

PAGES

MISSING

THE CIVILIAN

VOL. IX.

OCTOBER 13, 1916.

No. 13

Efficiency Records.

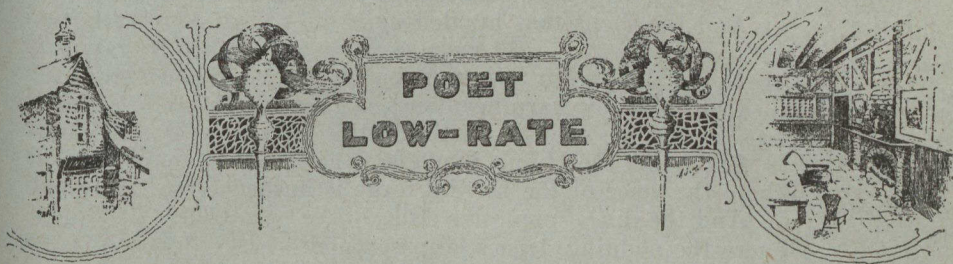
Text of an address delivered by Prof. Adam Shortt, Civil Service Commissioner, Ottawa, during the discussion of Mr. Murray's Report on Efficiency Records before the National Assembly of Civil Service Commissioners, at Ottawa, June 1916.

Mr. Chairman, I have listened with great interest to the discussion. I have not had the privilege of listening to your discussions before. I feel like following up the line opened partly by Mr. Moskowitz in emphasizing the difference between what might be called mechanical and mathematical records, and the intangible records which must go with these and particularly rise above them. The experiments that have been made, and some of them recorded, strike me as very desirable indeed even if they are not productive of successful results. Carlyle in the preparation of his history of Frederick the Great, after wading through a dozen or two of volumes occupying a week or two would say: "At least that proves there is nothing there." There is some satisfaction in proving that there is nothing there because you have always an uneasy feeling that if you had only gone into that field you might have got something very valuable. I think the experimenting is showing how much and how little can be got out of the mathematical process. But it has fallen to my lot in the eight years I have been connected with the Civil Service Commission in Ottawa to deal with promotions. To our Commission is assigned by Act of Parliament the issuing of certificates for appointment and for promotion. Therefore we have been forced to deal with this question of relative efficiency as best we can. We have found that the individual ratings for which provision was made are sometimes useful and sometimes not. The most mechanical, such as the number of days absent, the cause of absence, the times late and so on, are about the most reliable; but when it comes to the element of judgment the variation of the individual comes in immediately. Some of the records are most inefficiently done, some are most painfully and accurately done; and some of those in charge of them come down asking that we add other sheets of refinement so that they could go into further detail. The next man may neglect the thing almost entirely, and unfortunately we have no legal capacity to enforce the proper keeping of these records. What I want to emphasize is that even if you had an absolutely perfect mathematical method of rating the routine work in respect to quantity and even to a certain extent in respect to quality, you are very far from getting at the real root of efficiency. We take two clerks and assign them to two different offices, just as you take two soldiers and assign them to two different commanders. One of these commanders will take the soldier and march from one end of the country to the other, downing everything, and the other commander may remain at home and his soldier remains absolutely inefficient. Efficiency is something intangible in the individual apart from the commander, apart from the director. Therefore the question of direction makes all the difference to the State in salary, in economy, in efficiency, in anything

else, given the same party. Again, here is a factor that we have never been able to get over. We assign two people to the same general office. One of them is selected and put at fairly onerous and difficult work; in other words work that gives an opportunity to realize. The other is put into purely routine work and that person is buried, no matter what his capacity is. When later these cases come back to us to determine the certificates for promotion, of course we have to ask what the two men have been doing and how they have been doing it and we find that one has been doing nothing but routine work and the other good work. He has had the opportunity to go up. And so we cannot put these two any longer on the same level although in reality they represent the same brain power and efficiency and capacity. All these differences enter into the problem. Further there is in one office the opportunity to go rapidly up by reason of death, promotions, enlargement of work and the consequent assignment of people to new work; whereas in other Departments there is stagnation; the men at the heads are young, capable people, there is no opportunity to go up, and therefore no opportunity to show quality. When a man has been assigned to a certain office and has got his experience in it, you cannot transfer him to another office where an experience of several years in a particular line in which he has had no experience is required. Therefore when it comes to a question of advancing men from one office to another it can only be done with advantage in the same line; you can transfer a man from one Department to another in the Accounting Branch but you cannot put an accountant into other work in another Branch because he is a technical man. Therefore it comes to this in our experience that when the question of promotion is up there is first of all the question of who has been selected, and that selection may be on various grounds. It may be political; it may be personal; the question of relationship, temperament and all these things naturally come in because after all that is the raw material you have to work with and you cannot get away from that raw material. You might as well tell me that a man can build a house as well on muskeg as on rock as to say that you can get the same results from the employment of men who have totally different temperaments and mental development. No mathematical processes of routine or rules will ever get you above that.

I thoroughly agree in the desirability of following up as well as you can what can be done on the mathematical and mechanical lines. But what do we find? We have to go and sit down with the people in that office; we have to ask, if any question of promotion arises, who is the man immediately responsible for this man's work? Secondly, who is the man responsible for that other man's work? That is the second removal. Finally we have to go to the Deputy Minister who has charge of the Department, and we get reports from all of these people. We sometimes go into the Deputy Minister's office and he calls in the heads of Departments under him and we have a conference of the different heads who are interested in these different people. We thresh the whole thing out there, asking all kinds of questions. After eight years you come to know your men. You come to know the men on whose judgment you can rely, because you find that results justify their judgment. You come to know the men who are swayed by temperament, by qualities which are not consciously revealed, and so you have to form your judgment—it comes back to the Commission. So you never can get away from the element of personal judgment—and the whole history of the world indicates to me that it is futile to attempt to get away from it. I have read Plato's scheme for organizing the State with the best man at the top and the next best man next to him and so on down to the lowest element, and what did he appeal to for the selection of the best man? The only efficiency record that you can ever appeal to in

that kind of thing, that is the powers beyond. I come down to Rousseau and I find him laying out an ideal scheme of efficiency and work ability; and when that atheist gets through what does he say: Well, of course, you have to get the gods to pick out the man for you! When Carlyle is laying out an ideal scheme he starts it as the others do with the best men at the top and with a graded organization below. And how to get it? When some god assists, not otherwise. They all appeal in ideal schemes to something beyond humanity because they recognize the defects of human institutions. There is the raw material, and no ideal scheme or mathematical process will ever get beyond it. We have to face that. We must select our men and then more or less trust them.



“A PRAYER.”

Give me a house by the side of the road,
 Where the flowers are bathed in the sun,
 Far, far from the agonized screech of the shell
 And far from the boom of the gun;
 Where I may forget what a brute man's been,
 Where I may repay the debt
 I've incurred in this war that has riven the world,
 This war that I long to forget.

I have flown our battlefield steeped in blood,
 And a sea thick-strewn with dead,
 Where the grass in the field and the wave of the sea
 Should both have been green, not red;
 And the dead that floated and those that lay
 Piled deep on the scarlet sod,
 Both proved that we harked to the Devil's voice
 In place of the voice of God.

Give me a house by the side of the road,
 Where I may forget my share
 In the strife that has rent the world in twain
 And whitened each mother's hair;
 Where I may forget that I fired on him,
 And he, that he shot at me;
 Where I may woo peace and love again,
 And be as I used to be.

We had to go forth to slay the brute
 Who threatened our hearth and home,
 We could not allow this beast at large,
 To murder, and still to roam;

But God, how I wish we could have seen
 Some other way out of the strife
 Than feeding our cannon a thousand times
 A day with a human life.

Give me a house by the side of the road,
 When the last red trench is won,
 When the hills re-taken, and corpse strewn slopes,
 Heed not the din of the gun;
 When the moans have ceased and the poison cloud,
 That hid God's radiant sy,
 Have passed, with the clank of the meeting steel,
 And the shells that hurtled by.

Let me see the pigeon awing again,
 Instead of my warping planes,
 That carried me over to hurtle death
 Right into the Hun's domains;
 Where the voice of the Devil's forge is hushed
 And the din of explosive still;
 Where the nodding daisies keep sentinel
 O'er the graves beyond the hill.

Give me a house by the side of the road,
 In the country where I was born,
 Where I may be in my agèd days,
 To weep and grieve and mourn;
 Where the blossom, like foam, on hedge and tree,
 Looks up to the silent cloud,
 Where the dew as it falls at eventide
 Makes the glorious dead a shroud.

