

THE CIVILIAN

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No. 7

The Adaptability of the Merit System

Extracts from a Paper Read by Hon. Lewis H. Van Dusen, Philadelphia, Civil Service Commissioner, Before the Baltimore City Club on February 14, 1914.

In order that you may gain some idea of the scope of the work of the Civil Service Commission in Philadelphia, permit me to indulge for a moment in figures.

During the two years that I have served as a commissioner, viz., 1912 and 1913, there have been examined in the competitive class 18,000 persons, of whom 10,000 persons have passed and 8,000 persons have failed to qualify. In those two years there have been held 619 different examinations in the competitive class, and there have been 3,000 appointments to positions as a result of these examinations, while in the labour class there have been, during the same period of time, a slightly greater number of appointments. The annual appropriation to the Commission has grown in these years from \$30,000 in 1911 to \$61,800 in 1913. The office force of the Commission has grown from 17 employees in 1911 to 36 at the present time. So much for the scope of the work of the Commission of which I am a member.

There is in the minds of many excellent citizens a genuine feeling that the methods of the merit system are not practical and not conducive to the best service in government. But the merit system must be correct, for its foundation is laid on the undebatable principle that the best fitted men should be appointed to public office. Possibly the methods of applying the system in the past have created in the minds of men the feel-

ing suggested a moment ago. I have thought, therefore, to confine myself largely to an exposition of the proposition that the merit system is completely adaptable to the filling of most, if not all, public positions, and that success in administering the system lies largely in the devising of the proper plan or method of examination to suit the position to be filled. Let me describe certain methods of examining used by the Civil Service Commission of Philadelphia:

First, the non-assembled, of which there are various types. In filling positions of comparatively high order the Commission has found that to secure the highest grades of applicants it is advisable to hold non-assembled examinations. There is something about the ordinary assembled examination which does not appeal to men who have attained prominence in business or profession. They seem to have an idea that men of less experience and inferior ability will be able to outrank them in the ordinary written examinations; therefore, the Commission makes it a practice not to assemble the applicants for positions of a high order. Let us take, for example, the examination for chief of the bureau of city property, salary \$4,300 per annum, which was held January 15, 1913. The chief of this bureau is charged with the management, repair and control of the real estate possessed by the City of Philadelphia, including the largest city hall,

perhaps, in the world, fifty small squares or parks, Independence Hall, with all its historic meaning, and numerous residences and stores condemned for boulevard and street purposes. The value of all this property is, perhaps, fifty million dollars. The Commission formed a board of examiners, consisting of Judge Dimmer Beeber, president of the Commonwealth Trust Company, who understands full well the historic significance of much of the property owned by the city, Mr. W. L. Nevin, real estate manager for John Wanamaker, and Mr. George E. Kirkpatrick, superintendent of the Stephen Girard estate, who, in that capacity, has the supervision of property amounting high into the millions. These three practical, well-known business men gladly gave their services. They divided the examination into three parts, viz., experience, 40%; theses, 30%, and judgment, tact and personality (oral), 30%. They outlined their questions in the subject of experience and prepared the subjects for the theses, which, of course, had to do with the management of real estate. A statement was then sent out to every available source of applicants, setting forth the duties of the positions, the character of the examination, and inviting questions in experience and the subjects for these. The applications, the answers to the questions in experience and the theses prepared by the applicants, protected by affidavits, were required to be filed on or before a certain day, possibly a month later. Notice was then given all those who attained a rating of 70% in the subjects of experience and thesis to appear before the board of examiners for an oral interview, after which the three marks were averaged and the eligible list prepared. It is needless for me to state that the man who headed the list after such an examination and was appointed is a man of splendid training

for that work, and has been highly successful in administering the affairs of the bureau.

(To be continued.)

ANNUAL LEAVE.

The amount of vacation or relaxation from labour the human frame requires to recuperate the faculties and maintain the highest state of efficiency is an interesting question. The amount required may vary with different constitutions and temperaments, but some general rule must be set down. The question has arisen in the Service in South Africa, and the following clipping from an editorial of the "Post and Telegraph Herald" of that country will be interesting:—

From the report of the Public Service Commission we learn that that body submitted draft leave regulations which were rejected by the Government on the grounds: (1) that a considerable reduction in the amount of leave as compared with pre-Union regulations was involved, (2) that they were not sufficiently liberal to attract a desirable type of candidate for employment in the Public Service. The difficulty in filling Service vacancies is attributed by the Commission to the low initial rate of pay, and in the matter of the amount of leave recommended, the Commission claims that its draft is as liberal as the amended draft sent in by the Government.

The Commissions' proposal was that an officer of the administrative and clerical Division should be able to obtain three or four weeks' recreation leave each year, and that after each ten years' service he should be able to obtain a longer period of from 4½ to 6 months, but that no officer should be granted leave for a longer period than two months until he had served for six years. Lesser privileges were provided for officers of lower status.

The Government's draft enabled such an officer to take two weeks' leave and to accumulate one month each year.

The Commissioners "are unable to concur in the draft regulations which the Minister proposes to adopt."

The "Herald" goes on to remark that the South Africa Service would prefer the ministerial arrangement in preference to that of the commission.

CONFIDENCE BEGETS CONFIDENCE.

In view of the bitter disappointment felt by Civil Servants in Ottawa at the failure of the proposed Civil Service Act and Superannuation Act to become law at the recent session of Parliament, it could hardly be expected that satisfaction would be felt and expressed at any gathering where the situation was considered. Yet satisfaction was the key-note of the special general meeting of the Civil Service Association of Ottawa, held in the Y. M. C. A. hall on the evening of July 7th. The officers of the organization are to be congratulated on the ability they displayed in handling a difficult situation, and the rank and file of the Association are equally deserving of congratulation because of the sane and sensible manner in which they considered the facts laid before them.

The meeting was called for the purpose of explanation, and those who were not present missed an opportunity of getting an understanding of the occurrences of the late session of Parliament and of the present situation, which cannot be obtained otherwise.

President Paré, Vice-president Lynch, Secretary Walter Todd, Treasurer O'Connor, and many members of the Executive Committee were present, and ready to take their constituents into their confidence, freely and frankly.

Mr. Paré, in opening the meeting, thanked the membership of the Association for their loyalty to the Executive. He assured them that their support was well deserved, and appealed for its continuance.

Secretary Todd was the chief speaker. He gave a lengthy, concise and intimate recital of the history of Civil Service affairs during the past seven months. In that period the Executive Committee held fifteen full meetings, and numerous sub-committee meetings. During the sitting of Parliament the officers and special committees were busy with the organization's affairs practically every day.

