

THE CIVILIAN

Vol. III.

MAY 6th, 1910

No. 1

Two Important Items.

The Civilian has been asked, and gladly accedes to the request, that it devote as much as possible of its space to-day to the proceedings of the Federation Convention of April 21-22. The minutes of the Convention and the annual report of the Executive will be found on the pages immediately following. One other topic, however, is of such paramount importance that it has been given even greater prominence, namely, the development in the superannuation situation represented by the report of the Senate committee of April 26th, accompanied by the Bill which was introduced at the same time the report was tabled. These have such an intimate bearing on the welfare of every civil servant that they are given *in extenso*, no public distribution of the material being contemplated.

The Federation meeting was a worthy second to that which almost exactly a year ago saw the organization launched upon its career. It was a business meeting pure and simple, though the dinner of the 21st was a pleasant interlude. Altogether it was perhaps the most constructive single meeting of civil servants ever held, and the outlook is for a year of exceptional progress.

Chief among the results of the meeting were:

(1) The authorization of a comprehensive statistical statement as to the cost of living burden of civil servants throughout Canada.

(2) The definite formulation of the demands in several branches for

the adoption or revision of classification schedules.

(3) The adoption of a definite plan of action with respect to the superannuation, insurance, and income tax questions. Full details as to the steps that will be taken in this connection will be published later.

This is not to overlook the fact that a large part of the good which the Federation accomplishes is in bringing together its representatives from all parts of the country and from all divisions of the service. The discussion of civil service problems which ensues is perhaps as important in the numerous details which escape mention as in the main features. A bond of sympathy and good-fellowship is created, which is by no means confined to those taking part in the Convention, and which makes for a broader point of view throughout the service.

A pleasant feature of the Convention was the fact that it was held in the civil service club rooms, the first occasion on which they have represented the headquarters and rallying point of the entire service. When one reflects on the extent of the progress of the past two years in the promotion of cohesion among civil servants, brought home by this and numerous other incidents of the meeting, one need be in no doubt as to future progress.

Official Report of the Second Annual Convention of the Civil Service Federation of Canada.

Text of the Minutes of the Convention published by request of the Federation.

The second Annual Convention of the Civil Service Federation of Canada was held in the rooms of the Civil Service Club, 75 MacKenzie avenue, Ottawa, on April 21st and 22nd, 1910.

Morning Session, April 21st.

The Convention was called to order at 11 a.m., April 21st, by Dr. J. A. Smith, the President, who at once appointed a Credentials committee, consisting of Messrs. R. W. Dillon, E. E. Stockton, A. M. MacMillan and F. T. Pattison.

The committee reported that all the delegates present were duly qualified, except Mr. W. A. Blair, of Vancouver, who had letters showing that he was sent by the Customs and Inland Revenue clerks of that city, who stated that they were not an organized body and did not wish to become a separate body from the present Civil Service Association of that city. In this connection it was moved by Mr. Dillon, seconded by Mr. MacMillan, that Mr. Blair of Vancouver be extended the courtesies of this Convention, together with the rights and privileges thereof. — Carried.

The minutes of the Convention of 1909 were read and adopted.

The annual report of the Executive committee was read by the Secretary-treasurer, and on motion of Mr. Simpson, seconded by Mr. Roy, it was received and laid on the table.*

Mr. Doyon informed the Convention that the Ottawa members had arranged for a dinner at the Grand Union at 7.30 this evening, to cost each delegate 75 cents, and that he wished every delegate to make a special effort to attend. Mr. MacMillan was named as a committee of one to take the names of those desirous of attending.

Proceeding to take up in order the subject matter of the report of the Executive, the secretary-treasurer presented a table showing comparative retail prices of 35 staple commodities in 1899 and 1910 in the 45 Canadian cities. The table was submitted with a suggestion as to how the materials might be utilized and a request for instructions.

It was moved by Dr. Freeland, seconded by Mr. McCann, that the table be referred to the incoming Executive with instructions to put the statistics in final form for the use of the Executive.—Carried.

Passing from the cost of living to the classification aspect of the salaries question,

it was moved by Mr. Doyon, seconded by Mr. Macoun, that all representatives belonging to any one department do constitute a separate committee to take into consideration their special wants in the matter of classification and to report to this Convention at 3 p.m., and that a recess be taken for allowing these committees time to meet.—Carried.

The Convention then adjourned at 1 p.m. to meet at 3.30 p.m.

Afternoon Session, April 21st.

