and the regulations of the Civil Service Commissioners referring thereto; that these instructions have reference both to the broad effect of the new legislation above mentioned and to its bearing on the interests of particular classes and groups in the Service; and that on the completion of the Committee's investigation it embody the results in a report to be distributed for the information of the members and for the assistance of general discussion, the object being the adoption on the part of the Association of a sound and consistent policy on the very important points involved.

It was moved by Mr. Willoughby, seconded by Mr. Beard, that an honorarium of \$200.00 be granted to Mr. R. H. Coats, Secretary of the Association, for the services per-

formed by him during the past year.
—Carried.

Moved by Mr. Campbell, seconded by Mr. Bronskill, "that this convention now assembled takes this opportunity of putting on record the sense of its appreciation of the splendid service being rendered by *The Civilian*, by its able presentation and generous dissemination of information affecting the welfare of the Association, and that this expression of appreciation is the more due in view of the fact that *The Civilian* has been conducted without the official recognition of this Association, and is a publication edited and published by private members in the interests of the civil service at large."—Carried.

Moved by Mr. Alexander, seconded by Mr. Todd, that the Executive be requested to arrange for an annual dinner to be held at as convenient a date as possible.—Carried.

Moved by Mr. A. N. Payne, seconded by Mr. Grierson, that in the opinion of this meeting the present is an opportune time for the formation of a Civil Service Social Club, and that the meeting heartily commend to the members of the Association the movement now in progress to that end.—Carried.

Moved by Mr. Sheppard, seconded by Mr. Bowles, that a hearty vote of thanks be tendered to the President, Vice-President and other Officers of the Association for the very efficient manner in which the business of the Association has been conducted during the past year.

The meeting then adjourned.

Interview With Mr. Fisher.

About the last act of the retiring officers of the local Association was to obtain an interview with the Hon. Mr. Fisher, at which the memorial prepared by the Executive of 1908-9 was discussed. The interview, which was of a very satisfactory nature, marks the formal beginning of the campaign for reorganization.

CIVIL SERVICE REFORM AND THE HIGHER APPOINT- MENTS IN THE UNITED STATES.

The City Civil Service Commission of Chicago made such a conspicuous success in applying the merit system in securing an eminently capable librarian for the Chicago Public Library, that the Illinois Civil Service Commission is following the same general plan in setting its examination to attract and test applicants for the secretaryship of the State Charities Commission. This is an advisory board to supplement the work of the Board of Administration which is to control and manage all the public charitable institutions of the state. The examination is set for December 14. Oral answers will be required to questions relating to personal qualifications. Two papers are called for, one to state the applicant's conception of the office of executive secretary and its relation to the field of charities; the other to be a report of an inspection of a public institution assigned by the commission. In addition, written answers will be required to enquiries on the applicant's education and training and on the experience tending to qualify him for the position. The salary is \$3,600 a year.

The Board of Examiners appointed to act for the Civil Service Commission consists of Alexander Johnson, general secretary of the National Conference of Charities and Correction; Amos W. Butler, secretary of the Indiana Board of Charities; Sherman C. Kingsley, superintendent of the United Charities of Chicago; Graham Taylor of Chicago Commons and the Chicago School of Civics and Philanthropy, and William B. Moulton, president of the Illinois Civil Service Commission. Applicants may apply to the office of the commission at Springfield, Ill., for the official terms and details of the examination.

THE CIVILIAN

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

Ottawa, Nov. 19th, 1909

A STATED CASE AND A FEW REMARKS.

The Civilian was interviewed the other day by a Third Division clerk, on behalf of a considerable group of the same class, who spoke substantially as follows:

"I am, after eleven years' good work in the service, at the top of my class, viz.: \$1,200. For four years past I have had daily evidence of the approbation of my chief of my work and of myself. I have never been led to believe that any test lay before me other than the test of good work done. Nevertheless when, some months ago, my Deputy recommended my promotion, and actually had the money for my increase provided in the estimates, I was told by the Civil Service Commissioners I had to pass an examination substantially equivalent to the entrance to Division II, which as you know is a severe one — one which I cannot hope to pass without great effort and loss of time. Is not this an injustice? Is it not a farce?"

When we assured him of our unqualified and absolute sympathy, he rejoined:

"Then how can you say that the examination in such a case is anything but an unmitigated nuisance and the action of the commissioners anything but a crying wrong? Why not advocate at once its suspension in such cases?"

To this our answer is that the men whose plight is so graphically described above are bound, in their own final interests, and notwithstanding their just impatience, to consider the matter not only from the point of view of their own case, but from that of the general situation of which that case forms a part. Of course, the most immediate and obvious remedy for them is to have the commissioners suspend the examination. But, in all candour, and regarding the matter from the standpoint of the commissioners, who are the constituted guardians of the efficiency and good name of the service as a working machine, how can such a suspension be made *under present circumstances* without the gravest danger. What safeguard is there that if a suspension were made for the deserving it would not open the door to a rush of "pull." No one doubts the desire of every Deputy to rule his staff fairly, but the experience of forty years proves that alone and unaided he cannot. Moreover, under the present circumstances, who is in a position to define "desert"? In one Department a certain grade of work is held to entitle to promotion; in another it isn't.

Most emphatically the C. S. Association must entreat for a correction of the above evil that shall be general, that shall be sound in principle, and that will lay down a foundation once and for all whereon to build in the years ahead. The grievance of the men above referred to lies in the fact that a proper reorganization of the service was not carried out prior to the coming into effect of the regulations. That being

the case, what is the logical remedy? Why, to carry out the reorganization now and make it antedate the regulations. What is wanted is a reorganization, not of a piecemeal or individual character, but comprehensive, uniform, and beyond suspicion as to fairness. Let it penetrate to the uttermost recesses of the service; let not one man be passed without the opportunity of being heard. In other words, let it be done by each minister and deputy in turn with the commissioners, as under section 10, sub-section (b) of the Act, and ratified by the Governor-in-Council as a whole. Those who after such an investigation are left in the Third Division will have been left there solely because after an impartial enquiry their work and their qualifications and their record were adjudged to entitle them only to that classification. For it cannot be too clearly pointed out that it is not the examination (which though modified by the commission-

ers in the way of making it approximate to one on duties of office is still severe) that will constitute the future stumbling block for those desiring to pass from Division III. to Division II, but the fact that they will not be given the opportunity to try the examination.