One achievement of the session has given great satisfaction, viz.: the passing of the amendments to the Insurance Act. Respecting insurance, the Association asked the Govern-

ment for three concessions, viz.: that the maximum of risks be raised to \$5,000, that women be admitted to the benefit of the Act, and that the old 1% penalty on those under a former superannuation act be abolished. Of these the two former were granted. If the Civil Service gets two-thirds of all it asks for it will do very well indeed.

Mr. Todd gave some idea of the immense amount of work done by the Executive Committee and officers, and by the Minister of Finance, in getting the Civil Service and Superannuation bills ready for presentation to the House. But for the unfortunate illness of the Minister, followed by the blockades of business by the Canadian Northern and Farmers' Bank bills, the measures affecting the service would have been presented in time to be enacted into law. The delays were beyond the power of anyone to prevent. While it was not his intention to discuss the bills, Mr. Todd referred with satisfaction to the concession gained in the matter of the \$100 annual increase.

The Minister of Finance had been very much impressed when the representatives of the Association showed him that it had twenty-six hundred paid-up members and twenty-four of the twenty-nine departments organized and represented on the committee. The growth of the mem-

bership showed that the rank and file of the service had confidence in the organization, and the number of members gave the officers a right to say that they spoke for the Civil Servants of Ottawa.

The local members of the House had done all they could to secure the progress of the Civil Service measures. The promise of Mr. White that the Act, when passed next session, should be retroactive to the beginning of the present fiscal year, was another cause for satisfaction. The Minister regarded the recess as a valuable opportunity for deliberate consideration of the bills.

Treasurer O'Connor explained the means by which the Executive Committee would learn the opinions of the members at large regarding the bills. Anyone desiring to present his views must put the same in writing and send it to Secretary Todd. All such communications will be carefully considered by the special committees on each bill, and the consensus of the opinion of the service thus arrived at will be embodied in a memorandum to the Minister of Finance.

In the case of lady members, it is requested that their communications be forwarded through the Women's Association. This organization has a representative on each of the special committees.

Mr. McGillivray, of the Justice Department, spoke briefly in most encouraging tones.

Frank Grierson, Secretary of the Civil Service Federation of Canada, gave assurance of the co-operation of the Outside Service.

Throughout the meeting frequent remarks and applause from the audience had punctuated the speeches, and at its close a resolution presented by Messrs. Moon and Kehoe, expressed the thanks of the membership to the officers for their good work, and confidence in their ability to conduct the affairs of the organization in future.

THE BILL ANALYSED.

An analysis of the Civil Service Bill presented to Parliament at the late session develops some interesting details, and gives some idea of the labour involved in preparing it and the care that must be used in studying it.

The bill consolidates the provisions of ten former Civil Service Acts.

It contains 92 sections.

There are 7 entirely new sections, viz.: 1 definitive, 2 affecting the Civil Service Commission, 2 general (applying to both Inside and Outside Services), 1 affecting the Inside Service only, and 1 affecting the Outside Service only.

There are 27 amended sections, viz.: 1 affecting the Commission, 12 of general application, 10 affecting the Inside, and 4 affecting the Outside Services.

These figures are compiled from the draughtsman's use of the terms "new" and "amended" in connection with clauses of the bill, but closer examination discloses that there are also a number of sections the phraseology of which has been changed,—evidently to meet changed conditions under the new bill, but which have not been marked as "amended," presumably because there is no change of principle involved. This makes careful reading all the more necessary.

THE COMMITTEES ON THE BILLS.

Committees of the Inside Service, appointed to consider the Civil Service and Superannuation bills have held meetings and organized for the important work before them. The personnel of these committees has already been announced.

The "Civil Service Bills" Committee of the Federation is composed of F. M. Journeau, R. A. Clarke and J. L. McCullough, of the Customs

THE PREMIER'S APPRECIATION.

Ottawa, Ont., July 11th, 1914.

My Dear Sir,—

I beg to acknowledge with thanks your courtesy in forwarding to me the recent publication of the Civil Service Federation of Canada on the Civil Service of the Dominion. The book is a very excellent production, and I offer my sincere congratulations upon the success which has attended the efforts of the Federation in that regard.

Believe me, Yours Faithfully,

(Sgd.) R. L. BORDEN.

F. Grierson, Esq.,

Chairman Civilian Committee,
Ottawa, Ont.

Outside Service; W. J. P. Cantwell, of the Post Office, Outside; C. A. Halliday, of the Railway Mail Service; J. Chisholm, Excise, and E. O. May, Weights and Measures, of the Inland Revenue, and A. Pare and Walter Todd, of the Inside Service. F. Grierson is convenor. This committee will, for the present, hold joint meetings with the committees of the Inside Service, but will eventually assume a distinct identity for the purpose of preparing a report upon the bills as they affect the whole service.

The "Sponsor Committee" of the Federation may be increased in numbers by the addition of members of the Outside Service who notify the Secretary of willingness to act. It is hoped to have on the committee a strong man to represent the interests of those thousands of Civil Servants not at present coming under the provisions of the Civil Service Act.

MANY ARE THANKFUL TO LOAN SOCIETY.

"Through the aid of your Society I have been enabled to tide myself over a few nasty holes."

The above quotation is from a letter received by the manager of the Civil Service Savings and Loan Society. Similar tributes to the good work being constantly carried on by that organization are received every month,—sometimes written, but oftener personally expressed.

The Society's business is very active,—particularly the savings branch, which is growing in favour and shows a large increase of turnover for every period, as compared with last year's transactions. The present year is by far the most prosperous in the Society's history.

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

Ottawa, July 24, 1914

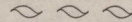
SIR ROBERT BORDEN IN HALIFAX PLATFORM.

A thorough and complete re-formation of the laws relating to the Civil Service should be put into effect, so that future appointments shall be made by an independent commission acting upon the report of examiners after competitive examination. I am convinced that we shall perform a great public duty by establishing in this country that system which prevails in Great Britain, under which a member of Parliament has practically no voice in or control over any appointment to the Civil Service.

To use the power of filling positions in the public service as a reward for party service and without regard to the character and capacity of the individual selected is a gross breach of a solemn public trust. A private trustee so dishonouring his office would be subject to punishment by the criminal law.

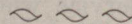
THE SPECIAL ISSUE.

Expressions of appreciation of the most flattering character are being received daily from those who have seen copies of the Special Issue of *The Civilian*. Sir Robert L. Borden's tribute is reproduced on another page. Others of equal warmth have been received from Ministers of the Crown and officials of high rank. A hearty "well-done" from such quarters amply rewards the compilers of the special issue for their labour in producing it. To all friends who have sent such cheery words *The Civilian* Committee returns sincere thanks.



ENCOURAGING.