My eyes see blood to the North and West,
 To the South and East see flames,
 The pits are full of the buried dead
 And the fields of blind and maim;
 And my heart turns sick at the sight of this
 Great shambles,—I choke and pray
 That man may stifle the beast he hides
 In his God-like form—some day.

Give me a house by the side of the road,
 When all of this strife is o'er,
 When the sun comes kissing the creeping rose
 That rambles above the door;
 And there with my children upon my knee
 I'll teach them as best I can
 To love their neighbor and bear good-will
 To all of their fellow man.

And then when I pass through the rifted skies
 That curtain this blood-soaked sod,
 For the lives that I took and tried to take
 I shall crave Thy pardon—God.

CIVIL SERVICE CASUALTIES.

LIEUT.-COL. W. D. ALLAN, D.S.O.

Extended reference is made elsewhere in this issue to the death of Lieut.-Col. W. D. Allan, D.S.O., commanding officer of the Third Battalion, C. E. F.

DAVID MORRISON.

David Morrison, 53rd Battalion, now a patient in No. 13 Stationary Hospital at Boulogne, with serious gunshot wounds in the head, is a member of the Saskatoon post office staff. He is a native of Scotland, twenty-three years of age, and joined the postal service in 1913.

THOS. BRIDGER.

Company Sergeant-Major Thomas Bridger, of "A" company, 20th Battalion, reported wounded, is an employee of the Department of Public Works from Toronto.

ED. McD. JOHNSTON.

Edward McD. Johnston is a Montreal boy. Prior to the war he was in charge of the Chinese Department of the Dominion Immigration Office in Winnipeg. He enlisted with the 34th Fort Garry Horse, and transferred to the 78th, going overseas with the latter regiment. He served with the 32nd and at the time of receiving his wounds was with the fighting 5th. He was in the trenches nine months. He refused promotion on several occasions preferring to stay with the boys with whom he joined. He is at present at the First Southern General Hospital, Birmingham, England. He has a brother, H. D. Johnston, also at the front.

LANCE-CORPORAL T. S. ANNANDALE.

Lance-Corporal Thomas Stanley Annandale, killed in action on September 14th, was a Customs officer from New Westminster. Before the

war he was in the 104th Regiment, "Westminster Fusiliers." He enlisted in November, 1914, in the machine gun section of the 29th Battalion and had been at the front for a considerable time. His father is a captain in the 47th Battalion and a brother is in the machine gun section of the 1st Pioneers.

V. R. GIFFORD.

Victor Roswell Gifford, who died of wounds in the South Midland Casualty Clearing Station on September 7th, was employed in surveying by the Department of Militia and Defence before the war. He went to the front with the First Division and was an enthusiastic and efficient soldier. He was but twenty-two years of age and the son of a South African veteran.

MAJOR P. P. ACLAND, M.C.

Major Peregrine P. Acland, M.C., with whose distinguished military career readers of "The Civilian" are acquainted has been wounded a second time.

MAJOR JOHN P. GIRVAN.

Major John P. Girvan, admitted to No. 2 Canadian Red Cross Hospital with a gunshot wound in the chest, is a Toronto post office man. He was in the 48th Highlanders before the war, went to the front as a private and has won successive promotions in the field. He is twenty-nine years old and came to Canada from Edinburgh, about ten years ago.

LIEUT. W. W. BROOKFIELD.

Lieutenant William Wesley Brookfield, wounded, is a member of the clerical staff of the Welland Canal. His home is in Niagara Falls.

J. A. MEUNIER.

Mrs. J. A. Meunier, of Winnipeg, has received definite information that her husband was killed in action

at Tranchée de Calonne, France, on June 23rd, 1915. Meunier was a railway mail clerk of the Winnipeg district and a reservist of the French army. He answered the call to arms and, after reaching France was, it is said, in the 12th Canadian battalion. More than a year ago he was reported missing and definite news of his death is no surprise to his friends. Justis Alexis Meunier was thirty years of age and entered the civil service in 1907.

A. VILLIERS.

Alfred Villiers, a mail transfer agent in the Winnipeg district of the Railway Mail Service has also fallen in action. He was thirty-two years of age and entered the service in 1912.

A. G. MACDONALD.

A. G. Macdonald, railway mail clerk, Winnipeg district, who went overseas with a draft of the machine gun section of the 90th Rifles, was wounded in the knee by shrapnel on September 16th. He had the rank of sergeant-major and was serving with the 27th Battalion.

F. W. FRASER.

Sergeant F. W. Fraser, 14th Battalion (Grenadier Guards), wounded, belongs to the Staff of the Forest Products Laboratories, Montreal. After being at the front for a year and a half without being scratched, he was put out of action by a high explosive shell which injured his left thigh. He is still in hospital.

P. L. DUNNE.

Private Patrick Leonard Dunne, wounded, belongs to the staff of the Topographical Surveys. In a letter recently received he described how he rescued a companion who was in the trench alongside him. Private Dunne seeing his brother soldier badly wounded, after bandaging his wounds, took him on his back and

carried him across a shell swept area to the nearest dressing station. In doing so he strained his back. A few days later he was crossing the field and a shell exploded near him, killing a companion and burying himself. His limbs were twisted and his back injured while he was rendered unconscious for two hours. Private Dunne went overseas with the first contingent. Although he has had many narrow escapes, on one occasion a bullet passing through his clothing, this is the first time he has had to enter hospital. He is twenty years of age.

J. H. DUDLEY.

Gunner James H. Dudley, Field Artillery, wounded, belongs to the Money Order branch of the Post Office Department. He enlisted in August, 1915, and has been at the front since February. He has been injured by shrapnel and is in hospital in Boulogne.

M. O. SAMWELL.

M. O. Samwell, Canadian infantry, missing, belongs to the staff of the Department of Railways and Canals. His next of kin lives at Fitzroy Harbor. He is reported as of the infantry, but was with a bicycle corps when he went overseas.

NOTICE TO SUBSCRIBERS.

Our subscribers will confer a great favor on us if they will *notify us promptly* whenever a change in address is to be noted. This will save a great deal of annoyance and confusion and will insure the prompt delivery of your magazine.

When sending in renewals of subscriptions, or when writing to us, always give new and old addresses. Many subscribers fail to do this, and we are unable to locate them.

The Roll of Honour.

Men of the Public Service of Canada on active military service.

FIFTY-SEVENTH LIST.

- Capt. O. G. Gallaher, Topographical Surveys, Ottawa, 207th Battalion.
 J. D. Armstrong, Topographical Surveys, Ottawa.
 F. W. Beatty, Topographical Surveys, 43rd Battery, C.F.A.
 G. C. Britton, Topographical Surveys.
 E. F. Browne, Topographical Surveys.
 J. T. Carthew, Topographical Surveys.
 A. L. Cumming, Topographical Surveys.
 R. F. Clarke, Topographical Surveys.
 N. S. Clouston, Topographical Surveys.
 C. B. Donnelly, Topographical Surveys.
 C. J. Rooney, Interior, Ottawa, 77th Battalion.
 Robert W. Empey, Justice, Ottawa.
 Capt. O. Brunet, Agriculture, Montreal, C.A.V.C.
 Lieut. J. O. Guertin, Agriculture, Ingersoll, C.A.V.C. (Imperial Army).
 Lieut. W. A. Morrin, Agriculture, Hamilton, C.A.V.C. (Imperial Army).
 Lieut. S. L. Wall, Agriculture, Toronto, C.A.V.C.
 Lieut. J. McL. Stuart, Agriculture, Toronto, C.A.V.C. (Imperial Army).
 Lieut. W. MacFadzean, Agriculture, Toronto.
 Lieut. S. G. Bright, Agriculture, Moose Jaw, C.A.V.C. (Imperial Army).
 Lieut. C. M. Flanders, Agriculture, Brantford, C.A.V.C.
 Lieut. S. H. Keston, Agriculture, Moose Jaw, C.A.V.C.
 Lieut. G. G. Pook, Agriculture, Edmonton, C.A.V.C. (Imperial Army).
 Lieut. C. E. Smith, Agriculture, Calgary, 15th Light Horse.
 Lieut. Geo. Whitehead, Agriculture, Edmonton, C.A.V.C. (Imperial Army).
 Lieut. R. H. L. Uglow, Agriculture, Ottawa, 5th P.L.D.G.
 Lieut. E. D. Perney, Agriculture, Ottawa, 23rd Battery, C.F.A.
 F. T. Dexter, Agriculture, Ottawa, 207th Battalion.
 Lieut. A. E. Cameron, Agriculture, Lethbridge, C.A.V.C. (27th Light Horse).
 Lieut. W. F. Macdougall, Agriculture, Yorkton, Sask., C.A.V.C. (Imperial Army).
 Lieut. F. J. Baund, Agriculture, Bannerman, Max., C.A.V.C. (Imperial Army).
 G. H. Unwin, Agriculture, Agassiz.
 H. C. Evans, Agriculture, Medicine Hat.
 S. Metze, Agriculture, Medicine Hat.
 G. A. Cousins, Agriculture, Medicine Hat.
 Lieut. G. S. Thornewill, Agriculture, East End, C.A.V.C. (Imperial Army).
 Capt. J. T. M. Hughes, Agriculture, Glacier, C.A.V.C.
 Lieut. R. W. MacDonald, Agriculture, Okotoks, C.A.V.C. (Imperial Army).
 Lieut. J. J. Farrell, Agriculture, Strathmore, C.A.V.C. (Imperial Army).
 Lieut. J. Simpson, Agriculture, Bassano, C.A.V.C.
 Lieut. J. H. Brown, Agriculture, Glacier, C.A.V.C. (Imperial Army).
 Capt. T. D. D. Caldwell, Public Works, Ottawa, 230th Battalion.
 Major Albon Butler, Railways and Canals, St. Catharines, 86th Battalion.
 Lieut. Chas. T. Peers, Railways and Canals, Sault Ste. Marie, 119th Battalion.
 Capt. O. E. LeRoy, Geological Survey, 196th Battalion.
 Lieut. A. G. Haultain, Geological Survey, Canadian Engineers.
 Capt. W. E. Lawson, Geological Survey, Ottawa, 72nd Battery, C.F.A.
 Lieut. S. G. Alexander, Geological Survey, Ottawa, 64th Battery, C.F.A.
 Lieut. S. C. McLean, Geological Survey, Ottawa, 75th Battery, C.F.A.
 S. J. Schofield, Geological Survey, 196th Battalion.
 L. N. Richard, Geological Survey, Ottawa, 230th Battalion.
 Sergt. A. Cox, Geological Survey, 224th Battalion.
 Lieut. W. J. Wright, Geological Survey, 69th Battalion.
 A. Pereira, Mines Branch, Ottawa, 77th Battalion.
 D. Westwood, Mines Branch, 4th Divisional Train.
 Capt. J. C. R. E. O'Leary, Mines Branch, Ottawa, C.F.A.