Much then as we appreciate the evil case of those whose position is defined at the head of this article (and indeed we cannot find words too strong to express our appreciation), we feel we may rely upon them to see the wide interests that are grouped about their own and to join with one voice in the campaign that is now launched. A long pull (in the good sense), a strong pull, and a pull all together, should be the word. If any herring across the trail draws the service at this juncture on another quest, we will find that it will land us in an *impasse* and that much valuable time will be lost.

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THE COMMISSIONERS' ADDRESSES.

The force of the recent statement made by Professor Shortt in Victoria, B.C., which we published some time ago, and that of M. LaRochelle at Montreal, which we publish today, with regard to the Civil Service Act, and with regard to the civil service problem as a whole, lies in their educational effect upon the public. The commissioners as exponents of the situation will be listened to as no one else. The civil servant is the man with the job; he cannot command attention. Ministers and members of Parliament are never believed to speak except as politicians. Without the enlistment of public opinion the experiment of a reformed service must fail, not only as an idea, but as a practical working plan. The civil service must be brought before the public as a new profession, a new calling to be discussed and weighed around the fire-side and in the heart of the youth who is to leave his home to fight the battle of the world.

A CIVIL SERVICE CLUB.

As will be seen by the report in another column, the proposal to establish a civil service headquarters and club has been definitely adopted. The idea at present is to house both business and pleasure under the one roof. The sub-committee in charge of this particular branch of the Association's work were compelled to make haste slowly, and the end of the Association's year arrived before its programme could be completed. It was, therefore, decided to "call in the members," that is, to call a meeting of all who had voted in favor of the idea of a club by signing the lists circulated last spring. For the benefit of those who think the Association should operate the club, it may be stated that this question was fully

debated in executive meeting and a decision made in favor of the club being conducted by a distinct organization. The organization meeting postponed until Thursday, 18th inst., while *The Civilian* is in press, will, we hope, be productive of a very full development of the object in view.

The object in view, as seen by those who have been the moving spirits thus far, is almost essential to continued success in the various departments of co-operation taken up by the service. A bureau of civil service sentiment will be helpful to all the existing societies. The lack of a rendezvous was felt in the athletic association, which was in competition with athletic clubs enjoying the benefits of a club house where the players could meet in the evening and talk over the games, an *esprit de corps* being thus engendered which has been impossible among the service athletes. A service athlete in going abroad to compete almost invariably competes under the colors of the club that gives him a club house.

Under improved conditions in the service and the passing away, it is to be hoped, of all jealousies and mistrust, arrangements that will serve to develop the most friendly feelings and sympathies amongst civil servants seem most opportune. Here under our own vine and fig tree we may welcome government officials visiting the Capital and give them a social as well as an official greeting.

THE EXECUTIVE AND "REORGANIZATION."

The Free Press, having learned with a shock of surprise that the association has placed "reorganization" in the forefront of its platform, insinuates that the late executive did not properly consult the membership upon the question.

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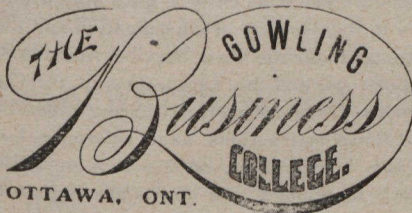
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The late executive gave up three special meetings almost entirely, and two other meetings largely, to the discussion of this problem. The meetings were scattered over a period of five months, and in the intervals discussion in the departments and between the representatives and their advisory boards was constant. New points of view were almost weekly uncovered and opinion formed slowly. Letters and deputations from the third division were received. Three special reports of sub-committees on different phases of the question were dealt with. An interview with the C. S. Commissioners, attended by several representatives of the third division, was held. Several interviews between the officers and the commissioners or the Department of Justice were subsequently held. A declaration of principle to the commissioners was drawn up, presented to them, and published. At last the views thus slowly matured were entrusted to a special committee to throw into the form of a memorial. The memorial when presented was twice referred back for further consideration. When it was adopted, it was adopted unanimously and by an executive having the advantage of five months' deliberations with the clerks affected. The memorial has not been printed for general circulation; it would have been improper and contrary to precedent to do so before consulting the government. Exactly the same procedure has been followed as in the case of the negotiations for the increase last year. In the present as in the former case, the principles involved have been thoroughly disseminated in the departments. In the largest department of the government, the Department of the Interior, the memorial was read to a meeting of third division clerks and approved by formal resolution. A similar formal resolution on the question was passed in the second largest department, namely, the Post

Office Department. These two departments alone probably contain a majority of the clerks of the Third Division. Several other departments approved the memorial without passing formal motions. If there is a single department which did not pass on the matter, it was due to the negligence of the representative or his advisory board and not of the executive as a whole. Subsequently the officers were instructed to present the memorial to the government. They had a most satisfactory interview with the Hon. Mr. Fisher, but as it was impossible to reach the Premier until the very eve of the new Association year it was thought more courteous as well as more expedient to hand the whole matter over to the new executive that it might be approved anew and brought by them before the Premier. At the annual meeting the only comment was one of regret at the delay. Finally the Secretary of the Association moved at the annual meeting the following resolution, the sole object of which is to have an absolutely thorough and universal understanding on this subject in all its bearings, and to confute the loose thinking that has characterized the articles in the Free Press:

Resolved that it be an instruction to the incoming officers and members of the Executive Committee to give their most careful consideration at as early a date as practicable to the question of Classification and Promotions under the Civil Service Amendment Act of 1908, and the Regulations of the Civil Service Commissioners referring thereto; that these instructions have reference both to the broad effect of the new legislation above mentioned and to its bearing on the interests of particular classes and groups in the Service; and that on the completion of the Committee's investigation it embody the results in a report to be distributed for the information of the members and for the assistance of general discussion, the object being the adoption on the part of the Association of a sound and consistent policy on the very important points involved.

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From a Woman's Standpoint.

