

THE CIVILIAN

VOL. VIII.

JULY 9, 1915.

No. 6

SUPERANNUATION

Report of Special Committee, Civil Service Association of Ottawa, June, 1915

The committee to which was referred the question of considering and reporting upon (1) the desirability, and (2) the feasibility of devising some scheme of Superannuation for the Service which would make more adequate and satisfactory provision than is afforded by the White Bill of 1914 for those appointed to the Service before that Bill comes into force, and specially for those who, though appointed permanently under the Act of 1908, had been continuously employed for many years prior to that date, in a so-called temporary capacity, beg leave to report as follows:

From the most reliable statistics obtainable, your committee find that at the present time there are about 45,000 persons holding so-called permanent positions in the Public Service of Canada.

For the purpose of Superannuation these persons may be divided into three classes, as follows:

(1) Those who are already provided with a more or less adequate Retiring or Superannuation system, such as the residue of the subscribers under the Superannuation Act repealed in 1898, the R.N.W. Mounted Police, the Permanent Militia, and the Government Railway employees, numbering in all about 20,000 persons.

(2) Those who are provided with a partial, though far from satisfactory or adequate system, under the provisions of the Retirement Fund established in 1898, and numbering approximately 11,000 persons; and

(3) The remainder, numbering

some 12,000 to 15,000 persons, including a certain number in the Inside Service, who are absolutely unprovided for by any system of Superannuation whatsoever.

As regards the applicability of the White Bill of 1914 to the foregoing classes of persons, while the provisions of that Bill will automatically apply to every person appointed to a permanent position in the Public Service, after it comes into force, provided that such person is under fifty years of age at date of appointment, they will not apply to any person appointed before that Bill comes into force, unless such person is a contributor under the Superannuation Act repealed in 1898, or to the Retirement Fund established in that year; so that the persons included in Class (3) will not be in any way benefited by the White Bill, while persons appointed to similar positions after that Bill comes into force will have the full benefit of its provisions.

After considerable enquiry your committee have formed the opinion that of those who are now contributing under the Superannuation Act repealed in 1898, probably not one, and of those mentioned in Class (2) (Retirement Fund), comparatively few, possibly 25 per cent., will take advantage of the provisions of the White Bill for the reasons that, as regards those under the old Superannuation system, many are ineligible by reason of the fact that they have completed their period of contributions to that system, and those who are eligible are reasonably satisfied

with the system under which they now are, and feel that the possible advantages of the White Bill would not compensate them for the high rates which they would have to contribute therefor. As regards contributors to the Retirement Fund, there is a natural reluctance on the part of one who has contributed thereto for a period of ten or fifteen years to hand over the sum to his credit to the new fund, especially when he may possibly derive no ultimate benefit whatever from it, that is, in the event of his dying while in the Service and leaving no widow or child under eighteen years of age; and again the rates of contribution chargeable under the White Bill to those who have already been fifteen years or over in the Service are so high as to be almost prohibitive and altogether out of proportion to the benefits to be derived, especially in the case of those who may have had temporary service, which they would like to have included in the period of service upon which their retiring allowance would be computed; and further for the reason that the provisions made under Section 15 for the retirement of those who may be ineligible, by reason of age, to become contributors appear to be entirely inadequate for the purpose.

For these and other reasons not elaborated, your committee are of the opinion that *it is desirable*, and in the best interests of those now in the Service that another scheme of Superannuation should be devised, applicable only to those appointed before the White Bill becomes effective, leaving the latter to provide exclusively for those appointed after it comes into force, and to such members of the present Service as may elect to come under its provisions.

As regards the *feasibility* of a measure of the nature suggested by your committee, they are of the opinion that a Bill drafted somewhat on the lines of the Superannuation Act re-

pealed in 1898, that is to say, providing for a retiring allowance of 1/50 of the salary at the time of retirement (or the average salary of the last three years of service) up to a maximum of 35/50 or 7/10; an annual rate of contribution of, say, 3½ per cent. on salaries above \$600, and 3 per cent. on salaries below that figure; and provision for the inclusion in the period of service, of any temporary service, or past service in any capacity, in a manner similar to that provided for such purpose in the White Bill, should prove quite feasible from a business point of view, especially when it is borne in mind that the Mounted Police and Militia Pensions Acts as well as the Pension Funds of all banks in Canada, are drawn upon these lines; such a scheme would also, in the opinion of your committee, be conducive to the greater efficiency of the Service, inasmuch as it would provide an adequate means of retiring at the proper time, on a reasonable living allowance, all persons now in the Service who are not adequately provided for by the White Bill, or any other existing system. Your committee would also observe that such a measure, not being applicable to any person appointed after the enactment of the White Bill, would be only of a temporary nature, and would, like the Superannuation Act repealed in 1898, gradually in course of time become extinct, leaving the White Bill as the only Superannuation measure operative within the Service.

It is also the opinion of your committee that in order to give the benefit of any such measure, if approved, to every one in the Service who is willing to contribute the rates in the manner prescribed, no limitation of age should be fixed for eligibility to contribute, and in view of the comparatively low rates suggested no attempt should be made to provide for a Widows' and Children's Pension

Fund, nor should any addition to the period of actual service be allowed.

Should these views of your committee be approved by the Executive, they would suggest that a special committee be appointed for the purpose of drafting a Bill to embody them in concrete form for submission to the Government.

WALTER TODD,
Chairman.

OUR DEAD AND WOUNDED.

Casualty lists published during the past two weeks have not contained so many names of men belonging to battalions in which many civil servants are enrolled, consequently fewer names have to be added to the record of our dead and wounded.

SERGEANT E. A. WILKINSON.

Six men of the Dominion Police went to the front early in the war. One has previously been reported killed and two wounded. News is now received of the death in action of another of the noble sextette. Edgar A. Wilkinson, a native of Windsor, England, entered the Dominion Police in 1913 and was a member of the police detachment at Esquimalt. When the war broke out he enlisted with the 16th Battalion, C.E.F. After his arrival in England he transferred to the Army Ordnance Corps, in which he had served before coming to Canada. In this corps he soon gained his sergeant's stripes, and when killed he was in charge of a platoon. The exact date and place of his death are unknown here, but the occurrence was some time in May. Sergt. Wilkinson was thirty-four years of age and unmarried.

PRIVATE A. B. TURNER.

Private A. B. Turner, whose name appeared in the list of wounded after the battle of St. Julien (Langemark), was clerk in the sorting branch of the

Vancouver Post Office. He enlisted for the war with the 72nd Seaforth Highlanders of that city. Private Turner is in his thirty-second year and entered the postal service in 1912.

PRIVATE H. W. RAGBOURN.

Private H. W. Ragbourn, an employee of the Department of Public Works, outside service, at Bamfield, B.C., died of wounds in a German prison hospital and was buried at Staden, Germany. The mere announcement of his sad end was contained in an official list which reached Canada on July 1st. Private Ragbourn had served in the British army before he came to Canada. He enlisted for this war in the 16th Battalion.

PRIVATE W. A. WELLS.

W. A. Wells, an employee of the Outside Service of the Penitentiaries Branch, Department of Justice, and attached to the clerical staff of the British Columbia penitentiary at New Westminster, went to the front with the First Contingent. News is now received that Mr. Wells suffered a wound in action a few weeks ago and is now confined to a hospital.

GAVE BEDS TO THE HOSPITALS.

A published list of recent contributions to the Red Cross Society for the furnishing of hospital beds (at \$50.00 each) includes those of the following branches of the Civil Service:

For the Duchess of Connaught's Hospital at Cliveden: Department of Indian Affairs, \$50; Auditor-General's Office, \$50; Finance Department, \$50; Entomological Branch (Dept. of Agriculture), \$100; Seed Branch (Dept. of Agriculture), Regina, \$50; Staff of the Superior Court, \$50.

For other hospitals: Dominion Lands Branch, Interior, \$50; Railway Lands Branch, Interior, \$50.

THE BATTLE OF LANGEMARCK.

By T. A. Browne, Immigration Branch.

The Battle of Langemarck, where the Canadians saved the day and gained unfading glory, is the theme round which Mr. Browne has written this splendid poem, accurate in incident and action of that historic struggle. It is a fitting tribute to a glorious landmark in the history of Canadian patriotism.

When men shall say who saved the day in years that are to be;
When veterans back from war's grim track again abide with me;
When peace regains her throne and reigns and silent are the guns,
I'll think with pride of those who died and say "they were my sons."

I sent them from their peaceful tasks, those strong young sons of mine;
I saw them swinging down the street, I saw them stand in line.
My unbronzed of the counting-house, my sun-tanned from the farms,
I sent them forth, sons of the North, my gallant men at arms.