The meeting was called to order at 3.30 p.m.

Reports were read from the special committees on classification of the following branches or departments:—Inland Revenue, Post Office, Canal Employees, Civil Servants in Europe, and Employees in the Asst. Receiver General's Offices at St. John. The Customs committee asked leave to sit again. The secretary also presented the memorials prepared by the Dominion C. S. Association of British Columbia, by outside employees of the Department of Justice at Kingston, Ont., and a large number of opinions bearing on the subject received from other quarters.

On motion, the suggestions of committees as hereunder were after full discussion referred to the incoming Executive to consider when making representations to the government.

Inland Revenue.—The Department of Inland Revenue representatives wish to bring the following under the considerations of the Executive of the Federation. This Department comprises three main sections: Excise, Weights and Measures, and Gas and Electricity Inspection. The first enjoys the benefit of classification, and we strongly recommend that the principle of classification be extended to the two latter. The other questions affecting the general welfare of the service, and which form part of the programme of the Federation meet with our hearty support. Signed by J. A. Doyon, A. F. Simpson, A. Freeland, Geo. Rennie, Chas. E. Roy, H. T. Noonan, and Jas. O'Brien.

Canal Employees.—Your sub-committee on Canals beg leave to report that owing to the increase in the cost of living and in consideration of working twelve hours per day, lock-masters, lock-laborers and bridge men should receive at least two dollars (\$2.00) per day, and that the repair staff, owing to the inconvenience of being from home and boarding from home, should receive at least

*The report is printed in full on another page of this issue.

\$1.75 per day, and all other Canal employees a proportionate increase. Signed by R. M. Bouck and Jno. Lally.

Post Office Dept.—Outside Service.—The following scale is recommended for clerks in City Post Offices, Office of Post Office Inspectors, and Office of Supt. Ry. Mail Service:—

Class.	Present scale.		Proposed scale.	
	\$	\$	\$	\$
Stampers and Sorters.....	500 to	600	500 to	600
4th class clerks.	500 "	700	500 "	700
3rd " Junior.	700 "	800	800 "	900
3rd " Senior	800 "	900	1000 "	1100
2nd " Junior	900 "	1000	1200 "	1300
2nd " Senior	1000 "	1200	1400 "	1500
1st "	1200 "	1500	1600 "	1800
Specific duties.	1800		1900 "	2000

Annual increases to be \$100 instead of \$50.

A qualifying examination to be compulsory on entrance.

Sunday work to receive special consideration.

Offices west of Port Arthur to receive an extra provisional allowance of \$15%.

Signed on behalf of the delegates present by F. G. Allen, Secy.

Re salaries in Asst. Receiver General's Branch, the following was presented by Hon. A. T. Dunn as an exhibit:

STATEMENT OF DEPOSITS, &c., FOR YEAR ENDING MARCH 31, 1910, OF GOVERNMENT SAVINGS BANKS AT HALIFAX, CHARLOTTETOWN AND ST. JOHN.

	St. John.	Halifax.	Charlottetown.
Cash on Deposit April 1, 1910...	5,565,977 24	2,458,565 51	2,053,403 79
Deposits for year 1909 and 1910.	635,941 00	291,314 00	360,320 00
With draws for year 1910.....	800,391 00	426,768 00	341,420 00
Total Transactions for year 1910.	1,436,331 00	718,082 00	701,740 00

SALARIES OF OFFICIALS OF ST. JOHN, HALIFAX AND CHARLOTTETOWN SAVINGS BANKS.

	St. John.	Halifax.	Charlottetown.
Manager and A. R. G.....	2,300 00	2,500 00	2,400 00
Accountant	1,300 00	1,700 00	1,600 00
Ledgers	1,000 00	1,700 00
Rec. Teller	1,000 00	1,550 00	1,200 00
Pay Teller.....	900 00	1,000 00	800 00
Messenger.....	700 00	700 00
Total	7,300 00	9,100 00	6,000 00

LIST OF DELEGATES AT ANNUAL FEDERATION CONVENTION.