During many "fat years" throughout the Dominion, the Civil Service subsisted on the old "lean" salary scale. Of late the times have been not so good, and, in some quarters, this has been put forward as a reason why no Civil Service legislation involving increased expenditure should be carried through. These objectors conveniently forget that, while wages and salaries in other occupations have been going steadily upward and the cost of living has soared, the Civil Servants have had the same old salary scale, which was none too good in cheaper times. However, the optimists expect a good crop in the West this year and a financial relaxation everywhere. A mail clerk correspondent of *The Civilian* in Moose Jaw sends this bulletin: "The crop outlook along the Soo line, which is famed throughout the West, indicates that this is going to be the best year in the annals of wheat-growing."



NAMES REQUIRED.

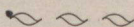
The Civilian cannot publish communications without knowing the identity of the writers. The editors

have received an anonymous letter, referring to the co-operative store, which lacks this very necessary feature. The letter in question has been referred to the directorate of the store. The writer is recommended to communicate with that board direct, and to make his statements as definite as possible. The matter is worthy of serious attention, but it is hardly possible to debate it in these columns.



HOT WEATHER WORK.

The hot blasts of mid-summer are upon us, and human energies are not at their highest pitch. Despite this fact, there is work to be done of momentous importance to the whole service, most of which must be done in Ottawa, where the temperature is as high, if not higher, than in any other portion of the Dominion. The work referred to is, of course, on the Civil Service Bills. An additional bar to efficiency in regard to the bills is the fact that so many members of the service who are on the two committees appointed in Ottawa live in the suburbs with their families, and so find it difficult to attend the meetings. Nevertheless, the work will proceed in spite of these handicaps, and the service will acquit itself with credit in the estimation of the Government and the Minister of Finance, who has confided to the organized service the responsibility of studying the two bills.



IN EXPLANATION.

The Ottawa "Citizen," during the past year or two, has displayed a real, ardent interest in the just administration of the public service. As an act of appreciation of this marked interest, *The Civilian* provided the "Citizen" with an advance copy of the Special Number. The "Citizen" made a somewhat premature criticism of the book, associat-

ing the name of Mr. E. R. Cameron with its compilation. This misapprehension it may be advisable to correct, as Mr. Cameron was not connected with the preparation of the book. In the course of a friendly criticism the "Citizen" mentions the absence from the book of any mention of Dr. Robertson's Commission on Technical Education. In justice to the editors of *The Civilian*, it is necessary to state that the omission was not an oversight. A list of all commissions, temporary and permanent, lay on the editorial table during the preparation of the "Special Number," and the question of treating these important phases of Civil Service activity was in debate up to the last moment. The commissions were finally excluded from the programme, together with other interesting matter, simply from the desire to avoid overloading the book with a multiplicity of material.

MAN IS A FAILURE.

When he values success more than character and self-respect.

When he does not try to make his work a little better each day.

When he becomes so absorbed in his work that he cannot see that life is greater than work.

When he lets a day go by without making someone happier and more comfortable.

When he tries to rule others by bullying instead of by example.

When he loves his own plans and interests more than humanity.

When his friends like him for what he has more than for what he is.

When he envies others because they have more ability, talent or wealth than he has.

When he does not care what happens to his neighbours or to his friends so long as he is prosperous.

When he is so busy that he has no time for smiles and cheering words.

OTTAWA NOTES.

The Currency Branch of the Department of Finance is now moving into the new addition to the Eastern Block, erected for its accommodation, and fitted with vaults said to be unexcelled in the world for security.

* * *

The Department of Public Works has undertaken the long, expensive and troublesome task of rewiring the four principal Government buildings for electric light. When the buildings were erected electric lighting was not contemplated, gas being provided for, and when electric lighting was adopted all the wiring put in was of the exposed type. All this is now to be done away with, and concealed wires substituted.

* * *

Several departments are concerned in preparations for the trip of the Dominions Royal Commission, which will visit Canada during August and September. F. C. T. O'Hara, Deputy Minister of Trade and Commerce, is special officer of the Commission for Canada, and much of the responsibility for the arrangements rests upon him. This is, perhaps, the most important Imperial Commission which ever visited Canada, and the event is looked forward to with deep interest in official, financial, commercial and transportation circles.

* * *

The consolidation of the Transcontinental Railway Commission establishment with the Department of Railways and Canals has been carried out. The new board, of which the Minister of Railways and Canals is the head, has held its initial meetings.

The United States Census Bureau, since its organization on a permanent basis, has become the greatest statistical office in the world.

PLUCKY POSTMISTRESS.

The care and handling of His Majesty's mails is not only a work requiring close attention and constant labour, but also an occupation of more or less risk at all times,—as was demonstrated at the Ottawa East sub-station on July 4th.

This little post office was the scene of as daring a hold-up and daylight robbery as has been reported in Canada for many a day. Between eleven o'clock and noon on the day mentioned, two men entered the shop in which the office is located, when no other customers were present. They asked for stamps, and when the postmistress, Mrs. Bridget Slattery, had opened the money drawer, one of them grabbed her by the throat, while the other began to rifle the till and the registered mail package.

Mrs. Slattery is a woman well past middle age and ill able to cope with two such ruffians, but she snatched up a tack-hammer, the only weapon within reach, and employed it to such good effect that the robbers took hasty flight, without completing the ransacking of the office. The marks inflicted by the tack-hammer on one of the men were of material aid to the police when the pair were arrested.

Mrs. Slattery was completely prostrated by her terrible experience, but has received many hearty congratulations on her plucky resistance to the hold-up men.

A CRIME ANYWAY.

In the United States census office acts against the law are recorded under a few main heads, such as murder, burglary, etc. A girl who was working there recently ran across the crime, "Running a blind tiger." After a puzzled moment she placed it under the list, "Cruelty to Animals."

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Two weeks' sales have assured a very large circulation for the special number of *The Civilian*. It is in great demand.

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and is an elaborate edition. 265 pages are devoted to letter press and illustrations, there being 175 distinct photographs reproduced.

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History, Law and Organization.

By means of the material assistance accorded *The Civilian* by the business community of Canada, the Editors are enabled to offer the book for sale at a sum very much less than the cost of production. The books will be sold for \$1.50, and copies will be delivered in response to applications addressed to the Editors, accompanied by an order for that amount. \$1.50 is the price to Civil Servants only.

The purpose of this book is to create in the public mind a higher appreciation of the importance of the King's Civil Service in Canada.

An agent is now canvassing the several departments for the sale of the book. It may also be obtained from James Hope & Sons, or Thorburn & Abbott, booksellers, Sparks street, or from

Editors *Civilian*,

P. O. Box 484,

Ottawa.

Note.—Purchasers of the book residing outside the 20-mile Ottawa Parcel Post area will please add 20 cents for postage.

Correspondence.