THE CIVILIAN

Devoted to the interests of the Civil Service
of Canada.

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

Advertising rates are graded according to position
and space, and will be furnished upon appli-
cation.

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

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

Ottawa, October 13, 1916



THE NATIONAL DUTY.

"I cannot forget that there are many of you who have made that glorious sacrifice of faith which is offered for the protection, the preservation and defence of sacred ideals. I am, perhaps, speaking to mothers who for the last time have laid their arms about their beloved sons and for the last time in this life have pressed the maternal kiss on their cheeks, but you have given them up with brave hearts and noble minds, you are making the great adventure of faith for the sake of God and Country.

"True patriots do not send out their children that they may kill the enemy; they send them out in order that they may embrace an ideal and that they may be ready to offer their very lives for the sake of their ideal. We see the youth of these nations going and giving up their lives as freely and with the same deep emotion that the lover casts some treasure at the feet of his beloved.

"They lay down their lives and we rejoice that in the midst of this great trouble there is that magnificent sacrifice in which men are both priests and victims. Duty can compel for a short distance, but we need in this life of ours something superior to duty, we need enthusiasm."

—From the speech of Bishop Brent in Montreal.

OUR BOYS

Previously reported:

Dead	83
Wounded	143
Prisoners	12

DEAD.

Lieut.-Col. W.D. ALLAN, D.S.O.
T. S. ANNANDALE.
V. R. GIFFORD.
J. A. MEUNIER.
A. VILLIERS.

WOUNDED.

DAVID MORRISON.
THOMAS BRIDGER.
E. McD. JOHNSTON.
MAJOR JOHN P. GIRVAN.
LIEUT. W. W. BROOKFIELD.
A. G. MACDONALD.
F. W. FRASER.
P. L. DUNNE.
J. H. DUDLEY.

SERVICE.

When a member of the Civil Service of Canada is inclined to feel that his position is only a treadmill job and that the completeness with which his work is ignored by the public is only a proper reflex of the value of that work, let him read, with understanding and imagination, Kipling's "McAndrews' Hymn." It is a jewel with many facets, but one—and certainly not that which gathers and reflects least light—is the anxious effort of this 'dour Scots engineer' to justify his existence by the service for others that he performs. He speaks of the passengers as they reach port:

They've words for every one but me,—
shake hands wi' half the crew,
Except the dour Scots engineer, the man
they never knew;
An' yet I like the work for all we've dam'
few pickin's here—
No pension, an' the most we earn's four
hunder pounds a year.

The man's soul is in his work, and

as he thinks of that work while watching his engines at night, he translates the grinding, puffing and churning of those enormous machines into a hymn of praise that he has been allowed to be their companion and their master.

And so we can imagine McAndrews' subordinates, and all the nameless and unidentified laborers on the ship, taking pride in the fact that they, too, each in his own small way, help in the success of the voyage.

Taking this as a likeness of the Civil Service, not one of us but must feel his smallness in the throng of his fellow-servants of Canada. But when we think that we are privileged to serve directly the country that has been a leader of thought and action in making of the greatest democracy the world ever saw, the family of British nations, then, however small may be one's own work, however unnoticed by the public for whom it is done, we have a right to feel that we are engaged in business that is in the highest degree honorable. And so thinking, there is not one but will render his best service and will count the opportunity to render it as a small part of his reward.

WHAT SHOULD WE DO?

There must be class-consciousness in the Civil Service if we are to have the class pride upon which loyalty and co-operation depend. How are we to maintain that class-consciousness as against the appointment to the Civil Service of men who join our ranks, not as volunteers for service, but as graduates of politics? Such men hope and expect to find in the Service a haven of rest, not a strenuous voyage. As the classic story has it, the retort of such an appointee was, when asked if he did not intend to work, "Work be hanged! I had work enough to get here."

Obviously, the Civil Service cannot

be composed in any large degree of this class, for there is an immense deal of work to be done, and none but civil servants to do it. Obviously, also, if the working spirit is to be maintained at the line of efficiency, such people must be dealt with in some way, for one such is enough to demoralize a whole staff. What is to be done?

Well, in the first place, we must regard the problem as not insoluble, and not even so difficult as it seems at first. The friends of the political appointee usually put him into the Civil Service to get rid of him, and they are apt to be peevish if he does not "stay put" without giving further trouble. Even if his political patrons retain their interest in him, they themselves are evanescent, for nothing is quite so mutable as politics. Thus, in one way and another, the political appointee tends away from politics and toward the Civil Service. Like the newly naturalized European who brags of his Canadianism and looks down upon newcomers as "Dagoes" or "Mohunks," so the new civil servant, through sheer self-glorification if nothing else, is apt to take pride in his new position and in the Service of which it is a part.

This feeling should be cultivated. The party should be received as one of us. He should be invited to join Civil Service organizations. He should be led to subscribe for *The Civilian*. He should be encouraged in every way to exalt his new calling.

The effort to assimilate such material and make it part of the working organization will be good for the Service as a whole, for nothing keeps alive the spirit of loyalty like trying to cultivate loyalty in others.

"When I get home I will have some great stories to tell," writes Gunner J. H. Dudley, wounded on the Somme. The man who can only tell how he won a canoe race or a football match will have little chance of an audience

when the battle-scarred heroes come home from overseas with their tales of duty nobly done.

* * *

The life and death of Lieut.-Col. W. D. Allan, D.S.O.,—one of "Our Boys,"—are for all young Canadians to ponder. Not all young men can command battalions or win proud decorations. Colonel Allan did not strive for rank or honor or fame. He merely did his best wherever duty called him. That every man can do. Think it over.

* * *

Wrong? Of course *The Civilian* was wrong,—along with a hundred or so of other publications. October 19th is *not* Trafalgar Day,—but it is British Red Cross Day, and that's the main point. Keep that in mind, and keep a dime or a dollar, or whatever you think it is worth to bind up the wounds and soothe the agony of a man who has fought and bled and, perchance, may die *for you* on the shell-torn fields of Europe, to drop into the box on Red Cross Day.

* * *

Don't destroy a scrap of paper that you can save. Paper-saving may be beginning at the small end or the wrong end of national conservation of paper resources, but nevertheless it is a beginning and will prepare the public mind for greater savings in future. The people of Ottawa, Toronto, Hamilton, Montreal and many other cities and towns have also the opportunity while saving waste paper to aid Red Cross or other patriotic funds. Many important ends may be served by paper-saving. Do your little bit.