There is a question which is agitating the minds of many of the women of the civil service to-day—a question born of the hour, difficult to answer, although on the surface it would seem a very simple one—"What is merit?" Just at this moment, it concerns those who have reached the maximum salary of subdivision B of Division III; but from the standpoint of outlook it concerns all the women of this subdivision. It concerns chiefly those who are conscious of having performed their task as conscientiously as possible throughout the preceding years. Punctual, painstaking, faithful in every sense, they have done with their might what their hands found to do, and now, when promotion seems to be something unattainable, they ask "What is merit?" and are unanswered.

That merit is a fixed quality, which attaches itself to peculiar duties, quite beyond their sphere, these interested ones conclude upon their first consideration of the matter. But when, upon investigation, they find that in some departments the work which admits of merit being shown, is very similar to the work which they do, the conclusion is changed—and they are aware that merit is merely a relative thing:—the mere faithful performance of duties shows merit in one place; in another it is "increasing usefulness."

The idea that there is some work so routine in its nature as not to admit promotion, seems to have gained acceptance from many. The clerk is as useful on the first day of her arrival as she is fifteen years after date; she cannot, therefore, hope for promotion. On the other hand, a clerk doing office work of a more general nature, through the experience which time gives, proves

herself more and more useful. Here is a case for promotion—she has shown her increasing usefulness.

The analysis of the situation shows that, in many cases, the question is one of opportunity. The first class of clerk has been given no opportunity, the second has. For, although, in the business world generally, a man may make his opportunity, in the civil service a woman has had to be given hers. Many a woman has been doing routine work for years who could have been demonstrating with fine effect her "increasing usefulness." Who will say, moreover, that in every case the most capable one has been chosen? So now, if civil service reform is to be thorough, if women are to continue dependent on opportunity, the old haphazard method of choosing who is to be given the opportunity must be changed.

Just what this would involve is hard to foresee. The better method, it seems to me, would be to investigate with a purpose of ascertaining whether or not merit necessarily implies this increasing usefulness. There is always the tendency to regard the work which requires many employees of less importance than that which requires a few. Those whose work is varied in nature rarely take time to consider just what it means to a woman to perform the same act, in the same way, every minute of every hour, of every day—nothing but a wearing, ceaseless monotony, year after year. And yet, in many cases, it is work which has to be done, and, moreover, work which can only be given to people who are thoroughly reliable. If a high standard of education is not involved, a high standard of character is.

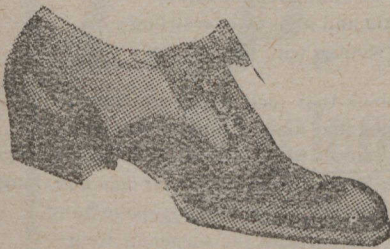
Perhaps this side of the question would not have appealed to one, were it not that faithfulness seems to have been born from the very routine nature of the work. The woman who has spent all her life in a department where she learned to ex-

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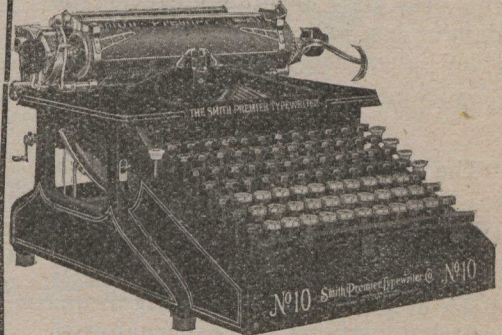
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peet little, is never the first to complain: she is always the one who first chides aspiring youth at her side, who tells how thankful she is that her country provided her with a means of gaining a living. From this very state of mind, however, the danger has arisen that the value of some labor will be underestimated.

—
“The Woman With the Serpent’s Tongue.”
 —

At the moment all London is talking of Mr. William Watson’s new book of poems, and especially of one which it contains, “The Woman with the Serpent’s Tongue.” No name is mentioned in the poem, but the name of a very well known woman is on every lip. The poem is of a kind almost unparalleled in modern literature, and in many circles Mr. Watson is being condemned as having far exceeded bounds.

To everybody conversant with the gossip behind the scenes in London the picture is a speaking likeness of a woman who, perhaps more than any other in England below royalty, has occupied the public attention from the days before her marriage, when she was the leader in a select coterie known as “The Souls,” to these later times, when her reported indiscretions have been near precipitating a political crisis. Whether Mr. Watson’s portrait is true to life or is only an envenomed caricature is a question hotly debated.

The remarkable society known as “The Souls” attracted much attention in England several years ago, although public knowledge of its affairs was always somewhat indefinite. Neither wealth nor position could secure an entree to this most exclusive of clubs. Intellectual brilliancy was the test, and among the leading members were Arthur J. Balfour, Mrs. Beerbohm Tree, Lady Granby, Lord Elcho, Margot Tennant (now Mrs. Asquith, wife of

the premier), George Wyndham and Alfred Lyttelton.

The poem follows:

She is not old, she is not young,
 The woman with the serpent’s tongue,
 The haggard cheek, the hungering eye,
 The poisoned words that wildly fly;

The famished face, the fevered hand,
 Who slights the worthiest in the land,
 Sneers at the just, contemns the brave,
 And blackens goodness in its grave.

In truthful numbers be she sung,
 The woman with the serpent’s tongue,
 Concerning whom fame hints at things
 Told but in shrugs and whisperings.

Ambitious from her natal hour,
 And scheming all her life for power,
 With little left of seemly pride,
 With venom’d fangs she cannot hide;

Who makes love to you to-day
 To-morrow gives her guest away,
 Burnt up within by that strange soul
 She cannot slake, or yet control.

Malignant-lipp’d, unkind, unsweet,
 Past all example, indiscreet.
 Hectic and always overstrung—
 The woman with the serpent’s tongue.

To think that such as she can mar
 Names that among the noblest are;
 That hands like her’s can touch the springs
 That move who knows what men and things;
 That on her will their fates have hung,
 The woman with the serpent’s tongue.

FREA CANNAIAD.

—
**CIVIL SERVICE SAVINGS AND
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 —

The annual general meeting of the Society will be held on Tuesday, the 23rd November, 1909, at 8 o’clock p.m., in the Lecture Room of the Ottawa Public Library, corner of Metcalfe street and Laurier avenue west.