REPRESENTATIVE.	ASSOCIATION.	Head-quarters.	PRESIDENT.	SECRETARY.	Member-ship.
G. Bogue Smart	Dominion Civil Service Association in Europe.	London, Eng.	J. Obed Smith	A. N. O'Kelly.	61
Hon. A. T. Dunn	Civil Service Association of New Brunswick.	St. John	Hon. A. T. Dunn.	T. H. Belyea.	235
C. E. Roy	Civil Service Association of Quebec	Quebec	C. E. Roy.	J. E. Philbert.	291
J. E. Philbert	"	"	"	F. E. Kindelan.	60
P. A. Belleau	Customs Association of Quebec	"	A. Gaumond.	P. Hamel.	6
J. Hamel	"	"	"	"	6
A. F. Simpson.	Excise Association of Sherbrooke	Sherbrooke	A. F. Simpson.	F. C. Boeven.	6
M. T. Stenson	Customs Association	"	M. T. Stenson.	O. L. Deserè	6
J. Z. Corbeil	"	Montreal	J. Z. Corbeil.	M. P. McGoldrick.	250
F. L. Chevrier	"	"	"	"	
H. M. Langelier	"	"	"	"	
A. E. Morin	Post Office Employees Association.	"	A. E. Morin.	H. Chandler.	575
H. Chandler	"	"	"	"	
N. Deguise	"	"	"	"	
Jno. Lally	Cornwall Canal Employees Association	Cornwall	Jno. Lally.	A. E. Kennedy.	50
R. W. Banck	Williamsburg Canal Employees Association.	Morrisburg	C. T. Whittaker.	R. M. Bouck.	50
F. G. Allen	Post Office Association of Ottawa	Ottawa	E. L. Chevier.	F. G. Allen.	33
A. Freeland	Excise Association	"	A. Freeland.	Jas. Bennett.	10
Alex. M. MacMillan.	Civil Service Association of Ottawa	"	J. G. Rutherford.	R. H. Coats.	
R. Patching	"	"	"	"	
J. M. Macoua.	"	"	"	"	
A. Paré	"	"	"	"	
G. S. Hutchinson.	"	"	"	"	
R. H. Coats	"	"	"	"	
J. A. Doyon	"	"	"	"	
R. W. Dillon	"	"	"	"	
E. Stockton	"	"	"	"	
H. T. Noonan	Civil Service Association of Perth.	Perth	H. McLenaghan.	H. T. Noonan.	12
W. J. Wells	Post Office Employees Association.	Kingston	R. Genge.	Chas. Bunt.	18
Jas. S. Boddy	"	Toronto	A. Middleton.	Jas. S. Boddy.	100
D. Garrow	Customs Association.	"	C. Ingram.	C. Baxter.	100
W. G. Jessop	Dominion Assn of Railway Mail Clerks.	"	W. G. Jessup.	Robert Cowling.	50

LIST OF DELEGATES AT ANNUAL FEDERATION CONVENTION—(Continued).

REPRESENTATIVE.	ASSOCIATION.	Head-quarters.	PRESIDENT.	SECRETARY.	Members-hip.
Geo. Rennie	Excise Assns. of Statford, Brantford & Guelph	Statford	Geo. Rennie.	A. J. Jeffrey.	24
J. A. Smith	Customs Mutual Benefit Assn. of Ontario	Bridgeburg	J. A. Smith.	F. T. Pattison.	} 516
F. T. Pattison	"	"	"	"	
F. J. Flynn	"	"	"	"	
R. Colvin	"	"	"	"	
B. C. McCann	Customs Association	London		Geo. Tyler.	18
W. L. Waterman	Post Office Employees Association	Hamilton		J. D. McCulloch.	40
W. A. Blair	Customs & Inland Revenue Employees	Vancouver			120

Before proceeding to discuss the remaining business of the Convention, it was moved by Mr. Coats, seconded by Mr. Smart, that a committee on resolutions be appointed to consist of Messrs. Dillon, Grierson, McCann, Rennie and Hamel.—Carried.

The question of Superannuation was discussed at length and a detailed course of procedure outlined, and referred to the committee on resolutions. The question of Insurance was similarly dealt with.

The question of Income Tax was brought up, and on motion of Mr. MacMillan, seconded by Mr. Dunn, was referred to a committee of three to consider the matter and forward their findings to the committee on resolutions. The President appointed Messrs. Dunn, Colvin and Macoun to act as this committee.

The President spoke of the benefit that *The Civilian* had rendered to the service, and asked that the committee on resolutions consider a resolution in the light of the discussion.

The meeting then adjourned at 6.30 p.m. until 10 a.m. on Friday, April 22nd.

Second Day's Proceedings.

The Convention was called to order at 10.15 a.m. Friday, April 22nd, 1910.