* * *

The editors of *The Civilian* believe that more than *five hundred* civil servants in the army have been wounded and their casualties not reported to this journal. This is a modest estimate made from a simple calculation on the record of "Our Boys." The proportion of wounded to dead in the

official casualty lists easily exceeds ten to one. Eighty-odd civil servants' deaths are recorded and only a hundred and forty-odd wounded. Figure it out for yourself. The editors are not ashamed that the roll of "Our Boys" is so manifestly incomplete, for they have done their best to keep it up, but they are deeply disappointed at the lamentable lack of *esprit de corps* and co-operative spirit in the Service at large which are responsible for the present condition of this record.

OTHER HONORS.

The name of Burdette W. Harmon, of the Fisheries Branch of the Department of the Naval Service, was omitted from the list of civil servants who have won honors at the front that was published in the last issue of *The Civilian*. Harmon is a sapper in the 1st Field Company of Engineers, and his exploits at Festubert and Givenchy have already been related in these columns. The order conferring the Distinguished Conduct Medal upon him reads:

For conspicuous gallantry and devotion. He constructed a barricade with sandbags across a road under heavy fire and kept repairing it when partly demolished by heavy shell-fire. Later he remained for thirty-six hours alone constructing tunnels. On another occasion he accompanied the assault in charge of a blocking party to barricade trenches gained. After the first line of trenches had been taken and nearly all the party killed or wounded, Sapper Harmon armed himself with bombs and continued to force his way forward until he had exhausted the supply and could get no more. During the operations he was severely wounded in several places."

Captain Kenneth A. Murray, of the Postal Corps, was "recommended for gallant and distinguished service in the field" in Sir John French's order of November 30th, 1915.

The same honorable mention was earned by Major E. T. B. Gillmore, of the Topographical Surveys Branch, who is at the front as adjutant of the 1st Artillery Brigade.

The decoration conferred upon Lieut. (formerly Sergeant-Major) R. J. Edmunds is the Military Medal, not the Military Cross.

Owing to a typographical error the name of Hector Chevillard was made to read "Chouinard."

Another civil servant has won the Military Cross for distinguished service at the front. Captain R. A. Spencer, of No. 1 Tunnelling Company, is the man to be decorated. He has won promotion and has been several times reported for meritorious service. The award of the cross is the official recognition of duty splendidly done.

LIEUT.-COL. W. D. ALLAN, D.S.O.

Widespread and deep regret was caused by the announcement of the death of Lieutenant-Colonel W. D. Allan, D.S.O., who passed away in a hospital in London, England, on October 1st after two weeks illness and an operation for abscess on the brain.

Lieut.-col. Allan was perhaps the most distinguished representative of the civil service of Canada in the Expeditionary Force. Born in Toronto in 1882, he graduated from the School of Practical Science and entered the Meteorological Service (Department of Marine and Fisheries) in 1898. He held the positions of assistant forecaster and inspector of meteorological stations and in the latter capacity travelled the whole Dominion, from the Yukon to Labrador.

He enlisted in the 2nd Queen's Own Rifles at an early age and was soon awarded a commission. He volunteered for service in South Africa but was rejected on account of youth. When the present war broke out he was in command of

"K" company of the Queen's Own and was second senior captain of the regiment. He volunteered for overseas duty and was given a company in the Third Battalion.

At Ypres, on April 25th, 1915, he was wounded, and shortly after received his majority. When Colonel Rennie was made a brigadier, Major Allan became lieutenant-colonel and commanding officer of the battalion. Throughout the Division he was known as one of the most efficient and thoroughly-grounded of Canadian officers.

His personal courage was on a par with his ability as a leader and it was his bravery and humanity that won him the decoration of the Distinguished Service Order. A wounded man lay, helpless, in the bullet-swept No-Man's-land, crying for help. At great risk Colonel Allan and a man of his battalion went out to his rescue. They reached the sufferer, lifted him and were carrying him in, when a bullet put an end to his sufferings. Colonel and private returned unharmed.

On the King's Birthday, June 3rd, 1916, when Orders announced the decoration awarded him, Colonel Allan was leading his men in the desperate action at Hooge. Here he was wounded again. General Haig's despatches of June 16th mention him for distinguished conduct.

Such was his modesty that all his letters home were marked "not for publication" and he did not send any account of the action by which he won his D.S.O.

He was unmarried, but is survived by his parents, whose great sorrow may be tempered by their pride at having laid so costly a gift upon the altar of freedom.

If a stroke of misfortune teaches you not to get into the same trouble again just charge the whole cost up to higher education, that is what it amounts to.

DECLARED A WONDER.

Reports are now being prepared by officials at the Chicago Post office, with respect to the desirability of having the Department adopt the new machine for distributing letters which is now being tested at the Chicago office. The test machine, which has been set up on the mailing division floor of the Chicago post office, is operated by a keyboard, the letters being stacked before the eyes of the operator by a device similar to that which stacks them for the canceling machines.

Depressing one of the keys shoots the foremost letter into a slotted conveyor, and at the same time shifts a switch track, which shifts four pegs fastened to the bottom of the conveyor. Each of those pegs can be shifted to four different positions, so that a total of 25 combinations can be secured. The position of the pegs determines over what compartment the conveyor shall release the letters.

"You can say for me that the machine is a wonder," said George A. Gasman, assistant superintendent of mails. "It will not necessitate any reduction of our working force, but it will make the work easier for the men. Furthermore, installation of these machines will do away with a lot of the overtime, about which there has been so much complaint on the part of the men. The machine will revolutionize letter distribution in the post offices all over the world."

Several employees were interviewed as to their opinion of the new device.

"Of course we feel no antagonism toward it," said one who was watching the operation of the machine. "I don't quite understand how it works, but I can see this much, that you still have to have the man. In the old way he stands up in front of a case and throws the letters. In the new way he sits down in front of a keyboard and punches a key. But you

have to have the man with the quick brain and the skilled fingers both times."

Another and larger test machine will be installed at the Chicago post office within a few weeks. At present there is only one keyboard attached to the machine which is now being tested. It is possible, however, to attach seven additional keyboards to the same machine, so that eight clerks can be sorting letters simultaneously by means of the new device. The machine now in use is distributing one cent mail on Illinois separation.

WAR PERSONALS.

A London, Eng., despatch, dated Sept. 27th, says,—“Major Pugh, the Canadian Emigration Agent for South Wales has been offered an important position entailing promotion at the headquarters of the First Army. He has been in the service for two years, being the first Government official to enroll with the colors.”

Lieut. Gerald D. Murphy, 28th Battalion, who was wounded and taken prisoner after a desperate personal encounter with several Germans at Hooze and who was mourned as dead for several months before being reported from a German prison, is a nephew of Miss J. M. Murphy, of the Department of the Interior.

Lieut. Wm. Anderson, of the C. F. A., is home in Ottawa on convalescent leave. He was wounded at St. Eloi and has been in an English hospital since. He belongs to the Geographers Branch, Department of the Interior.

Pte. P. Slade, wounded, is a son of Sergt. Slade of the Dominion Police.

Lieut. W. J. Fitzpatrick, wounded, was formerly in the Department of Customs in Ottawa.

Major A. F. Mantle, killed in ac-

tion, was deputy minister of Agriculture of Saskatchewan.

Pte. J. F. Doyle, wounded, is a brother of Lieut. T. V. Doyle, of the C.A.S.C. and the Department of Customs and Frank Doyle, Railway Mail Service. Two other brothers are in khaki.

D. W. Watson, railway mail clerk of Winnipeg, a British reservist who was called to his old regiment, the Northumberland Fusiliers at the outbreak of war, has returned to civil duty.

C. G. Brown, railway mail clerk, Winnipeg, is also back on duty. He went overseas in 1912 with the 12th Battery, C. F. A., and at St-Julien was badly wounded in the leg by shrapnel. He is still slightly lame.

Lieut. S. W. Hobart, 21st Battalion, who came home on convalescent leave after being gassed, has sailed again for England. He belongs to the Department of Indian Affairs.

L. L. Brown, of the Forest Products Laboratories staff, who went overseas as a private in No. 2 Sanitary Section has received a commission in No. 1 Tunnelling Company. He is convalescing from a tedious illness in an English hospital.

W. M. Maxwell, of the F. P. Laboratories, who went over as a lieutenant in No. 1 Tunnelling Company, is now a captain.

Capt. N. L. Seaman, also of the Laboratories Branch, who is adjutant of the Canadian siege artillery brigade, has been detained in England by accidents. He had his right arm broken while cranking a motor and, later, his right leg broken in a motor-cycle accident.

Major, H. A. Folkins, 38th Battalion (office of the Auditor General) has sailed from England for home. Major Folkins has been ill.