With summer's fading rose they went, I well recall the day;
The gold was on the maple leaf, the birds were on the spray,
And through the long white winter time I waited for the spring,
For word to tell me how they served their country and their King.

And then I heard the tolling bells and saw the flags half-mast.
Why should I weep in springtime with the long, white winter past?
And why are all the people stirred and what is it they say?
My boys have dared, have fought and shared the glory of the fray.

Across the sea, afar from me, they've met the dreaded Huns
At Langemarck, in Flanders, my gallant Northern sons.
Near Ypres, in the lowlands, three thousand miles away,
Across the wave, my children brave have died—but saved the day.

In grim array that April day, entrenched the Allies lay,
To bar the path of Prussian wrath that fumed to reach Calais;
And Ypres town, half battered down, they'd sought with longing eyes,
And they had sworn that very morn to take it as a prize.

And breathing there the battle air beneath the warm sunshine
From Peschendelle to Pollecapelle Canadians held the line;
Then, sudden as the avalanche that rips the mountain side,
The battle broke and through the smoke they met the German tide.

They watched the fume-filled cloudbank rise and spread its stifling rack;
They saw the Belgian veterans and gallant French fall back;
They heard them cry, they saw them fly as men by fiends pursued;
They heard the shout, they saw the rout before that cloud, hell-brewed.

In such a plight as veterans might have blanched before and failed,
They stood uncowed with spirits proud and hearts that never quailed.
Surprised, amazed, a moment dazed, in that tremendous hour,
Like living rocks they met the shocks of mad Germanic power.

They saw the wide breach wider grow, when men in terror fled;
They saw the eager foe leap on o'er the dying and the dead;
And by that foe and through that gap they saw an Empire fall;
Then, in the breach, to front the foe, they threw their living wall.

They threw their living breasts between to stem the German tide,
My volunteers of Canada—they fought as veterans tried.
They fought the boast of Wilhelm's host: they met them hand to hand,
My young men of the counting-house, my ploughboys from the land.

They came from ranches of the West, where plain and mountain call,
From down east way, by Fundy's Bay, from Don and Montreal;
Their feet had known the sea-walled street, where ocean mists hang gray,
And one to four, though stricken sore, they kept the foe at bay.

The air rained death by bomb and dart, the earth belched death below
By shining blade and hand grenade and death by poison slow;
Three days of hell, with shot and shell, they fought 'neath moon and sun;
The Belgian plain was strewn with slain, Canadian and Hun.

Ye troubadours—that sing of wars and brave deeds handed down,
When you will sing how for the King they strove near Ypres town,
Tell how they fought and nobly wrought like Paladins of old;
Tell how my sons retook the guns and won their spurs of gold.

And you will tell how Birchall fell as calm as on parade,
How on they bore amid the road in that wild charge they made,
Where Julien's wood in moonlight stood when midnight met the morn.
Tell how they died, my brave, my pride, on that field battle torn.

They went not forth for gain or gold, 'twas not for such they died.
They fought for right, 'gainst armed might that covenants defied.
Pure was their quest, to serve the best their banner they unfurled
For that high plan, the rights of man, the freedom of the world.

The feet that press'd my ample breast, the eyes that loved my pines
Will know no more my welcome shore, but still their glory shines.
Sing, troubadour, let thy notes soar, sing with a voice divine,
Of how they saved the day and braved the despot of the Rhine.

“THE SOUVENIR.”

By the Poet “Low-Rate.”

Vivid, aflame, the autumn sky
Draped the dome of the earth and sea
As a pilgrim walked by a long-lost lane
The lonely way of his destiny.
Fatigued, wayworn, begrimed with dust,
He thrust himself awhile to rest
Beside a rock on his lonesome trail,—
His eyes toward the reddened West.
At last: a friend; for he had spied
A lonesome blossom, which seemed to him
To beg to be loosed from its lonely life
And join in his every mood and whim.
He plucked it, and said, “How comes it now
You seem more brilliant than other flowers,
And your perfume's so subtle and pungent, tho'
You're scorched for the need of reviving showers?”
“Dear brother: friend:” the blossom cried,
“'Tis your soul's perfume that you find so dear,
And it charms you, for I am nothing more
Than a tearful souvenir.”

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 fur-
nished upon application.

Subscriptions, MSS intended for publica-
tion, and all other communications
should be addressed to

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

Ottawa, June 25, 1915.

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.

OUR BOYS

Previously reported:

Dead	18
Wounded	35
Prisoners	4

DEAD.

H. W. RAGBOURN.

WOUNDED.

A. B. TURNER.

W. A. WELLS.

SPOILS VERSUS CO-OPERATION

Since the war for the independence of mankind began last August the members of the Civil Service of Canada have not been wholly indifferent to its responsibilities. The "war editor" of *The Civilian*, who pursues every fleeting shadow of an act done by one of our members, tells us that the record of enlistment for the Expeditionary Forces will total 1,000 men. Contributions to the federal Patriotic Fund, direct, are in excess of \$100,000 and suggestions are being heard in favour of another day's pay. Besides this, thousands of dollars are being contributed monthly all over Canada to local Patriotic Funds of every kind and description. As a personal reference it may be mentioned that *The Civilian* has given much of its space and will gladly devote all its pages to a prosecution of the national cause.

There is still a greater thing than all this, and it is the fine spirit displayed by all members of the service whether as individuals or as organizations. The civil servant on his side has declared a truce against making any proposals or advances that might distract our Government in the pursuance of its tasks. Now let us consider for a moment how this consideration and co-operation has been reciprocated, not by the Government in fact, but by some of its representatives.

Reference has been made in these pages recently regarding a vacancy in the staff of the Customs port of Ottawa. In the past the office of Collector of Customs has been considered a plum for patronage appointment, though why the Customs service has in the past abandoned the highest office to the outsider, instead of fighting for the right to attain it by merit, is a mystery that has baffled the editors of this journal. The next office in ranking power in the Customs, that of Surveyor, has never been so abandoned to the outsider, and yet we are credibly informed that it is the present intention of the patronage politicians to appoint an unskilled outsider to go over the heads of men who started at the foot of the ladder long ago under the appointment of the good Queen Victoria. This proposed iconoclastic act symbolizes the lowest phase of the modern democrat's politico-religious faith.

We are shortly leaving for the front to contest a few feet of ground over certain questions of principle. Before leaving home we hope to have the opportunity for a little training for the greater event, by making a frontal attack upon the militarism of Political Patronage as it is tolerated by the undisturbed docility of the people of Canada.

As an opening shot we would briefly refer to one or two incidents of recent birth. It is but a short time ago that a local newspaper item coupled the name of a Governor-General of Canada in the appointment of a man to the public service,—an appointment that developments proved was complicated by faked impersonation, to the discredit of all concerned, but chiefly discreditable to the people of Canada and their representatives, in their almost total neglect of the Merit System in appointments and promotions.

Mr. Garland, the late member for Carleton, recently boasted to his constituents of his powers of patronage

in the Civil Service. Words were scarcely adequate to express his elation at his powers as an employment agency for the King, and he had made some 1,000,999 appointments from his county as a reward for services rendered to himself personally. Mr. Fripp, the sitting member for Ottawa, recently stated in a public address that he had received 13,000 applications for positions in the Civil Service, that he was not tired of doing this gratuitous work but on the contrary was willing to continue the task for another term of years. On the other hand the report of the Civil Service Commission for 1914 states that the number of applications handled by them for the Service at Ottawa is only 2,010.

Mr. Fripp has never confided to us his attitude or ideals in regard to appointments made by him on behalf of King George. We do not know whether he is wholly, or in part, or at all, responsible for the rumoured over-riding of decent conceptions of duty in the filling of the office of Surveyor at the port of Ottawa, or whether the blame must be attached to that inanimate octopus known as the Patronage System. We are bound to say, nevertheless, that in view of the unwavering co-operation of the Customs officers, in common with the members of all the other services, the contemplated appointment is an act of vandalism against merit and seniority especially barbarous at this time; that it amounts to a deliberate use of poisonous gases against friends at a time when we should all be cemented by the bonds of brotherly love in order to present a solid phalanx against the common enemy.

SUPERANNUATION.

The attention of all civil servants interested in the vital problem of superannuation is hereby drawn to the opening article in to-day's issue.

The thanks and appreciation of those of us who are in the Outside Service, either in reality or out of sympathy, must ever be due to the executive of the Inside Service which both last year and in the present year have devoted so much of their valuable time to this important subject. So thorough and so capable has been the work of the Inside executive in the past in this respect that their conclusions have been adopted as a whole by the representatives of the Outside Service. The work on Superannuation performed by Messrs. Todd, Drake, Parè, O'Connor and many others, is a fine tribute to the qualities of organizable esprit de corps.