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Le Service Civil au Canada.

M. LA ROCHELLE DONNE A LA PRESSE UNE ANALYSE DE LA LOI DU SERVICE CIVIL.

Pendant une récente visite à Montréal, M. La Rochelle a donné l'interview suivante à la presse au sujet du fonctionnarisme et de la loi qui le régit.

Q.—Que pensez-vous de la nouvelle loi du Service Civil ?

R.—Je crois qu'elle constitue un très utile instrument de réforme administrative. Ses

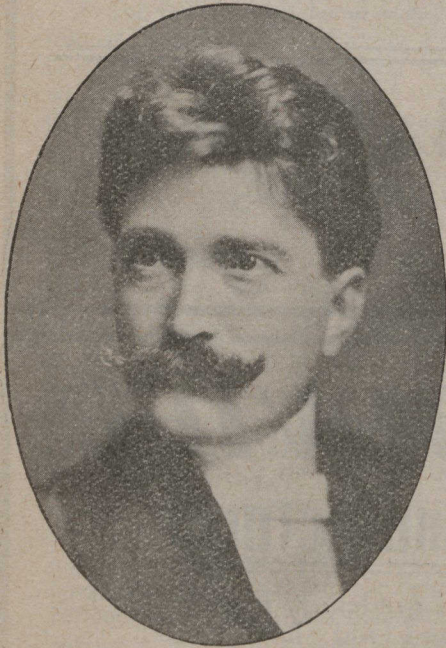
l'avancement au Service Civil Canadien ; (2) de faire toute investigation qu'elle peut elle-même juger convenable pour s'assurer de l'efficacité et du respect de la loi et des règlements, tant dans la division intérieure que la division extérieure du Service public ; (3) de remplir toute autre fonction qui peut lui être déléguée par le Gouverneur en Conseil, et (4) de rendre compte du tout au Parlement du Canada, chaque année.

Q.—Mais quelle est la principale réforme accomplie par la nouvelle loi du Service Civil ?

R.—C'est la substitution du mérite au favoritisme dans le recrutement des fonctionnaires publics. La nouvelle loi décrète sans détours (art. 13) qu'à part deux exceptions possibles (art. 21 et 22) toutes les positions du service civil appartiennent aux plus capables, à la suite d'exameas de concours. Elle abolit toutes les distinctions, met tous les aspirants sur un même pied, ne reconnaît qu'une jeunesse canadienne sur toute l'étendue du territoire, et s'élève au-dessus des frontières de provinces, de comtés ou de paroisses. Tout ce qu'elle demande au candidat, c'est de prouver son mérite personnel dans un libre concours, et de bien servir le Canada.

Q.—Ces deux exceptions me rendent perplexe ; voulez-vous me renseigner sur leur nature et leur étendue ?

R.—Vous avez tort d'être perplexe, puisque ces deux exceptions reposent sur la longue expérience du peuple anglais et non sur le fragile intérêt d'un parti politique. A Westminster comme à Ottawa, deux catégories de fonctionnaires peuvent parfois échapper à l'examen de concours : les professionnels et les spécialistes d'abord, et les messagers, emballeurs, trieurs et chargeurs ensuite. Voici d'ailleurs, pour votre renseignement, le texte de la première exception, telle que formulée par l'arrêté ministériel du Cabinet Palmerston, en 1870 : "except for offices to which the holder is appointed directly by the crown, situations filled by promotions, and positions requiring professional or other peculiar qualifications where the examin-



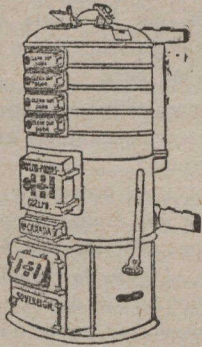
Mr. M. G. LA ROCHELLE,
Civil Service Commissioner.

mérités n'ont d'ailleurs rien qui doivent étonner, puisqu'elle est calquée sur la charte du service civil britannique, qui est estimée la plus parfaite du genre au monde, après une épreuve de plus d'un demi-siècle, et que les Etats-Unis adoptèrent dès 1883.

Q.—Quels sont les principaux devoirs assignés à votre Commission ?

R.—Les principaux devoirs de la Commission sont : (1) de vérifier et certifier, suivant certaines règles, les connaissances et les aptitudes des candidats à l'admission et à

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Q.—Mais pourquoi cette exception ? La promotion des fonctionnaires déjà préposés aux services professionnels ou techniques, ne fait-elle pas disparaître le motif de cette exception ?

R. Généralement oui, mais pas toujours. Et ce doute me paraît précisément constituer la raison qui crée, en Angleterre comme au Canada, cette importante exception. Car, quel que soit le degré de perfection d'un service civil, il est certes possible que l'expert ou le savant requis par l'intérêt public, puisse ne pas s'y trouver à un moment donné. Or, un gouvernement ne saurait se départir à ce point de son pouvoir exécutif, qu'advenant la rupture d'un rouage essentiel dans le mécanisme d'un département, il lui soit interdit de parer au danger, en cherchant au dehors un secours qui lui manque au dedans.

Q.—Mais même en admettant la nécessité de cette exception, l'article 21 ne permet-il pas à la Commission de tenir alors des concours spéciaux ?

R.—Oui, mais à la demande des ministres, puisque cet article leur confère, en ces cas exceptionnels, le droit de se dispenser de l'examen de concours et de suggérer à la Commission les candidats de leur choix. D'autre part, comme c'est pour eux un privilège et non une obligation, il en résulte qu'ils ne s'en prévalent pas toujours et s'en rapportent souvent aux concours spéciaux. C'est ainsi que depuis septembre 1908, date de la mise en vigueur du nouveau statut, près de la moitié des nominations de nature professionnelle ou technique fut faite à la suite de concours.

Q.—Mais ne croyez vous pas que sous l'autorité de cet article 21, il soit facile d'é luder la loi générale, en représentant aux Commissaires comme professionnelles ou techniques de vulgaires aptitudes ?

R.—Assurément non. Car cet article impose aux Commissaires l'obligation d'attester une connaissance professionnelle ou technique et non une vulgaire aptitude. Or, la capacité professionnelle ou technique n'est pas une chimère, elle comporte la connaissance d'une science ou d'un art. Et tout le monde sait faire la différence entre une science ou un art et une aptitude de tous les jours.