Sapper R. L. Drake, wounded in the arm and leg and in hospital at Wimereux, France, is a son of E. F. Drake, chief of Irrigation Branch.

He is twenty-three years old and enlisted in 1914.

Lance Corporal Harold J. Fraser, wounded, is a son of John Fraser, I.S.O., Auditor General.

A MOST ATTRACTIVE LINE.

To the soldiers returning war-wearied to peaceful pursuits in this country, in my opinion no single line should prove more attractive than sheep-farming. Even though previously entirely innocent of any knowledge in this connection, one really interested can easily and quickly get into the business. A few months spent where sheep are kept, then a little bit of cheap land, a few nice grade ewes with a right good ram, and the thing is on its way.

The initial investment is small, the daily labour is light, and the sum of work for the year much less than with most other lines of Live-stock. Besides, the work is of such a character that great physical strength or robust health is not essential to success, though these conditions are usually most necessary to farming.

There is plenty of room, there are many farms ready and waiting for thousands of small sheep farmers, in Nova Scotia, New Brunswick, Quebec and Ontario, to say nothing of the Prairie Provinces and British Columbia.

Anyone at all interested in making a living in this country, with a minimum expenditure in capital and labour, cannot afford to neglect the possibilities of this most attractive industry, for its present returns are most satisfactory, and even when war prices fall there is no reason why its future should not continue to prosper.

J. H. GRISDALE, B.Agr.,
Experimental Farm.

Never argue with a man who is over seventy years of age or with a woman of any age.

THE OTTAWA BRIGADE.

So many men have enlisted in the different batteries of the 17th Brigade, C.F.A., C.E.F., that it is now unofficially called "the Ottawa Brigade."

The boys who enlisted at the first call for this brigade were in luck for some of them are already en route overseas. A draft was made of men in an advanced stage of instruction from all the batteries.

The draft has reduced the effective strength of the batteries and recruiting will be prolonged in consequence.

The despatches from the front state that the Canadian guns have been wonderfully accurate and effective in the Somme offensive.

Roy Anderson, of the Post Office Department has enlisted with the 72nd and T. L. F. Martin and E. Tubman, of the Imperial Munitions Board staff, with the 74th Battery.

The 74th Battery is now firing live shell in its training work at Petewawa.

THE CIVIL SERVICE ASSOCIATION OF OTTAWA.

The regular monthly meeting of the Executive was held on Tuesday, October the 3rd, in the Club Rooms, with a fair attendance of members.

The lists of men of military age employed in the Inside Service which have been received were referred to the sub-committee on recruiting for revision and further action. While all departments have not sent in lists to date, it is evident that those which have cannot spare many of remaining eligibles. It is hoped that these lists will aid the military authorities in securing all the men who can be spared for overseas service.

Some time was spent in discussing the attitude and opinions of the Service regarding another contribution to the Patriotic Fund in 1917. The

Executive, recognizing that the incoming Executive would deal with this question in due course, did not attempt to outline the line of action which should be pursued; from the opinions expressed, however, it is apparent that any appeal made will receive the support of the Civil Service as a body within the limits of their ability.

The prospects for next year were discussed in view of the expected retirement of several of the officers on the completion of the present year. The several departments should endeavour to have active representatives elected during this month in order that the new Executive may fully represent the Service in the coming year which promises to be an eventful one in the life of the Association.

TREATING PENSIONERS ALIKE.

Almost universal sentiment in favor of paying the same amount of pension to all retired public employees, regardless of the salary they received in active service, developed at the public hearing held by the Illinois Pension Laws Commission in Chicago last week. The feeling was given vigorous expression by Commissioner John Dillon when he declared that the service of the humblest scrub woman or the poorest paid street laborer is as important to the city as that of the engineer or the specially trained clerk.

The amounts of wages are determined in large measure by the number of qualified workers in comparison with the number of positions. They vary sharply. Not so, however, the claims to pension benefits. The expenditure of the vigor and devotion of a lifetime in performance of the daily task merits as much rewards in one place as in another.

The flat pension rate for all retired public employees fulfils the object of retirement legislation. It cares

for those who have poured out all their earning power in the service which is called upon to care for them in their old age. It recognizes that each employee who has given his or her best to the work is entitled to the same provision for retiring years. The fact that the employes who expressed themselves favored the plan should make the advocacy of the flat pension system practically unanimous.

THE MAN HIMSELF.

A Government Commission has recently been established in France to adopt plans and specifications for the artificial appliances provided by the State for disabled soldiers. Many elaborate artificial limbs may be seen advertised from time to time. They are ingenious and wonderful, and it is boasted that they are practically automatic. But too often they are a delusion and a snare.

It is found that unless an artificial arm or hand is an accessory or aid to what remains of muscular control in its owner, unless it depends upon him rather than he upon it, it will serve no purpose but to dishearten the man, who could have got considerable service from a much simpler and more submissive tool.

In those heroic men who, with half an arm or none, are trying to fit themselves again for manual work, the marvel is not the artificial limb or other mechanical appliance given them, but their own courage and resourcefulness and the responsive power that can be found and developed in the stump. It is the man himself that holds, and gives life to, the artificial limb.

It is upon this foundation, the man himself, that the best brains of France are working in their endeavour to restore to him the very thing he suffered for—*independence*.

In the same way it is the man himself, and not the instruction given him

in a convalescent hospital, that is going to win success when he goes out and rejoins the honourable ranks of self-supporting citizenship.

He may be keen, taking full advantage of that instruction and resolved to "get on when he gets out" into civilian life. If he is a real man he does. And by doing so he is only acting consistently. He showed himself a real man by joining the army, and he will not want to go back on himself by playing less than a man's part now.

ALFRED JURY DEAD.

Alfred Jury, veteran Canadian emigration agent, died in Liverpool on September 28th. The late Mr. Jury may be regarded as the pioneer of official Canadian emigration agents on the other side of the Atlantic. He was sent over in 1897 when emigration propaganda was still under the direct control of the High Commissioner and before it had been endowed with a special administrative centre in London. For twenty years he preached of Canada in England's big towns and little hamlets. Brusque and direct in delivery and full of sincerity and enthusiasm for the land of his adoption, he never, in his official boosting of Canada, made statements which facts did not warrant.

Earlier in life the late Mr. Jury was prominent with labour movement in Toronto.

LANGDON WILL FLY.

Edward T. Langdon, of the Department of Finance has left for New York to take a course of instruction in the Wright aviation school in order to qualify for a place in a military flying corps. On taking leave of his freinds in the department, he was presented with a money-belt and writing-case, the deputy minister, T. C. Boville, making the presentation with suitable words of appreciation and wishes for Mr. Langdon's good luck.

TO A SIGNALLER.

An interesting event took place on the afternoon of September 29th, in the Chief Architects Office, Department of Public Works, when A. S. Davis was presented by his brothers architects with a handsome wrist watch and cigarettes case, on the occasion of his leaving to join the Canadian Engineers Signal Company. T. W. Fuller, architect in charge of Military Buildings, made the presentation with a few appropriate remarks, to which Mr. Davis feelingly replied.

HE WHO SHIRKS HIS WORK.

The man who shirks his work, who treats the service of labour with indifference, who sacrifices his efficiency on the altar of self-indulgence, loafs on his job and plans to see how little he can do and not be caught, is to be the most pitied man on the face of the earth.

He thinks he is cheating his employer. But the employer is not the man he is cheating. Far from it. He is cheating himself. More than cheating himself, he is assassinating opportunity and paving the way to utter ruin and disgrace.

The men who cannot be trusted with labour for which he is honestly paid is just as despicable as the man who refuses to pay for labour honestly performed. The shirker is essentially dishonest. Unfaithful to himself, setting the bomb that will sooner or later send him to disgrace, he is a menace and an abomination.

THE MAN WHO PAYS HIS DUES.

(With apologies to Walt Mason.)

Some folks believe when they belong to a union, they're members strong; and hum a song of sweet content because they've paid their dues. In just such views have others dwelt and consequence dire have felt because before Procrastination's shrine they've knelt. Oh, friends, beware, that you don't fare, as badly as have some; but put your shoulder to the wheel and help to push along. Then you will hear the wheels of the legislative wagon squeal before the mighty compact crush, and legislation favorable will come in a great rush. Let not "One for all, and all for one" be just a soft melodious song; but pay your dues, then do your share, e'en tho' it rubs your shoulder bare and makes you squeal; for all your zeal will be quite well repaid 'ere long.

PITY THE POOR EDITOR.

To our readers and correspondents we commend this truth: "If you see an editor who pleases everybody, there will be a glass plate over his face and he will not be standing up."
—Thomasville, Ga., *Times*.