The contribution in our leading article to-day is an attempt by a special committee under the chairmanship of Mr. Walter Todd, president of the association, to point out specifically certain inefficiencies in Bill No. 229 insofar as that bill applies to the *present* service. In our opinion this report is most competently compiled and is in every way most opportune. To recognize its value, it is but necessary to draw attention to Mr. Todd's statement that there are some 14,000 employees in the Outside Service who will receive no benefit from Bill No. 229 as at present constituted. This large number of officials belongs to the "unestablished service," that is, they belong to departments not included in the schedules of the Civil Service Act as drawn up in 1869 and not since amended. The organized Civil Service has now done its part in presenting facts and conditions and it is for the Government to take the problems involved under consideration.

THE NEW DOMINION STATISTICIAN.

The appointment of Mr. R. H. Coats to the position of Dominion Statistician and Controller of the

Census is of importance to readers of *The Civilian* in so many ways that it is difficult to deal with it within the space of an editorial article.

In the first place, this appointment should help to attract to the Civil Service the very best men in the country, for it proves that the service offers a career even to those of the highest gifts and qualifications. Mr. Coats has been in the Service barely more than a dozen years. He is still a young man with a lifetime of usefulness ahead of him. His advance has been steady and every step has been won by sheer merit. He has had his special difficulties to overcome, and his career is not at all a mere freak of fortune. In the Civil Service as in the world at large the good man does not always win, but the fact that he wins sometimes is an encouragement to all who seek to advance by merit as against those who merely seek to advance. And it is no exaggeration to say that to no citizen of Canada is opened better hope of a career of the highest usefulness than is offered to R. H. Coats. The specialty of statistics which he has made his own offers the means most favoured by the thought of our time for the scientific solution of our greatest national problems. He will not be called upon to work out policies, but every maker of policies will depend upon him for the enlightenment which only ascertained facts can give.

Nor is this case unique. In the guarding of our public domain, in the development of our growing trade, in the defence of our national honour and interests, civil servants play an important part. Many avenues are open to the man of ability who joins the Civil Service and makes a life-work of the duties before him.

In the second place, Mr. Coats' preferment, like other preferments he has won, is made on merit only. It is too true that many a good man is kept down in the Service and many a bad one advanced by mere political or per-

sonal pull. But let the good men take heart from the case now before us. Mr. Coats is not merely a good man in the administration of existing systems, but he is an inventor, an originator of systems. The good man who finds advance impossible along lines already opened may find in the exercise of originality the opening that he seeks. No matter what may be said by those of our masters who are politicians and nothing more, the fact remains that a minister is usually more than a politician. He has an honest pride in the works of his department and that makes him desire to offer opportunity to the man who can use it and to throw responsibility upon the man who can bear it.

In the third place R. H. Coats is an outstanding example of what may be called a class-conscious civil servant. He has been the head and front of movement after movement for the good of the Service. He has carried out labours which, had they been equalled by even one in ten of the rest of the Service, would have settled every question that faces us and made the Service a perfect paradise of justice and good feeling. He never sought office in any of the organizations with which he is connected, but office has been thrust upon him, and usually the office demanding the greatest devotion of time, effort and ability. No man in the service of Canada has more munificently discharged the debt which, as Bacon tells us, every man owes to his profession, than has R. H. Coats. Every person who wishes well to the Civil Service of Canada will be glad that one to whom the members of the Service are so greatly indebted has had opened to him such splendid opportunities for those services to the public which he is so amply qualified to render.

Your King and country need you.

* * *

Are you doing your bit?

Several branches of the Service have contributed the cost of hospital beds to the Red Cross. Almost any branch should be able to furnish at least one bed. Let the good example be more generally followed.

* * *

The trained man has come into his own in this war. Hundreds of men who were N.C.O.'s of the militia before the war are now officers, warrant officers or sergeant-majors, while hundreds of others who were privates have received their stripes when old sergeants and corporals went to the front. Provisional schools in every important centre have made it easy to qualify for advanced rank. All this is a strong argument for every able-bodied man to join a home-service corps (if he can't pass for overseas service), acquire the rudiments of military knowledge and *be ready* for whatever may turn up. Men are wanted in Ottawa—and almost everywhere—for every arm of the service. Enlist to-day!

* * *

The great demands for space in *The Civilian* have made it imperative to economize in some departments. For some time the record of "Our Boys" killed and wounded has appeared, complete, in each issue. This record has now grown to exceed the capacity of a page. In the last issue it contained the names of *eighteen* men dead, *thirty-five* wounded and *four* prisoners from among the civil servants at the front. These names will not appear again. In future there will be published, in each issue, a list of the casualties to civil servants of which notice has been received since the former issue. Nothing gives the editors greater pride in the Civil Service than the growing lists of our men who are fighting and the sad record of their casualties. It is a matter of no small pride to be able to have such lists in *The Civilian* pages. But this is war-time, when subscribers and advertisers are pinching the dollars

hard, and it is a bad time to have to increase the size of the publication and, consequently, the cost of its production. So the best use must be made of the regular space, and some small changes in detail, such as that above explained, are desirable means to that end.

KITH AND KIN.

Archibald Strachan, collector of customs at Kingston, received word that his son had been wounded at the front. He was with the First Contingent and enlisted at Moose Jaw.

Private George D. Scott, 7th Battalion, C.E.F., son of C. S. Scott, of the Department of Finance, is a prisoner of war.

Capt. Donald A. White, 2nd Battery, C.F.A., mentioned in despatches from Sir John French, is a son of Lieut.-Col. Fred. White, formerly Comptroller of the Royal North West Mounted Police.

Private Marshall Reid, wounded, is a brother of M. Reid, of the Department of Public Works. Before the war Marshall Reid was a temporary employee of the same department.

A son of F. J. Alexander of the Naval Service is reported missing.

Private Oscar Y. Brown, son of Mr. J. H. Brown, of the Post Office Department, who was reported missing in the casualty lists after the battle of Langemarck, is wounded and a prisoner of war in Germany. Word to this effect was received by his father last Monday in a letter from the American embassy at London. He has been at the hospital since the 22nd of May.

A "BUREAU" MAN WITH THE GUNS.

M. W. Woods, of the Government Printing Bureau, is serving as a gunner with the 10th Battery, C.F.A., in Flanders. In a letter he says:

"Our battery went through the worst part of the fighting around Ypres. The Germans advanced to within three hundred yards of our guns on two sides of us and two of our guns were turned around and firing in the opposite direction to which our other two guns were firing.

"We heard later, through our major, that General —— had given our battery up as lost, but after two or three attempts we finally got the guns out, and I may tell you that I hope never to see another night like that one in getting back the guns. There were thousands of shells bursting near and around us and maxim guns and rifles were firing on our horses and drivers when we were taking the guns out. We moved after to another position which we kept for five days, and it was a hot one, I can tell you. We were no sooner there than the Germans began shelling us with large howitzers—coal boxes, we call them. They all burst when they hit an object and made holes in the ground large enough to bury a small house. While we were there one of these shells burst among our horses and men, killing twenty horses and two men and wounding twelve men.

"These shells do dreadful damage when they hit a building. One large town, which we passed through a few times, was blown to pieces—not a building intact and not a living soul in the place. Two weeks before the bombardment everything was going on as usual. Daily we saw refugees leaving their homes behind with only a little pack on their backs, making for some place in the rear, and not really knowing where they are going.

"The Germans use high explosives. At night they fire on towns, houses and farmhouses, setting them on fire. Sometimes there are quite a number of fires burning at the same time. I may tell you that this war cannot end too soon to please me, and I do not think I will ever have a desire to go to war again, but someone had to go."

The Roll of Honour.

Men of the Public Service of Canada who are Fighting for the Empire.

TWENTY-FOURTH LIST.

First Contingent.

- J. H. Knight, Hydrographic Survey, Naval Service, Royal Naval Reserve.
 J. A. Turner, Hydrographic Survey, Naval Service, 9th Battery, C.F.A. (transferred to Royal Scots).
 W. J. Miller, Hydrographic Survey, Naval Service, Ottawa, 1st Battery, C.F.A.
 C. B. R. MacDonald, Naval Service, Nova Scotia, Royal Engineers.
 G. Minot, Naval Service, French Reservist.

Second Contingent.

- Corp. A. C. T. Sheppard, Dept. of Mines, Ottawa, 4th Field Company, Engineers.
 A. R. M. O'Connor, Finance, Ottawa.
 M. G. Anderson, Finance, Ottawa, Canadian Engineers.
 E. Chapple, Naval Service, Vancouver, 29th Battalion, C.E.F.
 P. S. Pettit, Naval Service, Saskatchewan, 28th Battalion, C.E.F.