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

To the Editors of *The Civilian* :

Dear Sirs,—May I make a few remarks on the article in the "Women's Column" of June 26. Unmarried ladies are apt to forget that all domestic trials are not borne by wife or widow. The case cited is pathetic enough but the query to men, "Just how would you manage were you required to do all these things, and to be a good office clerk as well?" could be answered by dozens of men. Who remains to perform these duties when the mother falls ill, and the means are insufficient to pay for help? I know of cases where the husband has had to do all these things and attend to a sick wife as well. Think of the hundreds of men earning between \$700 and \$1,200 per annum, and I am sure that anyone will understand that this must be so.

No fair-minded person will deny that equal pay for equal work is but simple justice, but does such a rule obtain even amongst men in the service? I think not. Though only a "relative by marriage," I know of many instances where men, working side by side, doing equal work with equal ability, not only receive unequal pay, but are classed in different divisions. Other cases there are where a man, the actual head of a room, receives less than others working under his supervision, and yet again men who are doing work, and doing it better, than their predecessors, whose salaries are smaller by several hundred dollars. So this is not solely a feminine grievance.

Ladies are not rigidly barred from the higher divisions, but their demand for the open door is open to argument. To those who look upon this question from the individual standpoint only, the answer that

"We would pay the unmarried men only half what we pay the married men" may be sufficient, but I contend that this is a national question, and such a retort mere claptrap.

The greatest need of any young county is a continual supply of sturdy native-born children. This is particularly true of Canada, offering, as it does, special attractions for the poor of every nationality, and whilst I do not for one minute suggest that a man of inferior ability should receive higher pay, because he is the father of a family, I do contend that it is necessary for the future of our country that men shall be assured the chance of positions with such salaries attached as shall enable them to marry and bring up a family in comparative comfort. Nor do I believe that such encouragement would entail any real suffering on the women of the service. Very many of them receive, or are in line to receive, \$1,200 per annum. Even on \$800 a woman can live well and help to support a family.

The number of men who not only support a family, but are compelled to partially or wholly provide for aged or invalided relatives would no doubt balance the number of women who support a family. It has been said that the cost of living increases pro ratio with the people's spending capacity, and certain it is that as women enter, more and more, into the higher paid positions, the necessities of life become increasingly difficult for married people to obtain.

Yours very respectfully,
SISTER-IN-LAW.

* * *

For Mr. Fowler.

To the Editors of *The Civilian* :

The Koran lays it down that any ruler who appoints an incompetent man to office when he could have got a better one to take it is virtually guilty of treason!

Please pass this on to our friend Mr. Fowler. Perhaps he and similar "statesmen" would "buck up" a little if they knew that even a Mohammedan country would not stand for them and their callous effrontery.

READER.

* * *

Salaries and Contributions.

To the Editors of *The Civilian*:

I infer from the debate in Parliament that the members appear to be particularly anxious about the low grade servants (and that, no doubt, applies to those who are in no class at all) that their pay be increased. Now, if the department deducts 8 per cent., as provided by the Superannuation Bill, from our present small salaries, let us hope that the increase in pay we expect to get with the good will of these members may be sufficient at least to overbalance this drain of 8 per cent. from our present small wages. In looking over the Superannuation Bill as introduced, the age limit for retirement is set down at 65 years. I think certain employees (say in the Department of Railways and Canals Outside Service, for instance), where the employment is of a dangerous nature, should be permitted to retire at 60 years of age. I also think the percentage rate would look good to the low grade members of the service if the contribution to the fund would be governed by the salary. The higher the salary the higher the contribution should be. Whatever the outcome of these bills may be, the Federation of Civil Servants, especially the Executive, with the able assistance of *The Civilian*, deserve the hearty support of all employees of the Government for their labour in bringing about the present encouraging situation.

"LOW GRADE."

Fowler and Edwards.

To the Editors of *The Civilian*:

Dear Sir,—One cannot help but be interested in the attitude of Mr. Edwards and his contemporary, Mr. Fowler, with reference to the proposed bill introduced by the Honourable Mr. White, to whom we of the Civil Service are indebted for championing our cause.

While we cannot hope to obtain perfect conditions under one piece of legislation, the requirements of the service being complex, yet the interests of the Civil Servants will have been materially advanced if granted those concessions asked for.

Mr. Edwards lays bare his policy at the outset by seeking to cast aspersions on the validity of the Hon. Mr. White's statement that he was not interested in the Civil Service from a political standpoint, and at once insinuates Mr. White's policy is **Party Political in Nature**.

It seems to me, Mr. Editor, that Mr. Edwards is fearful lest the justice of the Civil Service demands should be so apparent that a collaboration of both parties would result,—than which nothing could be less desired by such members as Mr. Edwards and Mr. Fowler, to whom party politics are the life blood, because of their lack of true statesmanlike qualities,—the qualities that permit of a full, just and mature consideration of extraneous matters.

It is amusing to observe the attitude of both these members, with reference to the Civil Service question, for, while charging the Civil Servant with being the servant of the people (and we of the Civil Service would add the servant of "His Majesty the King," and, therefore, officers of the Crown), they seem to forget that they, too, are servants of the people, owing their relative positions to the electorate, and are, therefore, indebted to the people for the pecuniary possibility of providing for their old age, or for the opportunity extended, by reason of the status conferred, to add to their worldly possessions, and, therefore, Mr. Edwards' remarks as to the provision for old age reflect on himself.

If Mr. Edwards would do such a rash thing as to consider for one moment before dealing out his especial wares of "buncombe and clap-trap," the fact might possibly filter into his brain that each man's abilities have a relative value. If our honourable friend should ever be so fortunate, or unfortunate,—according to the point of view,—to contract some fell disease, it is possible the doctor's bill will serve the useful purpose of convincing him of the value of brains and ability, or at any rate of the fact that the com-

munity at large have accepted such valuation as being not only permissible, but acceptable, and meet pecuniarily such valuation in accordance with the ability of the doctor as measured by the extent of his experience and practice, therefore considering him worthy of his hire, by dint of merit.

But possibly we do Mr. Edwards an injustice in presuming to imagine he could be actuated by such a sane conclusion, for he might be disposed to advocate the introduction of a special Act of Parliament restraining the electorate from putting up others than the labourer, and members of a similar class and degree of intelligence, as members of Parliament, officers of the Crown, and so on; he might even consider them admirable embryo doctors, lawyers and technical experts.

I think, Mr. Editor, we of the Civil Service need hardly be ashamed of the wares we offer on the world's mart today, and we can claim that these same have a very real value, and our reasonable request that our abilities should be measured by merit and rewarded in accordance with their relative values should at least be met with equity.