A report from the Customs committee on classification was read, and on motion of Mr. Blair, seconded by Mr. Pattison, was referred to the incoming Executive, as follows:

Customs.—The following schedule of salaries is recommended:—

Collectors	\$ 300 to \$4,500
Surveyors	1,600 to 2,800
Chief Clerks	1,200 to 2,400
Clerks	800 to 1,600
Appraisers	1,000 to 2,500
Asst. Appraiser and Guagers	800 to 1,600
Tide Surveyors	1,000 to 1,800
Chief Landing Waiters and Chief Lockers	1,000 to 1,500
Landing Waiters, Examining Officers and Lockers	600 to 1,200
Messengers, Packers and Tide Waiters	500 to 750

It is also recommended that the benefits of classification as applied to the Outside Service of the Inland Revenue Department or on similar lines be extended to the Outside Service of the Customs Department, under authority of Chap. 24, Sec. 23, of the Consolidated Revenue and Audit Act, with an annual increase of not less than \$50.00, until the maximum of their class is reached. We would further recommend that officials West of Lake Superior receive an additional allowance of not less than 15%. Signed on behalf of the committee by F. T. Pattison and H. McLaughlin.

Resolutions.—The Committee on Resolutions then presented the following interim report:—

Your Committee on Resolutions having met and organized, with Mr. Dillon as chairman and Mr. Hamel as secretary, desire now to present the following interim report:

(1) Thanks.—That the hearty thanks of this Federation are due and are hereby tendered to the Civil Service Club of Ottawa, for their courtesy in placing their rooms at our disposal for the purposes of this Convention, and that our Secretary be instructed to convey our thanks by letter to the President of the Club; and that as a further mark of our appreciation framed portraits of the President and Secretary of the Federation be procured and presented to the Club; Messrs. Doyon, McMillan and Stockton to be a committee to arrange for such presentation;

(2) Executive.—That as a Federation we place on record our testimony to the valuable, faithful and unselfish service of our Executive officers; the zeal and ability they have displayed in furthering the interests of the civil service, in reckoning no detail too insignificant nor no task too heavy, if thereby the welfare of the individual civil servant or the constituent Association or the Federation itself has been advanced;

(3) Civilian.—That the publication of *The Civilian*, as a journal devoted to the interests of the civil service of Canada, has been a matter of vital importance in making known the needs of the service, and invaluable in disseminating information; that the thanks of the Federation be tendered to its management for their pluck in starting and for their perseverance in carrying it on so successfully; that with a view to increasing the circulation and thereby, the usefulness of this periodical, each affiliated association be asked to appoint one of its body to urge upon its members the importance of subscribing for it, and that a committee consisting of G. S. Hutchinson, R. W. Dillon, R. Patching, W. T. Trant, Hon. A. T. Dunn and F. L. Chevrier, with power to add to their numbers, be appointed to confer with the editors and take such steps as may then be deemed desirable to advance the interests of *The Civilian* amongst the civil servants of Canada.

Insurance.—That for the purpose of emphasizing the advantages of Government Insurance amongst those entitled to benefit by it, a standing committee be appointed, to be known as "The Government Insurance Extension Committee," to consist of 10 members chosen from the largest cities where competent Associations of this Federation have their headquarters, and a chairman and secretary resident in Ottawa; that this committee have power to increase its numbers by appointing a member living in any of the smaller unrepresented districts, whenever deemed desirable; that this committee be instructed to institute and carry on a

strenuous propaganda in the interests of this most desirable form of insurance.

The following are suggested as members of this committee:—

Montreal, Mr. McLaughlin; Toronto, J. L. Boddy; Quebec, J. A. Belleau; St. John, Hon. A. T. Dunn; Halifax, P. J. Mulcahey; London, Geo. Tyler; Winnipeg, Dr. Barrett; Vancouver, W. A. Blair; Hamilton (Niagara), Jas. O'Brien; Windsor, Dr. J. A. Smith; Charlottetown, Hon. J. F. Whear. Chairman, F. Grierson; secretary, R. H. Coats.

Superannuation. — That we re-affirm the policy of the Federation on Superannuation, as stated in the memorial presented to the government in December in 1909, and that the incoming Executive committee be requested to further urge its importance on the government.

Organization.—That, whereas, it is in the interests of this Federation and of civil servants generally, that an energetic effort should be made to enlarge our membership wherever and whenever possible, that the President of this Federation be empowered to appoint a local representative in any locality where three or more civil servants are employed, who shall be a member in good standing of this Federation, or of one of its affiliated branches, to assist and further such effort by placing before those eligible for membership the great advantages to be derived by associating themselves with this body.