Second and Third Contingents.

- F. Gilbert, Railway Mail Clerk, Calgary.
 D. N. McCargar, Railway Mail Clerk, Calgary.
 Frank C. Turner, Railway Mail Clerk, Calgary.
 Frank Booth, Supt. Railway Mail Service Office, Calgary.
 George S. Stone, Railway Mail Clerk, Calgary.
 H. Mattson, Railway Mail Clerk, Calgary.
 John S. Livingstone, Railway Mail Clerk, Calgary.
 G. A. MacDonald, Railway Mail Clerk, London.
 W. W. McVicar, Railway Mail Clerk, London.

Contingent Not Stated.

- C. J. F. Price, Printing Bureau, Ottawa.
 J. I. G. T. DeMontigny, Printing Bureau, Ottawa.
 L. E. M. Globensky, Printing Bureau, Ottawa.
 James Cairncross, Printing Bureau, Ottawa.
 W. E. Bouehard, Printing Bureau, Ottawa.
 H. F. McGovern, Printing Bureau, Ottawa.
 Antone Blaikie, Interior, Dawson, Alta.
 Robert Cruikshank, Interior, Grouard, Alta.
 G. G. Fuller, Interior, Bottrell, Alta.
 H. G. Kerby, Interior, Calgary.
 James MacKinnon, Interior, Dawson, Alta.
 J. C. Patterson, Interior, Jasper, Alta.
 A. T. Staines, Interior, Medicine Hat.
 Lieut.-Col. H. I. Stevenson, Interior, Roblin, Man., Canadian Mounted Rifles.
 Donald Thompson, Dominion Lands, Interior, Lethbridge.
 J. Webb, Interior, Edmonton.
 J. L. Williams, Dominion Lands, Interior, Ottawa.
 W. A. Wells, Justice, New Westminster.
 S. McCormack, Justice, New Westminster.
 J. E. Dolphin, Justice, New Westminster.
 Wm. Wood, Justice, New Westminster.
 J. L. Higginson, Justice, Edmonton.
 H. E. Smith, Justice, Edmonton.
 H. F. Devicq, Justice, Edmonton.
 W. C. Stead, Justice, Edmonton.
 F. Sergeant, Justice, Prince Albert.
 John McKay, Justice, Prince Albert.
 C. H. Brownbridge, Justice, Prince Albert.
 E. Moore, Justice, Prince Albert.
 L. Williams, Justice, Prince Albert.
 K. Wilson, Justice, Prince Albert.

CIVIL SERVANTS GUARDED KING AND QUEEN.

Interesting letters have been received regarding the experiences of Corporal B. G. Heans, railway mail clerk, of St. John, N.B., and his friend, Sergeant W. Pickup, both of the Canadian Postal Corps in London. Sergeant Pickup was, before the war, a railway mail clerk of Winnipeg.

One of the letters, written by Corporal Heans, says in part:

"I have something interesting to tell you this time about a little incident that happened the other day of which I am very proud. Pickup and I arranged to get off to go to the Palace Theatre to a matinee which the King and Queen were attending along with a lot of lords and dukes, and so on. We went to the theatre but found we could not buy a seat for anything. The ground floor and first two balconies were all taken up by notables, while the rest of the house was reserved for wounded soldiers. Finding we could not have a seat we decided to wait to see them go in. While we were waiting some military police asked us to help keep the crowd back and we went around by the royal entrance and kept directing the auto drivers who had wounded men to a side door.

"While doing this a gentleman came to us and asked about some things; then he told us he himself had four sons on the firing line. After chatting for some time he asked if we should like to act as a bodyguard and of course we accepted, and were the only persons inside the police lines besides him. His name is Anderson and he is the King's personal bodyguard. He fingered a couple of big revolvers as the Queen, Princess Mary and the King passed into the house, and after they had passed in he called Pickup and me and took us up to a seat just back of the royal box with himself. I do not think he saw any of the show as he kept watching the people.

"I was very nervous. So you see I have had an honor which many men here in uniform would give their eye teeth for. One thing I do know, it has been a good advertisement as every one of the 2,000 engineers who work here know Pickup and me and all about us. The receipts from the programmes amounted to £1,652."

In another letter, written on May 16, Corporal Heans says:

"I am leaving for France, attached to the mounted brigade under Brig.-Gen. Evans, made up of Lord Strathcona's Horse, Royal Canadian Dragoons, 2nd King Edward Horse, and Canadian mounted troops. We are told we will stay in France for a time and then go to join the Mediterranean forces, so you see I am lucky. I was recommended for this position by the English quartermaster-sergeant here who has been watching us lately."

A brother of Corporal Heans, Harry Heans, of the Bank of Nova Scotia staff, has joined the 55th Battalion.

ENLISTMENT CAMPAIGN.

To the Editors of *The Civilian*:

Dear Sirs,—On behalf of the officers of the 43rd Regt., D.C.O.R., and particularly the Recruiting Committee, I desire to express to you our thanks for the great assistance which your paper has given in connection with the recent campaign we have been carrying on for the purpose of securing recruits for the regiment. The service which you rendered in making available space in your paper for our advertisements was invaluable and an important factor in bringing the campaign to the success which was evidenced by the large numbers present at our last parade.

Yours very truly,

R. J. BIRDWHISTLE,
Major, Officer Commanding,
43rd Regt., D.C.O.R.

Ottawa, June 29, 1915.

MENTIONED IN DESPATCHES.

Two gallant men of the Civil Service who fell in action in Flanders are distinguished by being "mentioned in despatches," according to recently published orders. They are Lieut.-Col. F. D. Farquhar of the "Princess Pat's" and Corporal Leonard Lamplough of the Field Artillery.

PASSED THE BY-LAW.

The by-law of the Civil Service Co-operative Supply Association providing for the issue of \$10,000 debentures was passed at the general meeting of members called to consider it. The campaign for the sale of these securities has since been carried on with marked success.

THE BEST METHOD

"About five years ago I purchased a set of your French Method and found it the most useful of any method I have ever seen."

REV. G. C. FOLEY, Philadelphia, Pa.

Courses by mail in Latin, French, German, Spanish. Students the world over.

L'ACADEMIE DE BRISAY, 414 BANK ST. - OTTAWA

BEAL BROS., Limited,

Harness and Horse Collar Mfrs

SADDLERY HARDWARE

Shoe Leather and Findings.

52 Wellington Street E., TORONTO, ONT.

Consolidated Optical Co., Ltd.

TORONTO, ONT.

Scientific Instrument Makers to the Dominion Government.

Transits, Levels, Range Finders, Heliographs, Telescopes, Binoculars and Weather Instruments.

ROBERT CRAIG

SADDLER & HARNESS MAKER

By Special Appointment to His Excellency the Governor General.

Trunks and Valises Repaired.

Phone 6141.

408 Wellington St., Ottawa, Ont.



REGAL SHOES

CANADIAN MADE

FOR

CANADIAN TRADE

REGAL SHOE CO. Ltd.,

102 AT A NTIC AVENUE, TORONTO.



SEMI-READY TAILORED SERGE SUITS, \$20.

Positively the finest value ever offered in a bench-tailored Suit, finished to exact measure in an hour.

We tailor Suits to Order in four days, SPECIAL giving you the same service as a ORDERS Custom Tailor at \$10.00 less money on a good Suit of imported English Woollens. A choice of 300 imported patterns and 30 different designs. Dress Suits, \$25.00 and \$30.00.

BEAMENT & JOHNSON OTTAWA.

500 Semi-ready Stores in Canada



VARSLITY
EYE GLASSES WITH
KRYPTOK INVISIBLE BIFOCAL LENSES

Distinctive and appropriate where individual appearance counts

THE OTTAWA OPTICAL PARLORS

J. H. DESILBERG - EXCLUSIVE OPTOMETRIST
119 SPARKS STREET 'Phone Queen 2345

MR. COATS PROMOTED.

An appointment which will give the greatest possible satisfaction to all who are interested in the progress of the Civil Service took effect with the beginning of the present month. This is the appointment of Mr. R. H. Coats to the position of Dominion Statistician and Controller of the Census. To the extent that the office formerly existed Mr. Coats succeeds the late Archibald Blue. But the new appointee will be expected to undertake a wider work than any hitherto undertaken and, to this end, must cultivate a field that is, in part, entirely new.