APPRECIATION.

The staff of the Field Postal Corps, at Camp Borden, presented Sergt.-Major A. Coglan and Canteen Sergt. J. Clark with wrist watches as a token of appreciation of their efforts in promoting the interests of the corps.

CANADA'S LARGEST MANUFACTURER of Telephones, Police and Fire Alarm Equipment, Wires and Cables; also largest Electrical Supply House in the country.

Northern Electric Company
LIMITED

Montreal, Halifax, Toronto, Winnipeg, Regina, Calgary, Edmonton, Vancouver, Victoria

WANTED—A CIVIL SERVICE MINISTER.

The closer one's acquaintance with officialism, the more offensive it appears. Familiarity does not breed contempt; it fomented anger. Like the company, however, officialism has neither body to be kicked, nor soul to be damned. It cannot be treated with contempt, for in its sphere it is all-powerful, and against its edicts there is no appeal. The Laocoon group of defenceless souls meshed in serpent coils is the immortal type and memento of man strangled by the red tape of officialism. In the typically complete official, the man has been gradually replaced by stone, and only the matrix of the mollusc remains. Manhood is replaced by formula, at once stony, cold, and lifeless. In its mania for uniformity, officialism denies individuality, and insults manhood by its denial of human rights. Yet if it were wholly successful in its aims it would itself expire poisoned by the products of its own activity. Its life is prolonged by the very forces which it ignorantly and arrogantly attempts to crush and overcome. Officialism pure and simple, if the paradox may be allowed, can never be successful. The official who ignores the human element in man, and endeavours to obscure it with convict number or grade classification, is foredoomed to fall short of genuine success. The human element is like the Scottish thistle in official life. When it is crushed it becomes vocal with the same cry—*Nemo me impune lacessit*. Human nature confounds officialism by its ubiquity and its audacity. It confronts officialism with its unofficial demand for more porridge, as Oliver Twist shocked the official soul of Bumble. Officialism is always righteously indignant at any request not covered by the regulations. Human nature demands air, light, leisure, wife, chil-

dren, home. Officialism would deny them all, if it dared. It dare not; but it does the best it can in that direction without coming into conflict with public opinion. It has a wholesome horror of the Press, and when it ventures out into the open field of the newspaper column, where official replies are useless as ammunition, it generally adopts a sweetly reasonable attitude which is only a little less lethal. It is never quite so offensive, however, as when it wanders into the higher regions of morality, and culls there floral precepts with which to bedeck its rhetoric. It can talk pathetically, and with evangelical fervour in Parliament about the living wage, the rise in prices, or the need for reasonable recreation, the fuller life, and other blessings—for other people's servants. But it can deny, in the public interest, even justice to its own, when it means the payment of the necessary penny from the public purse. It loftily demands from the ordinary employer what it is not willing to concede itself. It steps in to regulate the relations of master and servant, of employer and employed; but it unfairly alters the conditions of employment of its own servants without consultation or apology. It often destroys the implied contract it has made with its employees. To carry out its schemes, it promises to Parliament concessions which time proves to be deprivations. To gain its point it promises anything, and sticks at nothing to stifle full discussion. It reads everything in its own favour, and as it is at the same time advocate, judge and jury, the issue is not doubtful. Conscious that it cannot always justify its own actions, all appointments are made terminable at its own "pleasure." It thus ensures silence, if not peace. It is often cold, heartless, insolent in its treatment of

its own subordinates, while it prates unctuously about conciliation and consideration, and is concerned about sweated industries—outside its own vineyard.

It is eloquent on the reward of merit and public interest when it seeks to justify jobbery. Its own subordinates are outside the pale of its sympathies. They are the pariahs who should be content to have their lives determined and their limits prescribed by the ruling class, the Brahmins of Britain, who would shudder to associate with them on equal terms.

Estimates representing millions of public money are rushed through Parliament in the small hours so that grievances shall not be discussed. At any other time the airing of a grievance is irrelevant, and on the Estimates it is impossible.

When importunity has at length succeeded and put its question, officialism exhausts its ingenuity to frame replies that may satisfy party or delude the public, but every success in this risky game is scored up for a future reckoning. The accepted method is to deny the existence of ground for grievance until the questioner can no longer be silenced by solely to drape the naked truth to the point of absolute disguise.

It packs Commissions with officialism's friends and rigorously excludes the pariahs, not only from the seats of power, but sometimes even from the witness stand, and gravely examines official nominees. The net result is that the pariahs have a pro-official replies, which are designed found distrust of Commissions and Commissioners' Reports. And the public is too busy and too indifferent to care.

Never in the history of agitations has officialism of its own free will so far forgotten its traditions as to confer a benefit or remedy a grievance suffered by the pariahs. That officialism should raise salaries because

prices have gone up is simply unthinkable. Officialism thinks in bulk-head compartments. It admits rise of prices, but it would never dream of carrying out that admission to its logical conclusion. It will await the inevitable agitation, deny all it can, give as little as possible, and lessen that little as far as cunning can carry the casuist.

This is the picture of officialism which presents itself to thousands of Civil Servants. An unlovely presentment at best. And this is not wholly a distorted vision, as post-prandial oratory and adulation of the finest Civil Service in the world might endeavour to convince the public. Defects are none the less defects, even in the finest things. Well, what is the remedy? Officialism has shown itself callous and mechanical; the human and humane element should receive consideration. A Civil Service Minister should be appointed, who would control the Service, enquire into grievances, answer questions relating to his own department, and be responsible for the accuracy of those answers, not simply the mouthpiece of bureaucrats who hide behind the arras of anonymity. Such a Minister, when he dealt with railway directors and colliery proprietors, would have the consciousness that all his fine precepts have an application at home. A responsible Minister would keep bureaucratic clerks in their proper position of accountancy and clericalism, and relieve them of the position of absolute arbiters of the fate of thousands of whom they have little first-hand knowledge and with whom they have little sympathy, on account of the difference of social standing.—“The Civilian” (London.)

It's easier for a woman to keep young ungracefully than to grow old gracefully.

Personals.

General.

Charles G. Brault, of the Department of Public Works, was married at the Church of the Sacred Heart on September 27th by Rev. Father Jeannotte to Miss Geraldine Leprohon.

Lieut. Gordon Simpson Johnstone, of the 207th Battalion, was married on October 4th to Elizabeth, daughter of the late D. C. Dewar and Mrs. Dewar. Captain the Rev. J. L. McInnes officiated. Lieut. Johnstone belongs to the Post Office Department.

Philip M. L. Phelan, of the Department of Indian Affairs, was married in St. Patrick's Church on October 5th to Florence Kathleen, daughter of Charles Stock. On the eve of the happy event Mr. Phelan was the recipient of two suitable presentations from different branches of the department. The bride is a sister of Lieut. J. J. Stock, M.C.

The Colonial Auxiliary Forces Officers Decoration has been awarded to Lieutenant-Colonel Michel G. LaRochelle (Civil Service Commissioner), commanding officer of the 85th Regiment of Montreal.

Obituary.

The death occurred on September 24th of Mrs. Reid, wife of George Reid, of the Department of Public Works, and mother of R. S. Reid, of the Department of Railways and Canals.

Mrs. Thos. Armstrong, who died on September 27th, was the mother of Miss Ida Armstrong of the Post Office Department.

Ernest W. P. Robinson, D.L.S., formerly of the staff of the Topographical Surveys Branch, was drowned in Sturgeon Lake, Man., about the middle of August. He was travelling alone, by canoe, in windy weather. The canoe and articles of its contents have been found, but no trace of Mr. Robinson can be discovered. He leaves a widow (nee Mercy McLaughlin of Ottawa) and infant daughter.

Alma Dery, wife of Emmanuel Proulx, of the Statistics Branch, Department of Customs, died on October 5th, aged 35 years.

Redmond Quain, assistant accountant of the Department of Inland Revenue, died suddenly on October 5th. Mr. Quain was fifty-seven years of age and had been a civil servant for thirty-five years. He leaves a widow, one son and four daughters.

We certainly miss our friends when we have no one to tell our troubles to.

COME, DO YOUR BIT.

I met a sturdy lad one day,
And stopped to have a word to say
About the war.

I asked, half serious, half in fun:
"Where's your uniform and gun?"
Then came a jar.

"Time for Canucks, I'll have you
know,

To join when all the English go,"
He answered me.

Boys, what do you think of that?
You will think it rank, that's flat—
Rank as can be.

The English are just two to one
Of Canada's army 'gainst the Hun,
That's very plain.

So, when boys think they should give
more,

I cry: "Hell!" because, be sure,
I feel a pain.