The present conditions are manifestly unfair, and such conditions have been created by faulty, pernicious and corrupt legislation, and,—thank Heaven,—there are many of our ministers that are alive to this fact, and who welcome the opportunity to make redress, and we of the Civil Service are appreciative of this honourable spirit, and look forward to the time when the Civil Service will be purged of such deterrants to ability and efficiency as the machinations of party politics to refute merit and the thrusting into office irrespective of capabilities.

Mr. Fowler most ably seconds Mr. Edwards, and with great magnanimity makes the following remark: "There is a great deal in what my hon. friend from Frontenac has said, and I agree with nearly all his observations. Some of them I might tone down a little, and some other parts of his remarks I might strengthen somewhat," and having with consummate conceit and in grandiloquent terms thrown a bouquet to his honourable friend, "Mr. Fowler, Blatherskite," (as our friend "F. A. G." has it), proceeds to wax eloquent over his own unlovely practices, to wit: the filling of public offices with his friends, the halt, the maimed and the blind.

No wonder, Mr. Editor, he was magnanimous and condescending to Mr. Edwards, for he has apparently reached a greater degree of proficiency in the gentle art of perfidy; no wonder he spoke of "toning down a little," for the toning process certainly had a downward tendency, and "strengthening somewhat,"

for where a dishonest thought becomes a dishonest act then does it materialize and become a concrete evil. In charity I would suggest that Mr. Edwards might not feel flattered, and might even be excused for murmuring that the point of view all depended on what seat you were sitting on. Let us recommend Mr. Edwards to the somewhat less luxuriantly upholstered, but more hygienic, seat of rectitude.

In referring to his own turpitude, and how he had found situations for individuals quite unfitted to the offices, he goes on to say: "One knows in one's heart that the man is getting from two to four times more than he would get if he had to struggle in the world as the rest of us have to do."

Does Mr. Fowler imagine that the fact is not fully appreciated that he is struggling in the world?—bless him, it is very apparent he is struggling in the world, and struggling hard, too, when he is reduced to pandering for favour through dishonesty, political, the abuse of a public trust, and all to retain office as a servant of the people; but while choosing the doubtful privilege of being unfair to his fellows, Mr. Edwards would do well to remember that the people are often even more exacting, as employers, than even private firms, and this brings us to the subject of "efficiency."

As a man that has travelled over the greater part of this little world of ours,—by reason of my profession,—I can assure the honourable member that there is a far greater percentage of inefficiency, as relative to business methods, organization and thoroughness, met with among the large and small firms of Canada than prevails in the several Government departments, considering the complex nature of their organizations. I beg leave not to include those officials introduced by Mr. Edwards, that he knew to be incapable. Speaking of the Customs Department, of which I happen to be a member, not only is intelligence necessary, but also ability and efficiency, and above all integrity, and for Mr. Edwards' especial benefit it would be well to state that integrity includes a conscientious application to duty, a conscientious rendering of full services due, scorning temporization to curry favour. I may say, too, that I am proud of my position by reason of my confidence in the efficiency of the majority, and the general standard of capability and thoroughness manifested throughout the department. As regards hours, no amount of prevarication on the part of an honourable member can be taken seriously; we can only invite him to visit some of the frontier ports, marine ports, and ports, where he might find time, while observing,

to change his views and come to the conclusion that it actually appeared to take time to examine effects, and run through the business of entry, that it takes a considerable amount of judgment to weigh characters. The courtesy of a gentleman is essential to the competence of an officer, firmness, born of high principles, one of the attributes that should be his, quick in decision, prompt to act, but careful in collecting facts and discarding fiction,—these are some of the qualities required, not only of the Customs officer, but of other officers of the Crown who hold responsible positions.

In conclusion, I should like to refer to the following statement made by Mr. Fowler:—

“Plain living and high thinking would be a very good plan to adopt.”

Exactly! Let us hope he will endeavour to follow these precepts.

Yours truly,

JUNIOR.

RAILWAY MAIL CLERKS HAVE PICNIC.

The Railway Mail Clerks of the Winnipeg Division of the R. M. S. held their first annual picnic on June 23rd at Assiniboine Park. The weather was first class, and a large number of clerks attended, their wives and children also enjoying themselves.

The features of the afternoon were children's races, ladies' races, and a baseball game, in which all the ladies joined with the men.

A great feast of good things was prepared by the ladies and served about 6.30 o'clock. Then there were some more races, and the fun was kept up until after 8 o'clock.

The ladies were heartily thanked for the interest they took and the amount of work they did on behalf of the picnic. Thanks were also extended to J. Youhill, F. McPherson and others for the good management which made the first picnic such a success.

DELAYED IN THE MAIL.

In spite of the fact that the postal services in Europe and America are noted for their excellence and punctuality, it occasionally happens that, for some unknown reason, a letter is delayed for years before it is delivered at its destination. The other day, for instance, a letter was delivered at Eu, in France, that had been posted thirty-two years previously at Ougny St. Denoite, only nine miles away.

The British Post Office can go one better—or one worse—than this. In 1911 a post card was delivered to a business firm in Belfast that had been posted at Lambeth, London, forty-one years previously. It bore the postmark “Dublin and Belfast, December 1, 1870,” so that it had been hanging about Ireland from 1870 till 1911.

As a rule the postal authorities can give very good explanations when they fail to deliver letters at the proper time; and sometimes a postal humorist crops up to enliven the situation. That official must have had more than a grain of humour in him who explained to the receiver of a letter at Cricklewood, England, recently, that, although it had been posted at Paddington eleven years earlier, it had been “temporarily mislaid in the sorting office.”

Still, despite occasional lapses like these, it must be confessed that the post office does its work with a thoroughness that is little short of wonderful. More often than not the public is to blame if letters and parcels are not properly delivered. In their reports, postmasters general the world over state that thousands of unaddressed letters and packages are lost in the post.

Women's Column.

If our heart goes out in love to all with whom we come in contact, we inspire love, and the same ennobling and warming influences of love always return to us from those in whom we inspire them. — Ralph Waldo Trine.

Remember.

To read carefully the little circular which has been distributed throughout the different departments relating to the proposal to organize a Residential Club for Women under the auspices of the Local Council with an independent board of directors. Then reply thereto, stating whether you are willing to take membership in such a club, should it be put into operation, and whether you would board at the club as well.

This is a most important movement, and until answers have been received "pro and con" the originators of the movement cannot possibly know whether they should continue on or not. Answers are to be sent to Miss A. H. Baker, convenor of the committee, 234 Lisgar street. Do it— and **do it now.**

* * *

I read a very good thing the other day from the London "Citizen" on the value of youth and the wisdom, nay,—the necessity, of trying to keep young, particularly for the business woman. There was so much wisdom in the little article that I shall give it as I read it:—

Youth as a Business Asset.

London Citizen.