Under the British North America Act, the powers of the Dominion authority include "the Census and Statistics." This clause has never been given its full interpretation, and consequently there have been no statistics of the Dominion except as these have been compiled in relation to the census or to the operations of the several departments. It will be Mr. Coats' duty to inaugurate a statistics service on the lines indicated by the Constitution. The service will be a branch of the Department of Trade and Commerce. To Hon. George E. Foster, Minister of Trade and Commerce, is to be given the credit for beginning this work and for the choice of Mr. Coats as the man to carry the idea into effect.

Mr. Coats is a journalist by early training and a statistician by nature. He has a mind which unites two qualities rarely found in association—imagination and patience with details. With these he unites great administrative powers and endless industry. He has also the negative qualities suited for his position, for he has no personal ambitions or preconceived ideas to sway him in the presentation of the material which it will be his duty to collect. The experience he has gained in the position he previously occupied has been a splendid pre-

paration for the wider work upon which he now enters.

Mr. Coats was a reporter on the Toronto Globe when he was offered and accepted a position in the newly-established Department of Labour as associate editor of the Labour



MR. ROBT. H. COATS.

Gazette, of which Hon. W. L. Mackenzie King, then Deputy Minister, was editor. As in the case of many other Government publications the Labour Gazette has never been properly appreciated by the public. Under Mr. Coats' management it has become a publication of the utmost value to Canada. It has occupied every inch of its field and has cultivated that field intensively with quite remarkable results. Not content with merely filling the columns of the periodical, Mr. Coats undertook the compilation of statistics to elucidate

problems of the economic life of Canada. This activity on his part early resulted in the publication of a work which is revolutionizing the thought of the people on these problems. This is the volume entitled "Wholesale Prices in Canada" first issued in 1909 and annually since then. As a basis for this general work Mr. Coats collected material and worked out an "index number" for Canada. Not only does this "index number" afford a means of accurate measurement in economic affairs but it puts Canada on the map of the world in relation to market reports and the science of prices, and enables the figures collected here to be used in the world-wide calculations of market movements. It would be difficult to name any achievement by any one Canadian more practically important for present and future years than this production by Mr. Coats of an instrument of precision for the measurement of the rise and fall of prices.

In 1910 Mr. Coats was appointed editor of the Labour Gazette and chief statistician of the Department of Labour. He has used his more extended powers wisely and unselfishly for the public good. Taking advantage of the opportunities afforded by the widespread organization of the department he has begun the collection of retail prices thus affording basis for the scientific understanding of the vexed and vexing question of the cost of living.

When Sir George Foster, as Minister of Trade and Commerce, took up the question of building up a system of statistics for Canada to replace the hit-or-miss collections of figures which, thus far, are all that we have been able to offer our own people and the world at large, he appointed a Royal Commission to go into the whole question. Of this Commission Mr. Coats was appointed a member, and his thorough knowledge of the science of his business enabled him to assist very materially in making wise sugges-

tions. Last year he was called upon to assist in a work even more important from a popular point of view, being appointed a member of the Royal Commission on the Cost of Living. The report of this Commission is now in the printer's hands. Great expectations have been formed of it, and there is every reason to hope that it will prove a valuable contribution by Canada to the settlement of an age-long, world-wide problem.

But that which will interest civil servants specially in the present appointment is that Mr. Coats is an honoured and trusted leader in the work of Civil Service organization. He was one of the founders of the Civil Service Association of Ottawa and of the Dominion-wide organization the Civil Service Federation. Of this latter body he was the first secretary, and it is universally acknowledged that to his initiative, wisdom, earnestness and devotion is in large measure due the success of that body. Mr. Coats was also one of the founders of *The Civilian* and its first chief editor.

The present appointment is a conspicuous instance of merit winning reward, and the Government, the new appointee, the service and the public are alike to be congratulated.

DANGEROUS MATTER.

From Punch.

Actual extract from a sailor's letter to his wife:

"Dear Jane—I am sending you a postal order for 10s, which I hope you may get—but you may not—as this letter has to pass the censor."

AN UNCONSCIOUS HUMORIST.

On a large hoarding directly overlooking the Blackburn Cemetery, where thousands of bodies are interred, the local bill-poster, with an unconscious sense of humor, has displayed a great recruiting placard, reading: "Wake up! Your King and country need you."—London Evening Standard.

THE PELLETIER SOUVENIR.

The pleasant duty of paying a tribute to His Honour Mr. Justice Pelletier having been enthusiastically carried out on June 2nd, as reported in the last *Civilian*, Mr. C. A. Halladay, the general manager of the affair, desires to submit a statement of the finances involved at the earliest opportunity, and same is submitted herewith:

To the members of
P. O. Department.

As the secretary-treasurer of the committee named during the Convention of the Civil Service Federation of Canada, January 7, 8 and 9, 1915, I have the honour to submit the following financial statement:

Receipts.

Post Office staffs and associations	\$348 40
Railway Mail Service and associations	129 80
Post Office inspectors' staffs	41 50
Departments at Ottawa . . .	71 20
Federated Letter Carriers of Canada	368 00
Miscellaneous	8 50
	\$967 40

Disbursements.

Victor Victrola	\$255 00
Records for Vitrola	375 90
Illuminated Address	225 00
Gold name plate for Victrola	14 50
Printing, envelopes, postage, etc., etc.	19 08
Travelling expenses, etc., in making the presentation . . .	61 20
Further order for Records to send to Quebec	16 50
Balance	22
	\$967 40

Details of all above on file.

Respectfully,
C. A. HALLADAY.

Ottawa, June 16, 1915.

C. S. COMMISSION OF CANADA.

The Civil Service Commissioners advertise for applications for the following position:

A clerk for the Seed Commissioner's Branch of the Department of Agriculture, Subdivision B of the Second Division, initial salary \$1,200 per annum.

Application forms, properly filled in, must be filed in the office of the Civil Service Commission not later than the 12th day of July next.

WM. FORAN,
Secretary.

SAVINGS AND LOAN SOCIETY.

F. S. James, manager of the Civil Service Savings and Loan Society, is taking a well-earned holiday in his native province, Nova Scotia. During his absence the business of the society will be looked after by G. L. Bird. Members of the society will find Mr. Bird in Mr. James' office during the regular business hours of the organization each day.

OTTAWA NOTES.

The Survey Records Branch, Department of the Interior, has moved from the Canadian building to the new Carling building on Bank street.

Occupants of offices in the Robinson building on Queen street rejoice that fire escapes have been erected thereon. The great peril of life and limb to persons in that building should a fire occur is greatly reduced.

It is announced that some of the old buildings on Government land north of Wellington street are to be converted for use as offices.

Despite the rosy prospects of a better service which were held out to Gatineau commuters early in the season, they still have to travel by the Broad street station as in former years. Rumors of Gatineau trains using the Central station have died out.

MONTREAL POSTAL CLERKS' ASSOCIATION.

The secretary of the Federation has received the following from Jos. Hébert, secretary of the above association:

En réponse à la vôtre du 2 juin 1915, lors de la démonstration à l'Honorable L. P. Pelletier, vous trouverez ci-inclus les noms des officiers de l'Association des Employés des Postes de Montréal, pour l'année 1915. Président, M. Napoléon De-guise; Vice-Président, M. Ludovic Germain; Secrétaire, M. Joseph Hébert; Trésorier, M. J. E. Ayotte. Directeurs, M. J. A. Brault, M. J. Daignault, M. T. Delamadeleine, M. H. M. Plante, M. Henri Rochon. Auditeurs, M. J. M. Richard et M. J. W. Chartrand.

Votre tout dévoué,

JOS. HEBERT,
Secrétaire.

POSTAL CLERKS' ASSN. OF VANCOUVER.

Mr. A. S. Black of the above association sends the following news:

Postal Clerks' Assn. of Western Canada, Vancouver Branch. — At monthly meeting held on June 1st, Messrs. L. L. Creagh, H. S. Lyon and F. H. Middlemiss were elected delegates to the annual convention to be held at Vancouver on July 12th. Two more of our members have enlisted, bringing our total to 16, of whom one has been killed and four wounded.

CELTIC NOTION OF JUSTICE.

During a famous trial in Chicago two Irishmen, standing on a street corner, were heard to discuss the trial. One of them was trying to enlighten the other concerning the functions of the jury.

"It's this way," he said. "Ye're arrested! Thin, if ye gets the smartest lawyer, ye're innocent; but if th' other man gets th' best lawyer, ye're guilty!"

LETTER FROM THE FRONT.

The following letter has been received from Mr. B. W. Harmon, who while in civil life filled the position of Asst. Inspector of Hatcheries:

France.

It is a pleasure for me to thank you for the very kind appreciation of my letter, written from Armentiers.

We in the trenches sense your keen interest in our welfare, and it is not irksome to write to you about our personal experiences.