Q.—Voulez-vous maintenant me renseigner sur le niveau des études requises en ces examens de concours généraux ?

R.—Avec plaisir ; et sans préambule, je vous dirai que le niveau des études ne comporte qu'une connaissance générale des matières des programmes. Inutile de vous dire que cette grave question fut l'un des principaux soucis des Commissaires, puisqu'il importait de concilier l'intérêt public avec les diverses méthodes d'enseignement au pays. Mais la simple comparaison du niveau de cet enseignement à celui qui est nécessaire aux recrues du service civil, nous rendit la tâche relativement facile. Car nous ne pouvions ignorer le fait de l'extrême jeunesse des candidats invités par la loi à prendre part aux examens de concours. En effet, la limite d'âge étant de 18 à 35 ans, il n'eût pas convenu d'inviter les jeunes gens à concourir, puis de les ostraciser au moyen d'une épreuve draconienne. D'ailleurs, les autorités universitaires furent consultées et je puis vous dire que les programmes furent approuvés par

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Q.—Voulez-vous me dire votre pensée sur la valeur relative des méthodes d'enseignement des diverses universités du Canada, au point de vue de la carrière du Service Civil ?

R.—Vous touchez là, mon ami, à une question trop délicate. Car, toutes les convictions sont dignes de respect et chaque université est un sanctuaire où le chercheur ne saurait pénétrer qu'avec révérence. Mais ce que je puis vous dire, c'est que les plus belles positions du service civil sont réservées aux administrateurs et aux spécialistes des divers départements. La simple énumération de quelques-uns des ministères, comme ceux de l'agriculture, du commerce, des finances, des mines, des douanes, de la marine et des pêcheries, des chemins de fer et canaux, des travaux publics, et du revenu, suffit à vous donner une idée assez nette du caractère administratif et scientifique de leurs travaux. Ce sont les connaissances techniques, commerciales et économiques qui priment dans l'administration des affaires de notre pays, et qui sont pourtant reléguées au second plan. Il

faut bien avouer d'autre part que le plus brillant helléniste ne pourrait, aux Mines, par exemple, remplir les fonctions de minéralogiste, de géologue ou de paléontologiste ; à l'Agriculture, celles de chimiste, de botaniste, de zoologiste ou d'entomologiste ; aux Finances, celles de comptable ou d'actuaire ; et encore moins celles d'administrateur de ces diverses branches techniques.

Q.—Mais on dit que l'examen de deuxième division comporte un ensemble de connaissances classiques ou universitaires qui les rend presque inaccessibles ?

R.—Rien n'est moins exact, puisqu'un candidat peut le subir sans même passer par un collège classique. A vrai dire, un bon cours académique, prolongé de quelques mois de spécialisation, est suffisant. Voyez plutôt, au programme, la liste des matières facultatives des groupes A. B. et C. et vous y découvrirez qu'un aspirant peut s'en tirer avec les suivantes : écriture, orthographe, composition, littérature, français pour les candidats de langue anglaise ; anglais pour ceux de langue française. arithmétique, algèbre, géométrie, histoire et science politique. Et notez bien

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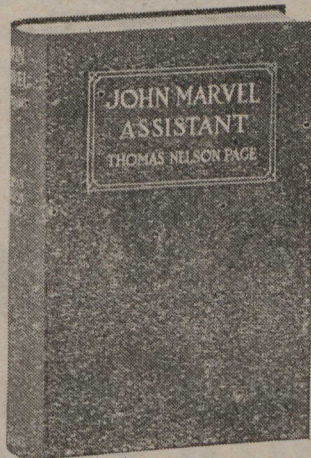
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que l'histoire se borne à un précis de l'histoire du Canada et de celle de France, d'Angleterre et des États-Unis depuis la découverte de l'Amérique ; pendant que la littérature ne comporte qu'une connaissance générale de ses principes et de son histoire. Vous êtes bien loin, n'est-ce pas, du programme classique de Québec, avec comme matières obligatoires : français, anglais, latin, grec, grammaire, versifications, littérature, rhétorique, histoire (mythologique, ancienne, romaine, du moyen-âge, moderne, universelle, française, anglaise, américaine, canadienne), géographie, philosophie en latin (3 vol.), astronomie, géologie, minéralogie, zoologie, botanique, physique, chimie, algèbre, géométrie, trigonométrie et arithmétique.

Q.—Mais quels furent les motifs de l'introduction de ce nouvel examen de deuxième division ?

R.—Le nouveau système du Service Civil Canadien est, comme je l'ai dit plus haut, calqué sur celui d'Angleterre, qui distingue entre la culture générale de l'administrateur et celle du commis. L'examen de deuxième

division est la feuille de route qui permet aux jeunes gens de gravir, sans autre épreuve, jusqu'aux sommets du service civil. Et pour cette raison, il importe d'exiger d'eux un ensemble de connaissances qui les rend aptes à assumer plus tard les plus hautes responsabilités.

Q.—Pourriez-vous me renseigner sur le programme des examens pour les fonctionnaires de troisième division ?

R.—C'est en vérité l'ancien examen d'aptitudes, avec en plus la dactylographie, qui est devenue obligatoire en raison des besoins des ministères. Cet examen n'embrasse que les matières suivantes : écriture, orthographe, composition, arithmétique, géographie, histoire, transcription et dactylographie. Je dois ajouter, pour le renseignement de la jeunesse, que la sténographie, qui est matière facultative, est d'un avantage exceptionnel, vu qu'elle est très souvent une cause de préférence.

Q.—Je ne saisis pas tout à fait la nuance qui distingue les première, deuxième et troisième divisions du Service Civil Canadien.

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R.—Mais c'est tout simple. Les quelques milliers de fonctionnaires qui composent le Service Civil Intérieur du Canada, sont répartis en trois grandes classes qui, comme en Angleterre, s'appellent maintenant "divisions." La première comprend les principaux officiers civils préposés aux hautes fonctions administratives, techniques et exécutives du gouvernement de ce pays ; la deuxième, les officiers civils préposés aux mêmes fonctions mais revêtus de moindres responsabilités ; et la troisième embrasse généralement tous ceux qui agissent sous leurs ordres, et la plupart comme commis aux écritures.