"It is important for the girl who works for her living to cherish her youth. A society woman likes to seem young, but the business woman must seem so. So never think, in the rush of your lives, that you can af-

ford to let the thousand little helps to health and youth pass you by. Youth is a business asset. It is true with a man; it is far more the truth with a woman. Take enough sleep; you should have at least eight hours of it out of each 24. If you cannot get it in the morning go to bed early enough, even though it's earlier than you like. Eat sensibly. You are using up vital energy all day long. You can't supply the steam necessary on a diet of tea and chocolate creams. Take good care of your skin—all your skin! Scrub yourself from head to foot with soap and hot water once a day. You don't need a bathtub for this. A basin is entirely adequate if you are sure to rinse well in a fresh bowlful after the soaping is over. Take exercise in the open air every day, even if you give but 15 or 20 minutes to it. But let these minutes be brisk. And devote five minutes once or twice a day to deep breathing. For a last hint don't get into the way of complaining or fault-finding at life and its happenings. Learn to laugh, to see the fun of life, the sweetness of life. Enjoy your work, enjoy your play, and think young. That is half the battle."

Yes, that is half the battle,— "think young." How often we see it in our everyday life, the old-young-person and the young-old-person. Thank kind Heaven there is nothing to prevent one carrying a young heart into one's 80th year. The mind need never grow old, and we all know the inexpressible charm there is about a middle-aged man or woman who still keeps the faith, the trust, the truth and the pure ideals of youth.

It is every woman's duty to strive with all her might to keep her own high ideals—to seek for beauty in life, and even when she meets glar-

ing meanness and deceit to turn her eyes and her thoughts away from such and believe that the best is there but has been hidden and choked by contamination with the lower side of life. Even when we fail ourselves we should not be discouraged, but bravely come back to the good and true in life. Because there is plenty of it if we look for it, and by giving it forth ourselves we shall help draw it from others. Why, I wonder, in this strange thing we call "life" are we so much ashamed of our best and highest impulses? The great old poet hit the brass tack on the head when he said, "To thine own self be true, and it must follow, as the night the day, thou canst not then be false to any man."

* * *

The following, which I came across in a magazine, is full of truth as well as poetry. How very, very often it requires death to teach the lesson we do not, or will not, learn from life:—

"A woman lay with closed eyes and quiet breath waiting to welcome an angel whose presence seemed to overshadow the white-curtained room. A man knelt beside the bed, the woman's hand pressed close in his against his cheek, while his lips moved as if in prayer.

In the room were Life, Death and Love.

"What have you given her?" questioned Death of Life.

"I brought her my best gifts," answered Life: "youth, health, beauty, joy, and Love."

"Has Love brought her good gifts?" again asked Death.

Said Love with wistful eyes, "I brought her brave, bright hours, sunshine and laughter, happiness and glory in living, and then a heavy cross. The sunshine she shed all about her, even with the fading of Life's glory; the cross hidden deep in her soul cast out self and made a new radiance and beauty there."

"Let her come to me," said Death. "Life had much to give, but peace and rest are not for Life to bestow. Love would give all, but must reckon with the human heart. I will crown and glorify and bless her."

Life fled from the quiet room with a sigh and one whispered, tender word; but Love lingered, brave even in the full presence of Death.

"What of him?" said Love, pointing to the kneeling figure.

"He made the cross?" Death asked.

"Yes," said Love, weeping.

"We must teach him," said Death, "what he could not learn from Life."—L. M. Sinclair.

* * *

This little poem from the Chinese dated 675 B.C., may be of interest, as it shows that even then there were suffragettes at heart who objected to be treated as beings without brains or intelligence:—

A Woman's Voice.

Chinese: 675 B. C.

I would have gone to my lord in his need,

Have galloped there all the way;
But this is a matter concerns the State,

And I, being a woman, must stay.

I may walk in the garden and gather Lilies of mother-of-pearl,

I had a plan would have saved the State,

But mine are the thoughts of a girl.

The elder statesmen sit on the mats,
And wrangle through half the day:

A hundred plans they have drafted and dropped,

And mine was the only way.

—From Lyrics from the Chinese.

Once more I want to thank my kind contributors for their valuable help in the editing of this column. The contribution envelope in the

editorial drawer is not as fat as it used to be, and I hope to receive more contributions very soon addressed, as usual, to "Dorothy Day," box 484, Ottawa.

Correspondence.

In another column of this edition there appears a letter signed "Sister-in-law," dealing with the article in this column of June the 26th, on the debate on the Civil Service Bill. "Sister-in-law" assures us that all domestic trials are not borne by wife or widow, as we "unmarried ladies" are apt to think, but that dozens of men have to bear all these burdens and attend to sick wives besides.

I am glad to hear this. I am always glad to hear about good, unselfish men who really take their share in the domestic worries of life. It is nice to know that they really do exist, and that "Sister-in-law" knows them by the dozen. I have a friend who knows one, but I am more than glad to know there are dozens. All honour to them! And since they have had a share of trying to be housekeepers and bread-winners for a few weeks at a time, while the wife and mother is ill, they are able to give their full sympathy to the many women who are doing all this, not for a few weeks while someone else is ill but permanently and as a matter of course year in and year out. But, as I said before, it is good to know that there are men who have had a taste of it. The more they do of that kind of thing the less anxious they will be about keeping up that "continuous supply" which "Sister-in-law" assures us is the greatest need of any young country. There are some authorities who claim that quality not quantity, in this line is the more desirable, and that the first duty of parents is to provide proper conditions and environment for the development of their children, both physically and mentally.

The conditions of injustice in the system of the service which "Sister-in-law" speaks of are true, and men should organize and fight them. But there is no necessity to shut women out on that account. By what line of reasoning can a woman "live well and support a family" on \$800 per annum, when a man cannot?

"Sister-in-law's" letter reminded me of the war between the North and South for the emancipation of the slaves, where there were actually found slaves who took up arms against their own cause. So, today, in the great fight to give to woman equal pay and equal rights, we find some of our own sex taking up arms against their own cause. The most perplexing study of mankind is without a doubt the strange compound called "Woman."

DOROTHY DAY.

HE'D EARNED IT.

Government clerks at Washington are campaigning for higher salaries. But they are not the only ones who seem to suffer from lack of income, and, according to Secretary McAdoo, certain bank employees should receive higher compensation, considering their responsibilities. Apropos of which he tells the story of a bank teller in front of St. Peter at the Gate.

"How much did you steal?" inquired the keeper of the keys, suspiciously.

"Nothing."

"How much money was there in the bank?"

"As much as twenty millions sometimes."

"How much were you paid a year?"

"Two thousand dollars."

"Here!" exclaimed St. Peter, "take my place."