Credentials.—That the following form of credential be adopted:—

To the Committee on Credentials,
Civil Service Federation of Canada.

This is to certify that Mr.
of is a member in good
standing of and is hereby
authorized to act as delegate to the Annual
Convention of the Civil Service Federation
of Canada at
.....19...

Signed President.
..... Secretary.

Note.—Please sign in duplicate and forward one copy at as early a date as possible to the Secretary, Ottawa; the other to be presented to the Committee on Credentials at opening session.

Note.—

Name of affiliated organization.....
Membership do.
Entitled to delegates.
Amount of tax paid

The above being duly carried, a letter from Mr. A. G. Kingston was read with reference to a conference with the C. S. Retirement organization of the United States, and was referred to the incoming Executive.

A report from the Immigration Inspectors was read by Mr. Flynn, and referred to the incoming Executive to consider at the same

time as the reports from the other departments. The report suggested that the salary of Inspector be \$800...\$1,200, and of officers in charge, \$1,200...\$1,800.

The committee on resolutions again reported and presented four resolutions, which were carried as follows:—

Report.—That, with a view of arousing the widest interest possible in this Federation, and furnishing the fullest information of its objects and work, the incoming Executive be instructed to arrange for the placing in the hands of every member of both the Inside and Outside service a detailed report of the proceedings of this Convention.

Salaries.—That this Federation regards the scale of salaries at present prevailing in the Outside service as wholly inadequate, and recommends that the Executive be instructed to urge this question upon the government, as well as the desirability of bringing the Outside service under the provisions of the amended Civil Service Act of 1908.

Salaries in Asst. Receiver General's Branch.—That on reading the schedule submitted to us we find that the different salaries of the officers of the Asst. Receiver General's Office within the Dominion are not uniform or arranged on any particular basis, and that the Executive consider the matter after the receipt of a memorial from the said officers.

Income Tax.—That the question of the Income Tax be left with the members present to take up with the local Associations to say whether they are prepared to subscribe the amount required for the purpose of carrying it before the Privy Council, and report to the next meeting of the Federation.

The standing committee on Constitution and Laws then reported and suggested several amendments to the Constitution, of which notice was given on April 21. Upon the amendments being considered, it was moved by Mr. Jessop, seconded by Mr. Pattison, that the Constitution be amended as follows:

Art. 1, Sec. 2.—That the words "as a whole" be dropped out.

Sec. 6.—That "printed" be inserted before the word forms.

Sec. 7.—That the words "one day" be eliminated.

Art. 3, Sec. 3.—That the words "each and" after the word "notice" to be omitted.

Art. 4, Sec. 1.—That where the words reads "four cents per member" it shall read "ten cents per member." That after the words "Sec.-Treas." shall read "at the beginning of each year. Failing such payment," &c.

That Art. 5, Sec. 3, be struck out.

Officers.

The election of Officers was then proceeded with.

For President, Mr. Jas. A. Smith was nomi-

nated by Mr. Boddy, and seconded by Mr. McLaughlin, and declared elected.

For Vice-President, Mr. Doyon was nominated by Mr. Lally, and seconded by Mr. McCann; Mr. Macoun by Mr. MacMillan, seconded by Mr. Dillon; Hon. Mr. Dunn by Mr. McLaughlin, seconded by Mr. Patching, and Mr. Morin by Mr. McCann, seconded by Mr. Chandler. Messrs. Doyon, Macoun and Dunn having retired, Mr. Morin was declared elected.

For Sec.-Treasurer, Mr. R. H. Coats was nominated by Mr. Dillon, seconded by Mr. Chandler, and declared elected.

For the nomination of the Executive committee, the President appointed the following committee:—Messrs. Coats, Pattison and Macoun. They having reported twelve names it was moved by Mr. McLaughlin, seconded by Mr. Patching, that the name of Mr. J. Z. Corbeil be substituted for Mr. McLaughlin, and that the committee as amended be declared elected.—Carried.

Executive Committee.—Hon. A. T. Dunn, St. John, N.B. (Customs); Hon. J. F. Whear, Charlottetown, P.E.I. (Post Office); J. Z. Corbeil, Montreal, Que. (Customs); J. A. Belleau, Quebec, Que. (Customs); A. Freeland, M.D., Ottawa, Ont. (Inland Revenue); R. W. Dillon, Ottawa, Ont. (Public Works); C. A. Worsnop, Vancouver, B.C. (Customs); Dr. J. K. Barrett, Winnipeg, Man. (Inland Revenue); F. G. Allen, Ottawa, Ont. (Post Office); J. M. Macoun, Ottawa, Ont. (Geo. Survey); W. G. Jessop, Toronto, Ont. (Ry. Mail Service); R. Colvin, Hamilton, Ont. (Customs).