Q.—Mais n'est-il pas permis à la troisième division de franchir le fossé qui la sépare des deux premières ?

R.—Mais certainement, et sans trop de difficulté.

Q.—Un mot maintenant de la toute importante question d'avancement au service civil ?

R.—Vous avez raison d'attacher une aussi grave importance à cette question de promotion, puisqu'elle est la clef de voûte de tout le système. La loi me paraît décréter que les fonctionnaires les plus méritants dans l'opinion

des chefs et de la Commission, peuvent être les seuls promus. Le ministre choisit le fonctionnaire qu'il estime le plus digne de promotion, et la Commission vérifie et certifie le fait.

Q.—En terminant serait-il indiscret de vous demander l'échelle des émoluments attachés aux divers grades du service civil ?

R.—Les salaires varient, suivant les grades et les divisions, de \$500 à \$4,000 par an. Ceux de la troisième division vont de \$500 à \$1,200 ; ceux de la deuxième, de \$800 à \$2,100 ; et ceux de la première, de \$2,100 à \$4,000. Celui des messagers, emballeurs, trieurs et chargeurs, va de \$500 à \$800.

Q.—Mais cette échelle ne souffre-t-elle aucune exception.

R.—Oui, dans les cas d'aptitudes spéciales, une augmentation distincte, allant jusqu'à \$500 peut s'ajouter au salaire initial.

An Irishman fell from a house and landed on a wire about twenty feet from the ground. After he had struggled a moment the man let go and fell to the ground. Some one asked his reasons for letting go. "Faith" was the reply, "I was afraid the wire would break."—*Medical Summary.*

GENTLEMEN ;—

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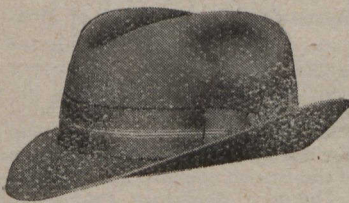
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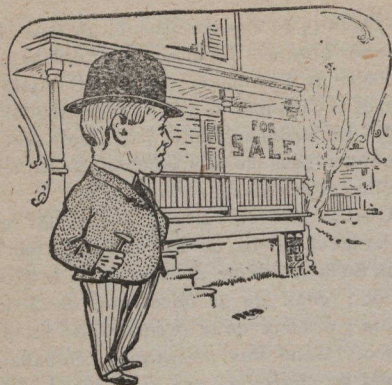
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Important Address by Sir Wilfrid
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That Sir Wilfred Laurier's recent speech on "The Constitutions of Great Britain and the United States—a Comparison," given before the Woman's Canadian Club of Montreal, was an instructive address goes without saying, of constitutional history forms one of the favorite studies of the Premier. He was enthusiastically applauded when he declared that all other countries in the search for liberty had had to adopt the principles of the British constitution in whole or in part. The most illustrious example of all was that of the American Colonies, which, when they had wrenched themselves from the Motherland, had paid her the compliment of adopting her constitution as far as the new conditions permitted. He showed why, in his opinion, the British Constitution was more elastic and more responsive to the public needs than the American Constitution. The full text of the address may be obtained at special rates from the publishers, John Dougall & Son, Montreal, Quebec,

Correspondence.

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

Superannuation.

To the Editors of *The Civilian*:

In your issue of Oct. 22 I notice some appropriate remarks on the question of civil service superannuation.

To those who, like myself, are hoping that the government may introduce the Superannuation Bill recommended by the C. S. Commission, or something similar, your remarks showing that British Columbia, Quebec and Great Britain are providing for their civil servants, will be most welcome. For my part, I think it very likely that the government, which has so greatly improved the civic service generally, and is still busy with the good work, will re-introduce superannuation. A host of civil servants heartily hope so. Superannuation for the toilers was never more popular (and rightly so) than now. The Grand Trunk Railway, Canadian Pacific Railway, and other great corporations, have lately made splendid provision for the old age of faithful employees in the form of *free* superannuation. What a comfort it is to the toiler to know that, when his useful days are over, he is insured against want! How many of us are fretting over this important matter,—when we should not have to do so, but should be able to give our very best efforts to our duties. The Civil Service Retirement Fund is an excellent means of inducing civil service employees to be thrifty, and it meets with the cordial approval of many. I trust this fund will not be abolished; but I strongly hope that the wise members of the government, recognizing the necessity for superannuation, will make glad its army of newer employees by making provision for the old age

and physical disability that must come to them. If private corporations, some of whom have difficulty in making dividends for their shareholders, can make generous provision for their old soldiers, how much easier it should be for our country to provide for its faithful workers! An army of employees appointed since superannuation was abolished are hoping to see it re-introduced in some form. I am confident that they will not be disappointed.

Yours sincerely,

GARRETT O'CONNOR,

R. M. C.

Bridgeburg, Ont., Can., Nov. 2, 1909.

Promotions.

To the Editors of *The Civilian*:

Dear Sirs,—I feel assured you will not deny me the right to a word of explanation through your columns.

It will be obvious to the readers of *The Civilian* and the civil service column in the Saturday Free Press that a controversy over some matter affecting civil servants has arisen between you and me. It may be that confusion has been created in the minds of many as to the real issue. You assert that I have misunderstood the policy which you are advocating. Perhaps I have. You go further, and say that I have misrepresented your arguments. If I have I am sincerely sorry. It was not my intention to do so. You advance still another step, and attribute my blundering to childishness and general ignorance. That hurts a little; but, unfortunately, the reproach is well founded. Among the few friends I seem to have left I doubt if the most ardent would suspect me of knowing more than I think I do.

But this is not a personal issue. Whatever it is, it relates to promotion examinations. I shall not be accused now of misrepresenting you, when I say that in some degree you have been defending, or advocating,

an academic examination for clerks in some class, at some time and in some way, as a means of determining their right to advancement. You may even say this has not been your suggestion; that, as applied to those in the Third Division, it is the law. Well and good.