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CIVIL SERVICE FEDERATION OF CANADA

Bulletin to members and prospective members

Secretary's Office
P. O. Box 484
Ottawa

At a meeting of the executive of the Federation, held in March last, a committee on Publicity was appointed to undertake the education of the people in regard to Civil Service affairs through the public press. Since that date the debate on the C. S. bill on May 30th in the House of Commons has demonstrated yet more intensely the need of informing the public in regard to the important position the Civil Service takes in Canada. This is specially apparent in regard to the speeches of Messrs. Fowler and Edwards.

Accordingly, this committee is organizing under my convenorship, and you are invited to co-operate and supply necessary machinery in the following manner:—

The committee in Ottawa will prepare copy set in type, making use of *The Civilian* for this purpose. This copy will be mailed to the Secretaries of all our societies, who will be asked to accept the responsibility of getting matter into one or more of the daily newspapers in their localities.

The fate of Civil Service legislation at the next session of Parliament depends very largely upon the response to this appeal and upon the amount of *favourable* publicity which can be given to the Civil Service situation between now and the coming autumn. It must be admitted that the general public is greatly prejudiced against the service,—prejudiced because of its ignorance. The status of the Civil Service can be improved only by enlisting public sympathy in the cause of reform. With

J. A. SMITH,

President.

Ottawa, July 16th, 1914.

public sympathy secured, that of the members of Parliament follows as a matter of course. Any movement along these lines must be made *at once*. Parliament may be summoned at an unexpectedly early date. There is no time to lose.

Before beginning this campaign we must be informed that your Association is sympathetic to the idea, and that you will forward me a guarantee of your willingness to co-operate. Otherwise the movement will fall to the ground. A prompt reply is respectfully requested.

The "*Civilian* Committee" of the Federation has just issued a "Special Number,"—a very elaborate volume. A copy of this book will be mailed to your address in the hope that you may dispose of some of them among the members of your Association.

You have received *The Civilian* under date June 12, containing the text of the two bills introduced by the Honourable Mr. White. The "Sponsor Committee" of the Federation appointed last March will study the bills during the recess, and it is desirable that said committee be advised at the earliest possible date regarding the opinions of your Association as to possible amendments to be suggested according to the request of the Minister of Finance.

An acknowledgement of this communication is respectfully requested, and prompt action is urged, especially in regard to the matter of the "C. S. Bills" and "Publicity."

F. GRIERSON,

Secretary.

COMPOSITION OF THE NEW ZEALAND BOARD OF APPEAL.

The Board consists of three persons, two of whom are appointed by the Governor. One of these appointed persons must be a member of the Public Service. The Governor, from time to time, appoints as Chairman one of the two nominated members. The third member is elected, and varies according to the nature of the appeal. If it is a postal matter the third member is the elected representative of the postal staff if a telegraph matter the elected representative of the telegraph staff. The remaining members of the Public Service elect two of their members, and, in appeals affecting such members, one of these two (by mutual agreement) becomes the staff representative on the Board. If they fail to agree the decision is made by lot. The elections take place every three years, provision being made for filling vacancies which may occur.

Appeals are made through the Commissioner, who, excepting that his decisions may be appealed against, has full powers over the whole Public Service in all Service matters. The grounds of appeal must be stated in duplicate. Unless the Commissioner is prepared to concede the points, he forwards the appeal, together with his reply, and fixes a time and place for the consideration of the appeal. It is not necessary for either appellant or Commissioner to appear in person, but the Chairman may summon anyone whose evidence is deemed material, and any person so summoned must appear and produce any official books or documents in his custody if called upon so to do. Where the attendance of officers from remote localities is required and arrangements cannot be conveniently made a competent person may be appointed to take the necessary evidence; as an

alternative, another officer in the same division resident in the locality where the appeal is to be heard may be allowed to appear in behalf and at the request of the appellant. If the Board considers an appeal frivolous, appellant may be ordered to pay the cost of the appeal. The decisions of the Board are final and must be given immediate effect.—“South Africa P. and T. Herald.”

DONT' BE A QUITTER.

We can not always find the ways
That lead to waiting treasure;
There must sometimes be dismal
days

That are devoid of pleasure;
The winds that blow so swiftly now
Tomorrow may be bitter;
The storms will come, but anyhow
Don't be a quitter.

We can not always do the things
We wish we might be doing;
We may not be all dukes and kings
Some men must do the hewing;
Some men must plow and some must
sow

While some in jewels glitter
But if your place is high or low,
Don't be a quitter.

Some men may live in idleness
On fortunes they inherit,
And some men never may possess
The sweet rewards of merit;
Some men may ride in lordly state,
While others bear the litter;
But rich or poor, or small or great
Don't be a quitter!

You cannot win by sitting in
Your corner sighing gravely;
Inflate your chest, thrust out your
chin

And do your duty bravely;
You may have cause to be in doubt,
Your hardships may be bitter,
But never let the world find out—
Don't be a quitter!

Personals.

Dr. H. H. Bligh, of the Supreme Court library, is spending a few weeks at Halifax, N.S.

Collingwood Schrieber, of the Department of Railways and Canals, and Mrs. Schrieber have returned from a trip west.

The marriage is announced of Ida M., daughter of F. J. Alexander, of the Department of the Naval Service, to Harry Brading.

James A. Cumming, of the Customs staff, Trenton, was married at Ottawa on July 14th, by Rev. W. A. McLroy, to Margaret, daughter of William Phimister.

S. H. Waggoner, of the Statistics Branch, Department of Customs, is absent from duty on account of a severe attack of lumbago.

The engagement is announced of Howells Frechette, of the Department of Mines, to Miss Lena Derriek.

Miss M. Brennan, of the Department of Indian Affairs, is at Atlantic City.

The marriage of Percy John Gronow, Railway Mail Clerk, Moose Jaw district, to Miss Roxie I. Laird, was celebrated at Brandon, Manitoba, on July 2nd. Mr. and Mrs. Gronow will reside in Moose Jaw.

Sydney Roe, Secretary to the Minister of Customs, is in the Old Country on business.

C. H. Beddoe, Chief Accountant of the Department of the Interior, and Mrs. Beddoe, are holidaying in Prince Edward Island.

E. L. Newcombe, Deputy Minister of Justice, has gone to England to appear before the Imperial Privy Council as attorney for the Dominion at the hearing of the appeal in the case of the companies' law.

J. B. Hunter, Deputy Minister of Public Works, and Mrs. Hunter, have been enjoying holidays in New York.

Dr. C. A. Hodgetts, Medical Adviser to the Commission of Conservation, attended the convention of the Canadian Medical Association at St. John, N.B.

R. L. Fuller, of the Department of Militia and Defence, has returned from a vacation trip to Nova Scotia, his native province.