The 22nd of April in this year of war 1915 deserves to be forever memorable by the people of Canada in some fitting manner. On the night of that day 8,000 Canadians held at bay 64,000 thousand Germans. They did this, too, under circumstances extremely disadvantageous from a military standpoint. The Canadian Record Officer has written splendidly of the historic fight. He was in a position to assemble all the different facts and to consolidate them. His narrative is quite incomparable.

We had just settled down in our new bivouac and were having supper. Suddenly on our left a tremendous bombardment was begun. We asked each other in expectant tones whether it was our attack or the Germans. We knew that something extraordinary was on, because only at Neuve Chapelle had we heard such an awful roar. In a short time a danse yellow cloud began to obliterate the horizon. This, too, was a surprise. Perhaps it was the fumes from our lydite shells. Perhaps! In short we did not know what to make of it. How plain it all seems now. That cloud was German gas, then used for the first time. That terrible roar came from German guns, and in that anxious half hour was ushered in the greatest battle in the long history of the human race. Soon from all the roads and across the fields there came pouring a stream of French in-

fantry, artillery and supply wagons. The infantry were panting and choking for breath. The horses galloped down the roads in a maddening way. Shells began to drop all around us. General Alderson rode into the farmyard and shouted to the major to get the company out of that. It did not take us long to hook up and move; but in that few minutes several were wounded. It was our first experience under *heavy shell fire*. The horses plunged in a most furious mass. The shells fell like snowballs in a school-boy fight. Picture it to yourselves. Picture that road along which we retired. All the while in the gathering gloom we saw a German aviator high overhead sending forth bright flashes. The signal for his artillery to lengthen the fuse. Old women of eighty and tiny bare-footed girls and boys sobbed and cried as they struggled amid plunging horses to make their way along that road. It was a pathway of desolation. Leonard Allen and I supported an old corpulent lady of about eighty. We fell behind our company. My fighting blood was up. I asked Allen as soon as we had seen our charge among a crowd of refugees to get lost with me and make back for the trenches. Our company "stood to" about a mile from our evacuated billet. It was now very dark. The major called twelve of us together and told us he was about to send us on a very dangerous and important expedition. There were four bridges across the Yser canal. Our duty was to heavily mine them with gun-cotton and stand by ready to blow them up in case our infantry gave way.

I shall never forget that night. As corporal I had charge of one bridge. My instructions were to let all our infantry across and when the Germans were actually on the bridge to touch the fuse. On my right not more than a quarter of a mile away the city of Ypres was blazing furiously. In the lurid glare the skeletons of the

Cloth-hall and Cathedral stood silhouetted like giants in hell. The flashes of the guns lit the heavens as in a lightning storm. The roar of every kind of gun made a noise the volume of which I shall not attempt to describe. To compare it to the thunder is not adequate. Our infantry were only a few hundred yards away fighting like demons, and with a bravery unsurpassed since Noah took to the Ark. Hell was loose and galloping. It raged on every side. I stood at the end of the bridge alone and intensely alert. I watched the ragged arms of the Cloth-hall and thought of Nero. I had plenty to keep me busy and awake. That bridge had to be held and blown up at any cost if our infantry should give way. The Germans thought we were bringing reinforcements (we had none) across that bridge. They had the range down to a yard and they poured shrapnel over it all night. Many times I was splashed with water. The shrapnel pellets churned the water like hailstones. I had some candy. The 16th Battalion had been billeted in the houses along the canal. We had got our explosives ready in one of their billets. We had found the supper half eaten and parcels ready to carry away. I had picked up a box of chocolates. Every time a shell exploded over my head I would eat a chocolate. They were great for the nerves. I recommend them to neuratics. All that night and all the next day we stood by the bridge. The other two men were less exposed and were ready for duty in turn in case I was blown up.

That night we shall long remember. The battle of Ypres lasted for five days. For five days we lived in hell. Under shell fire all day and up to the front at night. One night we built a bridge across the canal a shrapnel exploded over head and struck down the man who was holding the timber with me. He was not more than a foot away. The place

where I had stood on that bridge the first night was so riddled with bullet holes that I counted sixteen in an eight foot circle. The sentry box against which I had leaned had four bullet holes through it.

We had a week's rest after the battle of Ypres. We are now in the trenches again. Don't think that I am egotistical while I try to picture to you the last three nights which are typical.

On May 24th the infantry tried to take a German trench and house. Twenty engineers were with them ready to help them to establish—"consolidate" their position. Our trenches are at the far side of the orchard behind a thick hedge. The infantry lie in rows among the trees. Everything is ready, ten bomb throwers ahead. Two platoons get through the hedge when the Germans open fire. I don't want to waste adjectives. You shall never even imagine it. The sound was not rat-tat-tat, etc. It was like pouring water; like hundreds of boys running sticks along corrugated iron. Everyone fell on their faces. The two platoons were wiped out. Only twelve crawled back. The sheet of lead passed over the rest of us, who remained in the orchard. We lay flat on our faces under heavy artillery fire. At times the high explosive shell would blow a bunch. If the Germans had used shrapnel they would have caught scores. Occasionally, a heart-breaking groan and a writhing figure made us aware that some poor comrades had got it. The attack was not pressed and we retired. Last night and the night before I had charge of a party to put a barricade across a road. The trenches are not more than fifty yards apart. The position is newly won and we want to establish communication across the road. Nothing is possible in daytime. At night the moonlight is so strong that every little stick casts a shadow. The Germans snipe that road and have a machine gun trained

on it. I have frequently put up a sandbag and found it knocked to pieces when I came back for another. The sniper sees us putting in a bag and then it is rat-tat-tat.

Another party have dug under that hedge. We expect to launch another attack through four sally-ports instead of one. To-night we go out to join them up on the enemies' side of the hedge, and probably in a few nights we shall have in the words of the official communication "captured a house filled with machine gun and established our position at a cross-road."

We are alive and unwounded as yet. Happy and contented. Don't worry, we shall win,—in two years.

Yours truly,

(Sgd.) B. W. HARMON.

Still Interested.

Editors of *The Civilian*:

Please find one dollar for *The Civilian*. Although I have been relieved from the active staff of the post office I look for *The Civilian* to keep me posted in what is taking place in the Civil Service. Wishing you all success.

I remain,

Yours truly,

F. J. GEORGE.

Ottawa, June 17, 1915.

STICK.

Wellington had wonderful persistency of purpose, and Wellington won. Grant was a determined, bull-dog fighter, and his soldiers used to say of him that you might as well try to snub the sun.

Persistency is a jewel in the crown of success.

The beginning and the end of all enterprise depends on your power to stick.

When you feel like quitting, just think of men who are compelled to face real trouble. You are not having half the trouble Wellington had when he won.

Everyone that wins, sticks.

Everyone that fails to stick, fails to win.
The point is, stick.

THE CHICAGO C. S. COMMISSION

Several years ago the Civil Service Commission of Chicago undertook the reorganization of the service of that city with its 17,000 employees. Here are some of the results according to the report for the year 1914:

Duties and Salaries.

"The classification of positions has been based upon the general line and character of work performed. The grading of salaries based upon duties has been necessarily slow and painstaking. The rights of many employees had to be considered, as well as the needs of the service. The report states, however, that to-day 'less than one per cent. of the 17,000 employees in the classified service are out of grade, and it has been done without a single legal contest, gradually becoming effective about five years ago.'"

Promotions.

After seven years of effort, the report shows that lines of promotion from grade to grade in every class of the service have been clearly defined. A standard scheme of titles has been adopted, based not only upon the character of work performed, but upon the degree of the responsibility and authority. For example, the report points out that the titles of "junior clerk," "senior clerk," "principal clerk," etc., are as clearly descriptive of duties and rank as are those of "patrolman," "sergeant," "lieutenant," etc., in the police department.

NEW HEADS.

Says the "London Gazette," in reference to the recent formation of a coalition government in Britain:

A good deal of handshaking took place in the Government offi-

ces, where Parliamentary chiefs bade good-bye to the permanent officials with whom they had been in daily association, or introduced themselves to staffs over whom they will in future have control. It says much for the stability of British administrative institutions that the advent of a new executive head of a department creates little disturbance of the organization over which he has come to rule. Civil Servants more closely allied with the Minister are perfectly conscious that matters do not stand still, and they are accustomed to work out changing policies. They are in the main acquainted with the impending developments as well as the Minister himself, and to some extent he is in their hands. To the rank and file of the departments the arrival of a new chief is little more than a matter of mild curiosity.

THE FLIES' REVENGE.

Ten little flies

All in a line;

One got a swat!

Then there were

Nine little flies

Grimly sedate;

Licking their chops—

Swat! Then there were

Eight little flies

Raising some more..