O come on, boys, and play the game.
It would surely be a shame,
And most unfit,

For boys of Canada to shirk
While English huskies do their work.
Come, do your bit.

—Garret O'Connor.

U.S. MAIL RECORD.

The growth of the post office department of the United States is best illustrated by estimates made by department officials of the number of pieces of mail of all kinds handled. The first estimate recorded is 124,173,480 pieces in 1847, no account having been kept of earlier years from the beginning of the service in 1789. The latest estimate was that of 1913 when 18,567,445,160 pieces were handled.

The woman who pins her faith to a man should be careful to use a safety pin

Bon Echo Summer Resort

ON LAKE MASSANOGA

(Within easy reach of Ottawa).

This charming Summer Resort is undoubtedly the most ideally situated of any resort in America, having a bit of scenic grandeur unsurpassed in the world, together with a perfect climate.

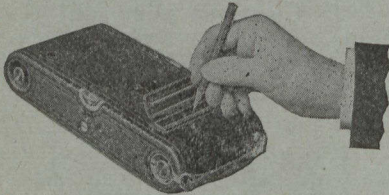
The Inn is rustic, with modern conveniences, and the cottages and cottage tents are attractive and comfortable.

Bon Echo Resort is situated in the Highlands of Ontario, 2,000 feet above sea level.

—x—
RATES: \$12 to \$18 Weekly

—x—
ADDRESS:

BON ECHO INN CO.
BON ECHO P.O.



*Write it on the film—
at the time.*

Record the "Who, When, Where"
on every negative. It's the work
of an instant with an Autographic

KODAK

All folding Kodaks and folding
Brownies are now autographic.

CANADIAN KODAK CO., LIMITED,
TORONTO



CIVIL SERVICE COMMISSION OF CANADA.

Civil Service Examinations.

PUBLIC NOTICE is hereby given that the Preliminary and Qualifying Examinations for the Outside Division of the Civil Service of Canada will be held, the Preliminary Examination on the 14th November, and the Qualifying Examination on the 15th and 16th November, 1916, at Prince Rupert, Victoria, Vancouver, Nelson, Edmonton, Calgary, Moose Jaw, Saskatoon, Regina, Brandon, Winnipeg, Port Arthur, Sault Ste. Marie, London, Hamilton, Toronto, Kingston, Ottawa, Montreal, Sherbrooke, Quebec, Fredericton, Moncton, St. John, Charlottetown, Yarmouth, Halifax and Sydney. Examinations may also be held at other centres, provided a sufficient number of candidates make application to write at any one place.

Persons desiring to present themselves for either of the above examinations may obtain all necessary information, copies of the rules and regulations, and forms of application from the Secretary of the Civil Service Commission, Ottawa, either on personal application or by writing.

Application forms of intending candidates, duly filled in, and accompanied by the prescribed examination fee, must be filed with the Civil Service Commission not later than the 16th October, 1916.

No exception can or will be made to this rule.
By order of the Commission,

WM. FORAN,
Secretary.

Ottawa, 1st September, 1916.

10-4

7208



DEPARTMENT OF THE NAVAL
SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.

ANNUAL examinations for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,
Deputy Minister of the Naval Service,
Department of the Naval Service,
Ottawa, June 12, 1916.

Unauthorized publication of this advertisement
will not be paid for.

THE POSTAL JOURNAL

All communications, matter for publication, etc., to be sent to "Editor of Postal Journal," Calgary, Alta.

VOL. II.

OCTOBER 13, 1916.

No. 1

NOTICE.

Owing to unforeseen pressure of official business, A. S. Black, of Vancouver, has been obliged to resign the position of Organizing Secretary.

The President has been pleased to appoint L. Pickup, of Winnipeg, to the position of Organizing Secretary in the place of A. S. Black, of Vancouver.

NOTES BY THE WAY.

The entire West will receive the news of Mr. Black's resignation from the position of Organizing Secretary with deep regret. Mr. Black has attended every convention to date, occupying the chair at the last meeting with success. For two years previous to this he had filled the office of Treasurer to the satisfaction of the association without exception. Apart from his official side, Mr. Black was welcomed wherever he went as "one of the best" and made friends at each of the convention centres year by year. As a cool-headed thinker his loss will be felt by the executive committee and it is to be sincerely hoped that it will not be long before he is back again on that body. During the past year Mr. Black has written several articles for this journal, although but one bearing his name, and his compilation of some of the most important rules and regulations governing the Service, which is still in the hands of the Secretary awaiting authority for publication, will be remembered for a long time as one of his most useful efforts.

Although not being very well known to the general members of the association, having never been west of Regina, Mr. Pickup's appointment to the vacancy caused by Mr. Black's resignation will meet with the approval of all who met him at convention this year.

There is little doubt that all branches will soon be very much aware of the existence of Mr. Pickup, who is a member of the Winnipeg Branch and on the staff of the P. O. Inspector's Office in that city.

Mr. Pickup gave a very good account of himself at the first convention he has at-

tended and was as live a man as any assembled in Regina. He is a member of the executive of the Winnipeg Branch and on the executive of the Manitoba Patriotic Fund. In appointing Mr. Pickup Organizing Secretary the President has made a wise choice.

The Department announce a surplus of nearly three million for the fiscal year ending 31st March last. The total revenue aggregated nearly \$19,000,000, and the increase in expenditure was only \$50,000. As compared with the previous year when there was a deficit of nearly three million, these figures show a difference of almost six millions.

After issuing a stamp worth three cents in the same colour as the 2 cent stamp for 18 months, the Department have now seen the wisdom of a different colour stamp. There is no doubt that the change is beneficial both to the public and to the Service.

As an example of the results of thorough organization, we quote from a letter written from the British P. O. Department to the Secretary of the Clerk's Association: "Before introducing the new scheme of duties, however, the Postmaster-General desires to give your association an opportunity of offering any observations they may desire to make on the proposal."

The following table shows the number of clerks on the staff at some of our branches at the outbreak of war, together with the number on active service in August of this year:

	Staff.	C.A.S.
Brandon	16	8
Calgary	81	30
Lethbridge (male) . .	7	6
New Westminster . . .	14	7
Saskatoon	42	24
Regina	57	23
Vancouver	112	33

The staff of the Post Office can well be divided into three classes for war purposes: Those fit to go, those who unfortunately are unfit, and those whom the authorities require to remain at their civil duties. While to-day it would appear that several of the offices are at their wit's end for lack of experienced help, that matter is not one which concerns the individual but the De-

partment, and it is not likely that the officials will allow their staffs to be drained to such an extent that the public's service is too considerably handicapped. Postal clerks then have the opportunity of placing the responsibility on other shoulders than their own should it be their desire to do their duty in this war, and it is to be hoped and there is every reason to believe that our association will continue to show the splendid record in willingness to serve that it has shown during the past two years. If a man has tried to enlist and is prevented by either the postal or medical authorities then he has done all that can be expected of him. When registration becomes a reality, as it will any time now, what showing are we, as an organization, going to make?

AN APPRECIATION.

Edmonton, Sept. 26th, 1916.

The Editor of the "Postal Journal":

Dear Sir,—I feel confident that I shall be voicing the sentiments of all our members when I say that I sincerely regret to hear that the association and the executive have lost the active services of one of the most staunch and level-headed members through the resignation from the position of Organizing Secretary of Mr. A. S. Black, of Vancouver, our late President and first Treasurer. Mr. Black, by his genial manner, made fast personal friends of those who had the pleasure of coming into contact with him at the various conventions and by the conscientious attention he has given to the duties devolving upon him he has won the highest regard of all members of the Postal Clerks' Association. I feel confident that Mr. Black would not have resigned his position if he could possibly have found time to make a success of the business of Organizing Secretary, as he has shown that his heart is in the association's work.

H. D. TALBOT.

BRANCH NOTES.

Calgary.

All readers are requested to note that our monthly meeting night has been changed to the third Thursday of each month and that the Robinson & Linton hall replaces No. 309 in future. Kindly remember this and inform your neighbour.

The entertainment men are very busy these days and promise us a good time next meeting, but we understand the November meet is to put all previous efforts in the shade.

Congratulations to Secretary Boothman. George is setting a fine example and seems determined to keep ahead of all others in the office in this respect.

Sgt. Jenner is back from the Sarece P. O. and making things hum on his old job once again. 'What have you to offer'?

Mr. Bushell, for a number of years Secretary of the Letter Carriers' local, has decided to don khaki and is at present awaiting the necessary authority from Ottawa. Good luck to you, Fred.

Letbridge.