Now, subject to all that you have said in relation to my unfairness and lack of perspicuity, my position is simply this: Apart from the educational standard applicable to entrants, I am, first, last and always, opposed to an academic examination for any class, at any time and in any form, or for any purpose whatever. I say a clerk should be promoted solely as a reward for experience and increasing usefulness. This attitude is in harmony with the recommendation of the Civil Service Association in 1907, founded on the vote of the whole service, and nothing has happened in the interim to warrant anyone in assuming there has been a change in principle.

CRITICUS.

[Anyone who will read the front page of our issue to-day will see that the above, like the rest of its writer's

attacks on *The Civilian*, is written in complete failure to appreciate the fact that the phenomenon he is discussing is not one but several, and that its component parts are not similar but diverse. The "educational standard applicable to entrants" which he dismisses with an airy wave of the hand is three-quarters of the present question. The present is a situation of practical difficulties, to be met by practical remedies, and not by generalizations with which no one has dissented and which indeed are platitudinous. *The Civilian* would not willingly hurt anyone's feelings, but the writer of a periodical column in the public press assumes a responsibility of which he should understand the nature, and if he persistently confuses counsel he has no grounds of complaint if he is told so in unmeasured terms. "Criticus" seems to think that by admitting himself to be prone to blunder and by asseverating his amiable intentions in trying on no grounds whatever to fasten an unpopular policy upon *The Civilian* he somehow improves his arguments. He doesn't in the slightest. —Editors.]

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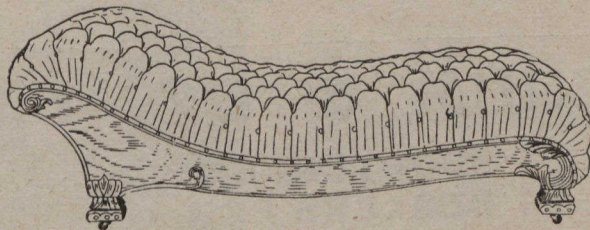
A CIVIL SERVICE CLUB.

At a meeting of civil servants held at 75 MacKenzie Avenue on Thursday evening, November 4th, a social club, to be known as the "Civil Service Club," was formally organized. The meeting was called by the sub-committee appointed last Spring by the executive of the C. S. Association. Mr. Doyon, the president of the Association, took the chair at 8.30, and after explaining to the fair-sized gathering of civil servants present the object of the meeting, called upon the headquarters committee to report. The committee was composed of the following gentlemen: T. N. Doody, H. LeBreton Ross, A. N. Payne, John Shearer, F. G. Bronskill, W. A. Fraser, and F. Grierson (chairman). The report was presented by the chairman, and was in substance as follows:

Last winter the executive of the C. S. Association appointed a committee to look about for a meeting

place for the various committees connected with civil service executive and co-operative work. This committee reported some months ago recommending an enlargement of the idea of a mere meeting place for committees into a proposition to embrace a "social club" for individual civil servants as well as a headquarters for four committees. This expansion of the original proposal was approved by the executive. The committee then sent out through the service subscription lists inviting all to sign who were willing to join such a club at the small fee of one dollar per annum. 430 signatures were obtained, and the lists were withdrawn, the committee being satisfied from the unanimity of opinion shown by the service so far as it was canvassed that the proposal was a popular one.

The committee then went house-hunting. A very suitable house for the purpose was found on MacKenzie Avenue, but, unfortunately, it



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was damaged by fire, and the Department of Public Works considered it too far gone to be repaired in view of the fact that it is to be demolished to make way for the new departmental block. The department, however, very kindly offered the committee the house at No. 75 MacKenzie Avenue, at a moderate rental, to be used until the government decides to build the new block. The committee made all necessary preliminary arrangements as to heating, lighting, caretaker, etc., and several meetings of the executive have already taken place in the building.

As the life of the sub-committee expired by lapse of time on Tuesday evening, Nov. 9th, the end of the Association year, it was decided to invite the subscribers to the "club" to meet and elect a staff of officers and to organize the club. The report closed with the following recommendations:

(1) That a social club to be known as the "Civil Service Club" be formed.

(2) That provisional officers be appointed as follows: President, Vice-President, Secretary-Treasurer, and a house-committee of seven, and that this provisional body be requested to draw up a constitution for submission to a future meeting.

The resolution to form a "Civil Service Club" was forthwith passed unanimously, and the following provisional board of organization was appointed:

President—W. W. Cory.

Vice-President—G. H. Wattsford.

Secy.-Treasurer—P. Marchand.

Committee—F. Grierson, W. J. Glover, W. R. Billings, F. H. H. Williamson, A. E. Chamberlain, G. Emond.

The other business transacted was the passing of a resolution instructing the newly elected officers to draw up a constitution and report at a meeting to be called on Thursday, Nov. 18th. Before leaving, those present at the close of the meeting signed a list of charter members of the club.

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THE NEW C. M. G.'s.**Mr. W. W. Cory.**

Among the birthday honors a popular one in Ottawa is the C.M.G. conferred on W. W. Cory, Deputy Minister of the Interior. Mr. Cory was born in Strathroy, Ont., and was but five years old when his parents moved to Gladstone, Man. It was in the common school of this district and later in St. John's college, Manitoba, that he received his education. In 1886 after securing his



MR. W. W. CORY,
Deputy Minister of the Interior.

degree he entered law, but eventually joined the civil service of Manitoba as clerk in the attorney general's office. During his connection with the provincial government, which commenced in November, 1899, Mr. Cory served under Attorneys-General Martin, Sifton, Cameron, and for a few weeks under Hugh John Macdonald. In February, 1900, he resigned, and in the following January was appointed to the Interior Department, taking charge of the patenting of railway lands.

In July, 1901, Mr. Cory was appointed inspector of Yukon offices under the Departments of the Interior and Justice, remaining in the Yukon throughout the summers of 1901, 1902 and 1903. In January, 1904, he was appointed assistant commissioner of Dominion lands, a position he held until January, 1905, when he was made Deputy Minister.

Major Perry.

Major Aylesworth Bowen Perry, who was similarly honoured by the King, was born at Napanee, Ont., August 21, 1860, and was one of the first to graduate from the Royal Military College after its foundation. He served with distinction during the Northwest rebellion in 1885, with the Alberta field force. He was then promoted to be superintendent of the N.W.M.P. He went as part of their contingent to Britain at the time of the late Queen's jubilee.