Swat, swat! Swat, swat!

Then there were

Four little flies

Colored green-blue;

Swat! (Ain't it easy)

Then there were

Two little flies

Dodged *The Civilian*—

Early next day

There were a million!

If a man can write a better book or preach a better sermon or make a better mousetrap than his neighbor, though his home be built in the woods, the world will make a beaten path to his door.

Business
Man's Lunch,
Full course
SPECIAL
50c

**Murphy-Gamble
Limited**

Smoking
Room
annexed
to
Tea Room

Business Hours:
8.30 a.m. to 6 p.m.

Phone: Queen
6-2-0-1.

NEW ARRIVALS

IN

New York Model Summer Dresses

Priced from \$10 to \$13.50

These Are Rare Values -:- Make Immediate Selections

More New Arrivals

IN

Silk Sweater Coats

The demand for Silk Sweater Coats continues with steady persistency, and new arrivals have just come to hand to reinforce sold out lines, so that those who have been waiting will please take notice. The color list includes new shades of Pink, Blue, Green, Nelrose, Copenhagen, Canary, Old Rose, and White.

They come in regulation Sweater Coat style at..... \$8.00
With a Back Strap and Sport Cap to match the Coat at....\$13.50
With the new Sash at\$14.50

Pure
Spring
Water
used in
Tea Room
Kitchen

**Murphy-Gamble
Limited**

Pure
Spring
Water
supplied on
Tea Room
Tables

Please Patronise Our Advertisers.



“Fitwell”

—\$4.00—

Here You Are !

The most comfortable as well as the most stylish shoe sold.

Wears as well as any \$5.00 shoe and only **\$4.00** costs you

Fitwell shoes are made on 50 different styles and all leathers.

The **2 MACS** Ltd.

Outfitters for Men and Boys

Always
EVERYWHERE IN CANADA
Use Eddy's
Matches

Toute la bonté et la vertu du Raisin est concentrée dans le Cognac.

PELLISSON

Le Cognac par Excellence.
Le déguster une fois, c'est l'adopter pour toujours.

Pourquoi ne pas demander le PELLISSON—vous êtes certain de consommer le plus pur et le plus agréable de tous les Brandy et il ne vous en coûte pas plus.

“BUSINESS AS USUAL”

has made the attendance at

THE **GOWLING**
Business
COLLEGE.

OTTAWA, ONT

the best in its history. Why not take advantage of the dull times and prepare for the wave of prosperity that is bound to sweep over this great Canada of ours when the war is over ?

WRITE FOR FREE CATALOGUE.

H. G. W. BRAITHWAITE, *Principal.*

W. E. GOWLING, *President.*

Please Patronise Our Advertisers.

Personals.

The many friends of Mr. P. A. Carson, B.A., D.L.S., formerly of the Topographical Surveys Branch and the Water Power Branch of the Department of the Interior, and now with the law firm of Clarke, Carson and Macleod, Calgary, Alta., will be glad to learn that in the recent final examinations of the Law Society of the Province of Alberta, he won the gold medal. While Mr. Carson was a member of the Civil Service he held many important and responsible technical positions in the Department of the Interior.

At the June Convocation of Toronto University, the professional degree of C.E. was granted to Mr. J. B. Challies, Superintendent of the Dominion Water Power Branch.

P. E. Ryan, secretary of the Transcontinental Railway Commission since its establishment in September, 1904, has resigned his position owing to the fact that the work of construction is now practically completed and the operation of the railway taken over by the Intercolonial.

W. D. Gagne, of the Department of Agriculture, was married, in St. Patrick's church, by Rev. Father Whelan, on June 30th to Vyvian Oneida, daughter of Mr. and Mrs. D. W. Brown.

The marriage took place at Yarker on June 16th of Captain D. Donald Wilson, D.D.S., of the Canadian Army Dental Corps, to Jessie, daughter of Charles A. Clarke, formerly of Carleton Place. The bridegroom is on the staff of the Department of Trade and Commerce and the bride is lately of the Department of the Naval Service. The ceremony was performed by Rev. W. D. Wilson, father of the bridegroom.

Lieut.-Col. George Ross, I.S.O., and Mrs. Ross announce the marriage on May 27th of their daughter, Lillian Marguerite, to Dr. Harold Dickson Courtenay, B.A., son of Lieut.-Col. J. D. Courtenay, M.D., and Mrs. Courtenay, of Ottawa.

Florence Maud, eldest daughter of the late T. F. Blackwood, Dominion Appraiser, Toronto, was married on June 22nd to A. Clarke Davidson.

Mabel Gertrude, daughter of Mr. and Mrs. W. J. Eastcott, and lately of the Department of Customs, was married on June 29th to John Baird Derraugh, by Rev. Isaac Couch.

J. J. Taylor, of the Postal Stores Branch, has enlisted for overseas service and is now in training at Barriefield camp with the 38th Battalion. On the eve of his departure from Ottawa his colleagues in the Branch presented him with a wrist watch and a pipe as tokens of their esteem and good wishes.

Geo. G. Hetherington, of the Customs Staff, St. John, has returned from a well earned rest. While away he visited York and Carleton counties.

Jas. McKinney, Customs Appraiser, St. John, has returned after a pleasant week spent in Montreal and vicinity. While away he witnessed the departure of a transport en route to the front.

Mr. C. F. Tilley, Chief Clerk, St. John Customs, spends most of his spare moments with horticultural pursuits. While on duty he wears his usual smile and rosebud.

At the Cathedral, St. John, on June 5th, Henry O'Leary, of the Post Office staff, was married to Miss Maude Stockton. Mr. and Mrs. O'Leary will reside in St. John.

St. Luke's church, St. John, N.B., was the scene of a pretty nuptial event on June 20th, when the rector, Rev. R. P. McKim, joined in marriage Miss Alice M. Smith, daughter of Sergt. John Smith, of the North End police division, and George M. Ferris, a popular member of the Post Office staff. The wedding was witnessed by a gathering of relatives and friends. After the ceremony Mr. and Mrs. Ferris left on a honeymoon trip to Boston and other New England centres.

Mr. L. Laframboise, Chief Translator of the Laws of the Dominion, in the service of the House of Commons, has been appointed a K.C. by the Government of Quebec. Mr. Laframboise was admitted to the Bar of Quebec in 1871 and entered the service of the House thirty-nine years ago; he was appointed to his present position in November, 1910, on the retirement from the service of his predecessor, Mr. A. Fréchette, I.S.O.

Obituary.

Delta St. Denis, wife of Charles Hugg, of the House of Commons staff, died on June 25th, aged fifty-four years.

William G. Gibson, a former employee of the Printing Bureau, died recently at the age of seventy-three years. He was born in Montreal but went to Toronto as a young man and was a partner in the first music publishing house in Canada, that of Lovell, Gibson & Co. He belonged to the 2nd Queen's Own Rifles and served with that corps in the action at Ridgeway.

The death occurred at St. John, N.B., on June 15th of Dr. H. C. Wetmore, Assistant Receiver General. His death in the office of Assistant Receiver General is the third to take place among prominent citizens occupying that position within a comparatively short period, George Robertson, Hon. Robert Maxwell, and himself. Dr. Wetmore had been the incumbent of that office only since September 5, 1914. He was fifty-one years of age, born at Clifton, Kings county, on November 19, 1864, the son of Mr. and Mrs. Richard Wetmore.

Athletics.

The Ottawa C. S. Lawn Bowling Club offer all civil servants opportunities which cannot be equalled, far less surpassed, by any of the city clubs or, in fact, by any club in the Dominion. The grounds of the club are picturesquely situated on the west side of the West Block overlooking the Ottawa river and taking in a panorama view of the Laurentian Hills towering on the background of the city of Hull. Any civil servant is

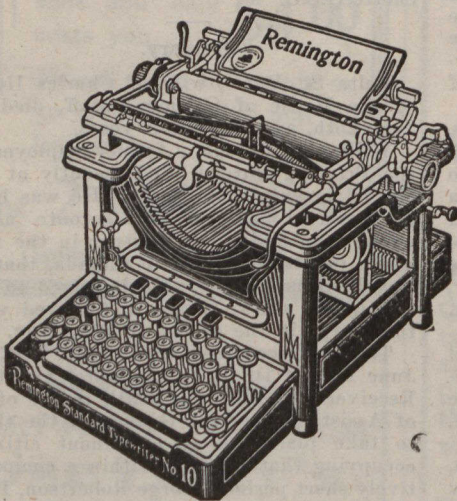
eligible to become a member of the Bowling Club, there being none of those formalities which are to be so often found in other clubs, and those intending joining can rest assured of their receiving the glad hand as the spirit of good camaraderie is prominently in evidence on the Hill.