On September 20th our greatly depleted P.C.A. met to reorganize and to discuss the advisability of studying for the Civil Service exams. All thought it a good idea, but felt dreadfully "rusty" when example papers were read over. However, it was decided to study and probably sit for the qualifying exam. in November, 1917. It was resolved to have Branch Notes for each issue of the "Journal" and, at the suggestion of 'Heb', a lady member has undertaken the job. There is a good reason why this should be so as our "Old Fogie" is our only male member, all our boys being on active service. Lucky "Old Fogie." Our executive was reformed, consisting of Miss A. Butler, Miss B. M. Garrison and Mr. H. S. White, and Miss E. Washbrook elected collector of fees, to make her rounds on pay-day so that there need now be no excuses. From now on we are busy hunting up old school books to study this winter. The results of our Guide exams. arrived to-day and, on the whole, are better than last year.

Port Arthur.

The criticism of Mr. Doyle of semi-staff offices not regularly contributing Branch Notes is well deserved, at least the cap fits us. However, now that the annual three weeks' wandering fever has worn off and the members once more back in harness, we hope renewed interest will be taken in association matters. The report of our delegate to convention has removed the last traces of doubt as to what good the association is to semi-offices from the minds of all. The P. C. A. has been and is the greatest benefit to these offices and, in fact, their only hope as a means to obtain what we believe is their due. Everyone wants to be a delegate to the next convention, but if they all go each will have to provide his own—"fish and chips." Some comment has been heard about the published report of the P. O. revenue for last year and several are figuring how much of that \$2,849,271 surplus it would have taken to give them the increases they expected. One of our members who has spent his vacation in Toronto says that the best sight there is the pretty girls in Eaton's store. Of course he's single! Our Fort William brothers have not yet broken the ice by contributing notes to the Journal, but the ice around Fort William is always thick and they are a bashful lot over

there. Once they start, however, it will take a lot to stop them and a strict censorship will have to be kept over their notes.

Winnipeg.

The first regular monthly meeting held since the holidays which met in the Industrial Bureau on Tuesday, Sept. 12th, was largely attended.

Many matters of a very interesting nature were taken up and dealt with in a satisfactory manner. A number of grievances were brought to the notice of the members and a committee of the executive were appointed to interview the heads of the departments affected to have these matters adjusted.

The executive were very pleased to see that the members are taking more interest in the affairs of the association. This is just as it should be, as without live branches it cannot be expected that the association will accomplish much. The executive are grateful for the interest shown and hope it will grow until every member is at every meeting.

The amount contributed to the Manitoba Patriotic Fund by the P. O. staff for the past year was \$6,686.61. Of this amount the clerks gave \$3,590.01. This Branch is represented on the executive of the Patriotic Fund by two of our live members, Messrs. Pickup and Sutton, who keep in close touch with the work being done and report to the members at every meeting.

Mr. S. Tease, Dominion Vice-President, read a very interesting report of the convention, Messrs. Fridfinson, Sutton, Pickup and Dominion Secretary Green supplemented the report with some very favourable comments on the amount of work done and also on the way the members attending were entertained. The Branch accorded the delegates a hearty vote of thanks.

Two new members were admitted to membership.

Prince Albert.

Owing to the train service being unsuitable, the proposed trip of the Saskatoon boys was postponed as was the picnic which was to have been held in their honour. The weather was of a horrible description so that it was as well as it was. Tom Pickering of our staff, and recently of the Canadian Postal Corps, has transferred to the Artillery. Good for Tom; he was a keen starter and is proving a keen finisher. George, his brother, who has recently returned from the front, is now a member of our staff and has recently joined our association. By the way, the said George was recently very much in the dumps. So was "Dock," and there's a reason. That ever flourishing organiza-

tion, the Letter Carriers' Association, has a lively Branch here, and Sid Blake is the new Secretary. By all appearances he is out to make it go. Go to it, Sid. The whist club is about to commence its antics. Watch their notes for the results. We hardly expect the good results of last year owing to the absence of our mascot, John Pickett. The social side of our association should now be asserting itself. The winter evenings are upon us.

Saskatoon.

Our boys are still in the thick of it and appear to still be receiving a very fair share of casualties. Pte. David Morrison, 53rd Batt., is laying in No. 13 Stationary Hospital, France, with a serious gunshot in the head. That is all we know about it, and a whole lot more than we care about. We earnestly hope that it is not as bad as it sounds. October is with us once more and along comes the Guide exams. That's done it. Sherman, in his splendid description of war, should most certainly have included Guide exams.

Edmonton.

While we do not anticipate, at any time, a "Massey Hall" throng, the executive would heartily welcome a better attendance at the monthly meetings than they have had of late. Now that the holidays are over, we trust to see a vast improvement. The sympathies of the office are extended in a very heartfelt manner to Miss Miller of the Postmaster's office, owing to the death in action of her brother, Lieut. A. Miller, C. E.F. We are awaiting with interest to learn the immediate plans of two gentlemen who do not work one thousand miles from this point. Having obtained leave of absence to enlist we are rather curious to find out when they propose to take advantage of the said leave. We have had the privilege of securing a private view of the office Roll of Honour, which under the talented hand of Mr. Fred. Southgate of the Registration Department, is rapidly nearing completion. We may whisper in all confidence that it will prove a credit to the designer, and a lasting honour to those for whom it has been designed and compiled. The month of October has once more enveloped us and with it comes the baneful thought of a species of things known to the initiated as Guide exams. Clerks may be witnessed in all forms and postures of mental anguish endeavouring to grapple with the postal rates to "Ultima Thule, Arabia Felix, the former Sanjak of Noxar Bazar," and other trans-marine localities both British and Thibetan. In the words of the Koran, "to him who knoweth the rates cometh the raise." Sometimes.

‘NIGHT HAWK’ ON ‘MERIT.’

The signs are not wanting that the patronage system will shortly receive its death blow. Nearly all public men are opposed to appointments to the Public Service through influence and, with the reorganizing of the country's affairs, almost certain to take place after the war, there is no doubt but that the Civil Service will not escape the reformers' zeal. The fault we find with most Civil Service reformers is their belief that university graduates are the only people fit to manage the affairs of the Civil Service.

While the Postal Clerks' Association is unanimously in favour of the abolition of patronage and the introduction of a merit system to govern the Service, we wish it to be understood that when we speak of a merit system we do not mean that the higher situations of the Service are to be filled with men whose knowledge of the classics will enable them to pass some higher educational examination and consequently overstep men with a much greater knowledge of postal work.

The post office is a business institution and should be run on entirely business lines. In successful business houses a man is not appointed manager because of his knowledge of Homer, but by his ability to "deliver the goods."

Appointing young men with a fairly good elementary education, there is no reason why the Service cannot develop them into future postmasters, assistant postmasters, post office inspectors, etc.

Our association is in favour of all applicants passing the qualifying examination before being admitted into the Service. This examination we believe to be all that is required to satisfy the Department that the applicant has an average education. It is certainly enough for the usual business institutions, such as banks, etc., and surely will be good enough for the post office.

We find no fault with the university men in the service, but we do find fault with a system of examination for the higher situations that by reason of the subjects gives university men an advantage over clerks who have worked their way up through the Service.

We should then ask that all the higher situations be given to clerks according to their years of service and their ability in post office work, as shown by their records or by examination in such work. Perhaps the best way would be to examine clerks in order of seniority; where the senior man fails to make good the next clerk in order of seniority be given the opportunity.

It has been said that a highly educated man can meet the public better than one

promoted from the ranks. This we dispute. When the public wish to interview the postmaster, post office inspector, or other official, they usually want information on post office work, and who is better able to give such than the man who has given the best part of his life to post office work.

We wish the Service to be run on such democratic lines that a young man who has ambition and ability will be able to reach the top rung of the post office ladder. Such a system we believe will give the clerks an added impetus to perform their duties better and thereby increase the efficiency of the Service.

We realize that it will be difficult to arrange a perfect system. Reforms that are intended to place the Service under a merit system are inclined to place too much power in the hands of officials, who like all human beings have pet ideas, and in some cases favouritism will be shown.

Some of the so-called merit systems are no better than at present. Therefore it behooves this association to be prepared. Let us have some definite object in view and urge upon those in authority the advisability of including them in future Civil Service reforms.

Good Government demands that the Civil Service be placed on a merit system, then let us do all in our power to have introduced a truly merit system.

NIGHT HAWK.

ALL IS WELL.

Where are you sleeping tonight, my lad,

Above ground — or below?

The last we heard you were at the front,

Holding a trench and bearing the brunt—

But — that was a week ago.

But this we know, dear lad—all's well

With the man who has done his best,
And whether he live or whether he die,

He is sacred high in our memory—

And to God we can leave the rest.

—John Oxenham.

The great trouble with family jars is that they are never hermetically sealed.