NEW ADVISORY BOARDS.

As supplementary to the list of new advisory boards published in the last issue the following notices have been received:

Dept. of Auditor-General.

- Division I, B.—Wm. Kearns.
 - “ II, A.—A. H. Brown.
 - “ II, B.—R. S. Glass.
 - “ III, A.—S. Rettie.
 - “ III, B.—Miss T. E. Darcey.
- Messengers.—H. Cottee.

Dept. of House of Commons.

- Division I, A.—William C. Bowles.
- “ I, B.—Nathaniel Mills.
- “ II, A.—Narcisse Robidoux.
- “ II, B.—George N. Boivin.
- “ III, A.—Eugene Naubert.

Dept. of Marine and Fisheries.

The name of Mr. H. O'Brien, representative of the Messengers of this Department, was inadvertently omitted from the list of members of the Advisory Board published in the last *Civilian*.

Athletics.

Ten-Pin Bowling.

The last fortnight has seen a striking advance in the scores for the high cross alley score, and incidentally has brought Archambault of the Mint team forward as the best bowler in the service. Since last issue he has made two scores, 619 and 614, which have given him this position. Edwards, of the Interior Langevin Block team, is a good second with a score of 612, one single string of his being the record string of the season on these alleys, 258. The leaders in the race so far are the Interior, Langevin, and Public Works and Railways, each of which have won all their games so far, the former with 4 wins and the latter with 3. Other teams with a single loss are Bureau, Customs etc., East Block and Audit, Royal Mint. The games for the next fortnight are as follows:—

- Nov. 22—Savings Bk. Branch vs. Customs etc.
 “ 23—Militia vs. Interior Outside.
 “ 24—Agriculture vs. Post Office Dept.
 “ 25—Interior Langevin vs. Public Works and Rys.
 “ 26—Royal Mint vs. East Bk. and Audit.
 “ 27—(2) Bureau vs. Militia.
 (4) Agriculture vs. Bureau.
 “ 29—Customs Statistics vs. East Block Audit.
 “ 30—Agriculture vs. Militia.
 Dec. 1—Interior Langevin vs. Post Office Dept.
 “ 2—Customs etc. vs. Public Works and Rys.
 “ 3—Post Office Dept. vs. East Block and Audit.
 “ 4—(2) Savings Bk. Branch vs. Public Works and Railways.
 (4) Bureau vs. Railway Commission.

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FEDERATION NOTES.

A meeting of the Ottawa members of the Executive of the C. S. Federation was held last week and a meeting of the Montreal members will take place at an early date. A meeting of the Executive as a whole will be held later in the month. The various classes are preparing their cases for presentation to their several ministers while the role of the Federation as a whole will be to deal with subjects which pertain to all classes alike and are matters of general government policy rather than of particular departments.

Personal.**General.**

Miss Gladys McInyre of the P. W. Dept. has been suffering from an attack of appendicitis. She will return to her duties at an early date.

Miss Helen Houston, formerly temporary clerk in the Annuities Branch, has been made permanent.

Mr. T. Amond of the Sec'y of State Dept. is confined to his home through illness.

Appointments.

To Interior Dept.—E. Bartlett, J. A. Coté, E. Chartrand, L. O. R. Dazais, G. H. Herrriott, P. M. Thompson and E. Cousineau, to Division 2 B.

To Marine & Fisheries Dept.—C. P. Edwards, to Division 2 A., under section 21 and 33 of the amended Civil service act; F. P. Jennings to 2 B, Miss M. C. Lyon, Miss C. F. McCuaig and Miss E. G. White, to Division 3 B.

To Post Office Dept.—Miss F. Corbett, to Division 3 B.

To Labour Dept.—Miss J. C. Dewan.

Promotions.

Secretary of State Dept.—G. Emond to 1 B.

Railways & Canals Dept.—C. F. McCourt to Division 2 B.; H. K. Bowes from Division 3 A to 2 B.

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Trade & Commerce Dept.—D. D. Wilson, to 3 A.

Transfers.

H. L. Mainguy, from Accountant's branch P. O. Dept., to Railway & Swamp Lands branch Interior.

J. E. Belliveau and C. M. Demmery, M.O. branch P. O. Dept., to Railways & Canals.

John D. Craig D. L. S. and N. J. Ogilvie D. L. S. from the outside service to 1 B, in side service.

Emond Jean de Coelie, Assistant Surveyor, from outside service to 2 B.

H. N. Johnstone, from Toronto Post Office to Montreal Post Office.

Superannuations.

The following officers have retired from the service on superannuation;—

J. Pense of the Kingston Post Office; J. B. D'Aoust and A. Gauthier, Montreal Post Office; and N. E. Edge, Customs, Quebec.

Resignations.

From the Finance Department.—Miss E. F. Smith and Miss E. M. Elliot.

From the Customs Dept.—N. J. Spear of the port of Vancouver.

Mrs. H. Goodell, of the Health of Animals Branch, third div. "B", has resigned.

Absences Granted.

Messrs Jas. A. Hayes and Wm. Bond of

the Seed Branch, have been granted six months leave, and are attending St. Anne de Bellevue College.

Deaths.

Customs Dept.—N. H. Hill of the port of Halifax, superannuated, died in London, England.

Robert Davidson, formerly of the Railway Mail Service, who had retired on superannuation, died on Nov. 4th.

THE BOOK CANVASSER.

By "Pickwick."

His voice is raised in eloquence
His hand is lifted high,
In words of simple elegance
He shows the "How!" and "Why?"

He quotes from this and quotes from that
How "so-and-so's" grandmother
Had bought his book "right off the bat"
Since then, she's bought no other.

How Jones, in joyous ecstasy,
Had ordered half-a-dozen,—
How Smith, out of his sheer delight
Had bought one for his cousin.

Of course, there's nothing much to pay—
His charity's conspicuous,
Of course, the book is given away,—
The price is so ridiculous!

When you his arguments imbibe,
You hesitate, perhaps,—then fall;
You say *perhaps* you *might* subscribe.
'Tis done! *He's made another haul!*

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