The present season gives every promise of being a most successful one. Quite a number of new faces are to be seen in the evenings and at other times of play, enjoying this not over-strenuous and favorite pastime, but

MILITARY SUPPLIES

WOLSEY SLEEPING KITS (British Army Pattern)
DUNNAGE BAGS, SAM BROWN BELT, NURSES'
BELTS, HOLD-ALLS, ETC. (Wholesale Only.)

J. Eveleigh & Co. LIMITED
MONTREAL



One Reason why you should use a

REMINGTON TYPEWRITER

Good points of all kinds are claimed for all makes of typewriters, but there is one point on which you will never hear any dispute and that is the **DURABILITY** of the REMINGTON.

Long after the time when other machines go to the scrap heap you will find the REMINGTON still in active service, pegging away as reliably as ever.

Federal Typewriter Co.,

200 Queen Street, Ottawa.

Agents Remington, Monarch and Smith
Premier. Tel. Q. 6267 & 2913.

Please Patronise Our Advertisers.

the management desire that the present number be greatly augmented and herewith give to all Government employees a hearty invitation to become members and thus participate in what will prove to them a very healthful outdoor sport with little or no overdue energy. The subscription for the entire season, viz., \$2.00, is well within the means of anyone who would desire to join with those already taking advantage of the many privileges conferred on those playing on the Parliament grounds. Anyone joining would find that an immediate outlay for the purchase of bowling paraphernalia would be unnecessary, the club being in a position to accommodate them meantime. Anyone desirous of joining shall be greatly welcomed and should they desire further information regarding bowling matters, can obtain same by applying to G. H. Donaldson, Secretary, or George Addison, Chairman of the Bowling Committee, both of the Customs Dept., West Block, or on the bowling green every afternoon at 4 o'clock. The lawn bowlers of Ottawa operate the franchise of the C. S. Amateur Athletic Association, at one time a lively organization of 900 members carrying on many branches of sport. In due time, all the various Civil Service activities will no doubt combine under the constitution kept alive by the lawn bowlers.

* * *

The Ottawa C. S. Baseball League are having a really fine series. The standing on July 6 was as follows:

	Won.	Lost.	P.C.
Interior	5	1	.833
Customs	4	2	.666
Printing Bureau	2	1	.666
Post Office	2	4	.333
Naval Service	1	3	.250
Agriculture	1	4	.200

The match on July 6 between Customs and Interior was a particularly lively contest. Each side scored only in one inning and the result was a win for Interior by a score of 8 to 1.

O'Connor's support was not equal to that given to Vogan for Interior.

* * *

Rinks representing the new Highland Park Lawn Bowling Club defeated the Ottawa Civil Service rollers in a close match on the evening of June 30.

* * *

The Ottawa Lawn Bowling Club is represented in the Ontario Tournament at Niagara-on-the-Lake this week by a rink composed of four civil servants,—F. J. Shannon, W. T. Urquhart, J. L. Payne, and R. R. Farrow (skip).

* * *

Westmount lawn bowlers lifted the Birks trophy from the Victorias on June 26th, after a well-contested match. Challengers for the big cup must now go to Montreal to play until some club can carry it away from the new holders. The Victorias are now concentrating their attention on the permanent acquisition of the Rosenthal cup. After a while they'll go after the Birks again.

MR. TAFT'S REGRETS.

The statement of former President Taft to the editor of "The Chief" that the merit system should be extended to higher officers, that the doors of promotion should be thrown open to all and that a retirement law should be enacted as a means toward efficiency, should be an incentive for employees everywhere to work for the establishment of those principles which must lead to better government. If the best is to serve the State it will be only when the State provides better opportunity for advancement than is obtained in private business. The regret expressed by Mr. Taft because of the attitude of the Administration toward Civil Service is shared by the employees and by all those who watch the affairs of government.—*The Chief, New York.*

ANTHONY MOLE
 WHOLESALE AND RETAIL
HARDWARE MERCHANT

PAINTS, OILS, WINDOW GLASS, ETC.
 PRICES RIGHT. DELIVERY PROMPT

534 QUEEN STREET W., TORONTO

THOS. BIRKETT & SON CO.
 LIMITED

IMPORTERS AND WHOLESALE DEALERS IN
SHELF AND HEAVY HARDWARE
 BUILDERS AND CONTRACTORS

- - SUPPLIES - -

CANAL STREET

OTTAWA

The Victrola is the ideal entertainer for summer cottage or camp

LET US SHOW YOU WHAT
 A VARIETY OF MUSIC
 THEY CAN OFFER

C. W. LINDSAY, LTD.

189 SPARKS STREET - - OTTAWA

WHEN BUYING
 HARNESS, TRUNKS AND BAGS



REGISTERED TRADE MARK

Samontagne Limited.

GET THE
ALLIGATOR
BRAND

BALMORAL BLOCK

338 Notre Dame Street West, Montreal, Can. IT IS THE BEST

OTTAWA C. S. TENNIS CLUB.

To Former and Prospective Members of the Civil Service Tennis Club.

We have not forgotten about the tennis season; we have been working hard and have at last secured temporary quarters for our club. Our pipe dream for next year is splendid clay courts, cosy club house, etc., but this year we have to be content with the grounds formerly occupied by the Ottawa Ladies' College on Albert street where we have had five courts made. These will be ready for use on Saturday, June 19th.

The membership fees for this year are placed at \$2.00. Those joining the club this year will be counted as constituting charter members of our large club scheme and next year will only be required to pay the annual fees. All fees must be paid in advance and after July 1st membership tickets will be required to be shown at the entrance to the grounds. Balls may be secured at the nominal price of 35c. from janitor or officer in charge who shall be known by a distinguishing badge.

We ask your co-operation in making this branch of our recreation department a telling force in the life of our association. It is not late; there is still plenty of time for an enjoyable season, and next year you will be rewarded for your forethought. Membership is open to both men and women civil servants.

Join the club at once and have the advantage of every day. Send your membership fee to Miss M. T. Kealy, Dominion Lands Branch, Department of Interior, Langevin Block, treasurer of the club. The president is Miss G. Loughren, Finance Department.

(Sgd.) E. M. SHEARMAN,
Secretary.

NOT THE TANGO.

Mr. Borem: "Shall we talk or dance?"
Miss Weereigh: "I'm very tired. Let us dance."

EMPLOYEES AND CIVIL SERVICE LAW EXTENSION.

All told 190,261 positions, including offices and places of employment, in the federal service, have been left under the spoils system, to be filled on the basis of politics, without regard to fitness. This figure from the last annual report of the United States Civil Service Commission, summarized last week in the Washington correspondence of Civil Service News, looms large. It shows what a big field is left for work on the part of all who believe in the extension of the merit system under the Civil Service law.

The total number of positions in the federal service is 482,721, and while almost 40 per cent. of them remain under the spoils system, over 60 per cent. are under the Civil Service law. The number of merit positions in the United States totals 292,460.

The benefits of the Civil Service law as shown in its operation with this great number of positions are outlined in the annual report of the merit commission. Among others are these: "A far superior class of employees has been secured"; "A higher standard of morals and habits within the public service has been attained"; "Public esteem of official life has been raised."

BEST FIGHTING DIET.

Froude believed that beef was the best diet for the fighting man. In "Henry VIII." he describes the English of the period as "a sturdy, high-hearted race, round in body and fierce in spirit, which, under the stimulus of those great shins of beef, their common diet, were the wonder of the age."

Carlyle, who read the passage in proof, wrote: "Modify a little—Frederick the Great was brought up on beer-sops; Robert Burns on oatmeal porridge; and Mahomet and the Caliphs conquered the world on barley meal."

THE CARS
OF .

The Ottawa Electric Railway Company

Run at frequent intervals between all parts of the City,
the Railway Depots, Exhibition Grounds,
Experimental Farm.

Also beautiful pleasure resorts

BRITANNIA-ON-THE-BAY and ROCKLIFFE PARK

Anglo-Saxon Tea

IN PACKAGES

Price and Quality Same as Before the War

AIREDALE

(REGISTERED).

Serges and Cheviots

BEST FOR EVERY CLIMATE. GUARANTEED TO WITHSTAND SUN, SEA OR AIR. At any Tailoring Shop.

JOHN M. GARLAND, SON & CO., LTD.

OTTAWA, CANADA

Sole Canadian Agents.

WE ARE EXPERTS ON CAMP EQUIPMENT

TRY OUR SILK TENTS, EIDERDOWN ROBES AND
CAMP FURNITURE. WE MAKE A SPECIALTY OF
SURVEYOR'S SUPPLIES.

Mackenzie Limited 134 LYON ST.