A. L. Current, of the Customs staff at Bridgeburg, is spending his vacation in Galt and Guelph.

Marc Sauvalle, of the Department of Mines, with Mrs. and the Misses Sauvalle, are at Beaconsfield for the vacation.

Nathaniel Mills, Postmaster of the House of Commons, is holidaying in Prince Edward Island.

The marriage of W. Stewart Edwards, of the Department of Justice, to Leslie Mackintosh Marshall, daughter of Dr. and Mrs. Donald Marshall, of Kenora, is announced to take place late in August.

Richard Grigg, Commissioner of Commerce, is in England on official business.

Dr. Otto Klotz, Assistant Chief Astronomer, will leave shortly on a trip to Germany.

Wm. Mackenzie, President of the Civil Service Savings and Loan Society, is holidaying in the New England States.

Arthur Beauschene and Rene de Sala-berry, of the Department of Justice, have been created King's Counsels by the Government of the Province of Quebec.

Frank Grierson, Secretary of the Civil Service Federation of Canada, is spending his vacation in Nova Scotia.

R. H. Campbell, Superintendent of Forestry, Department of the Interior, has been elected an honorary member of the Royal Scottish Arboricultural Society. Mr. Campbell attended the Diamond Jubilee Conference of the society in Edinburgh this month.

H. L. Drayton, Chief Railway Commissioner, with Mrs. Drayton and the Misses Drayton, have sailed for England.

L. S. Edey and William Kendall, heretofore of the staff of the Royal Mint, have been appointed to the Government staff at Port Nelson, the former as Mechanical Engineer and the latter as his assistant. They will be on duty at the Hudson Bay port for about four years. On severing their connection with the Mint, each received a token of the esteem of their colleagues. Mr. Edey was presented with an engraved locket and Mr. Kendall with a suit-case. The presentations were made on behalf of the staff by Superintendent H. W. Cleave.

The marriage is announced to take place in the Sacred Heart Church, Ottawa, on July 27th of Lucienne, eldest daughter of Alfred Dubois, of the Department of Public Works, to R. J. Bastien, of Orleans, Ont.

Obituary.

Shelton B. Fuller, of the Live Stock Branch of the Department of Agriculture, passed away in an Ottawa hospital on July 9th after only a few days' illness. Mr. Fuller was sixty-three years of age, and was born in Woodstock, where he resided until his removal to Ottawa in 1901. He was a son of the late Right Rev. Thomas Brock Fuller, Anglican Bishop of Niagara. His widow, one daughter and three sons survive. The funeral was held in Woodstock.

Athletics.

The Customs team has cinched the championship of the Civil Service Baseball League. Their hitherto undefeated team met one unexpected set-back at the hands of the West Block nine, but retaliated with a smashing victory over the West Block in the final contest:

The following was the standing of the league on July 20th:—

	W.	L.	Dr.	To play
Customs	6	1	1	0
West Block	5	2	0	1
Interior	3	2	1	2
Trans. Ry.	1	4	1	2
Post Office	0	6	1	1

* * *

The authorities are doing well in getting after the owners of motor boats on the canal at Ottawa. Now let the civic guardians overtake the speeding car drivers and motorcycle riders.

* * *

There is quite a revival of swimming going on. The recent marine disasters have emphasized the absolute necessity of everyone being acquainted with the art. Almost every day one reads of a boating accident in which those drowned were unable to swim.

Fancy anyone engaging in a canoe race who could not swim! Yet this is what happened in a war canoe race near Montreal the other day. The canoe upset and two were drowned; neither could swim.

* * *

C. S. Bowling League.

The Civil Service Lawn Bowling Club are running off a series of club games. A great deal of interest in being created, and some exciting matches are being played. First and second prizes are to be awarded the winners of this series.

The skips of the different rinks are urged to have their games played on

the scheduled date, or immediately after, as the committee wish to bring

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Phone Queen 2345

on the departmental competitions soon. Four rinks went to Valleyfield and played that club for the Birks' trophy, and, while defeated, the game was thoroughly enjoyed by all. The boys are loud in their praise of the treatment received at the hands of the Valleyfield Club, nothing being too good for the Civil Service Club. Valleyfield was persuaded to send three or four rinks to Ottawa for the Eastern tournament.

The Service Club will enter three or four rinks in the Eastern tournament, and it is expected they will make a good showing.

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To the Editors of *The Civilian*:

In last issue I inserted a brief note inviting anyone who enjoyed walking to communicate with me.

Last year, after "Vagrant" had finished his walk to Toronto, several members of the service expressed their intention of walking to Halifax, N.S., "next year."

Up to date I have not received a single reply to my note.

PEDES.

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INTERIOR RIFLE ASSOCIATION.

Scores for July 11th.

	900	1,000	
	yds.	yds.	Tl.
S. M. Roberts	44	44	88
E. Turcotte	44	39	83
R. Callander	40	37	77
W. A. Purdy	46	31	77
C. V. Shannon ...	46	30	76
A. E. Shore	33	40	73
W. Anderson	35	37	72
C. Olmsted	32	37	69
J. F. Maunder ...	37	32	69
J. J. Carr	38	31	69
C. W. Hull	38	30	68
J. L. Crawford ...	31	35	66
C. A. E. Clendinnen	22	40	62
P. A. Wood	36	26	62
E. A. Devitt.....	36	26	62

Scores for July 18th.

	500	600	200	
	yds.	yds.	yds.	Tl.
A. W. Joanes	33	30	33	96
A. E. Shore	31	30	31	92
R. Callander	32	29	31	92
J. M. Roberts	34	27	31	92
P. A. Wood	33	26	33	92
C. Olmsted	30	28	33	91
J. H. Corry	33	27	30	90
J. L. Crawford	32	30	27	89
W. A. Purdy	29	30	30	89
W. Thompson	28	29	32	89
E. Turcotte	32	28	28	88
C. V. Shannon	28	28	32	88
P. Sherrin	30	26	31	87
C. W. Hull.....	33	23	29	85
A. McCracken	27	28	29	84
G. S. Wallis	28	25	30	83
E. A. Devitt	25	25	30	80
C. A. E. Clendinnen	19	21	26	66

Spoon winners: First class, A. W. Joanes; second class, R. Callander; third class, C. W. Hull.

Spoon presented by G. S. Sparks to novice scoring his first 80, won by G. S. Wallis.

THE POINT OF VIEW.

It was at Britannia one evening last week. They sat on the pier gazing across Lake Deschenes.

"Behold that exquisite sunset!" he exclaimed. "Note the delicate flesh tints the cream shades, the long dashes of vermilion, and the almost living fire that leaps up from the sinking sun as from a fountain. Behold the framework of darkening skies and of deep green! Isn't it wonderful?"

His fair companion sighed heavily. "You just bet it is!" she exclaimed. "It looks just like a great, big lobster salad!"