The following committees were then appointed:—

Ways and Means.—The President, Vice-President, Sec.-Treasurer, and Messrs. Freeland and Allen.

Audit.—Messrs. Stockton and MacMillan.

Constitution and Laws.—Messrs. Dillon, Patching and Roy.

On motion of Mr. Stockton, seconded by Mr. MacMillan, the Convention then adjourned at 2.30 p.m.

(See Annual Report of the Executive Committee on page 9.)

In 1905 the Natal Government decided "that in view of the depressed financial condition of the Colony an amount equal to one-eleventh should be deducted from the salaries of public officers in respect of the financial year 1905-1906." A strenuous agitation was started by the officials concerned, and the official *Gazette* now announces the restoration of the amount deducted. The Post Office witnesses, who were senior officials, having ignored the case for the juniors, the latter took the matter up on their own account, with the result that the juniors' claims have been satisfied. The seniors are now asking that similar treatment may be extended to them.

THE CIVILIAN

Devoted to the interests of the Civil Service
of Canada.

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

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

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

Ottawa, May 6th, 1910

A CONTRAST.

By a provision of the C. S. Amendment Act now before Parliament, an employee of the outside service may after three years in office be transferred to the inside,—without examination, without reference to the Commission, on the ipse dixit alone of the Deputy Minister. Incidentally, he may *not* under any circumstances be transferred to the third division.

In three years' time, by this means, a clerk may attain a rank in the inside service which by one entering that branch in the first instance would be reached, with luck, only after many a year of slow and painful progress, beset by several barriers of divisions or sub-divisions. But that is not the particular contrast to which we would like to refer at present. Conditions in this respect are much improved by the

new act, and it ill becomes to look a horse of that kind in the mouth.

The contrast of chief significance at the moment is the contrast which the present action of the government towards those of the outside service, in this matter of a transfer under the Act of 1908, offers to that of the government towards the inside service two years ago when the problem of the change from the old to the new had first to be faced. What was the ruling of the government on that occasion? In the case of the great majority of the service — those falling under \$1,200 a year in salary — it was to thrust them into a class dubbed "clerical" (no matter what the duties of the clerks in question); to bring them into a position where their further advance was barred by an academic test (again without reference to their duties or standing); in short, to cast over all the shadow of a rigid classification scheme, which almost in so many words renders promotion out of the question. Why, if it is now made unlawful to transfer anyone from the outside service into the third division of the inside, was the action of the government in 1908 so ruthless with regard to the large body of no less deserving ones then affected? And if time has brought more merciful and, we think, wiser counsels, why should there be any reluctance now to re-open the question of the transfers of 1908?

"The Swiss Confederation is, on the whole, the most successful democracy in the world... The people are contented; the Government is patriotic, far-sighted, efficient and economical, steady in its policy, not changing its course with party fluctuations. Corruption in public life is almost unknown... Officials are selected on their merits and retained as long as they can do their work, and yet the evils of bureaucracy scarcely exist. All this bears witness to the capacity of the Swiss for self-government."

—A. Lawrence Lowell.

Civil Service Federation of Canada

ANNUAL REPORT OF THE EXECUTIVE COMMITTEE.

To the Members of the
Civil Service Federation of Canada.

On behalf of the Executive Committee the undersigned have the honour to submit the following report of the proceedings of the Federation during the first year of its existence, namely, from April, 1909, to April, 1910.

The work of the Federation has fallen under four main headings: (1) the promotion of organization in the civil service; (2) the collection and consolidation of opinion on civil service problems; (3) the presentation of the same to the Government; and (4) miscellaneous.

I.

With regard to the promotion of organization in the service and the growth of the Federation during the past year, very satisfactory progress has been made. Nearly all of the affiliated organizations report an increased membership, while the number of organizations has been very materially increased.

At the close of the proceedings of the Convention of April 29-30, 1909, at which the Federation was brought into existence, some 18 distinct organizations in all declared their adherence to the principles of federation. This number has increased during the past year to over 30.

The following is a list of the civil service organizations now in existence in Canada, those which were organized during the past year being indicated by an asterisk (*), and those not affiliated with the Federation being indicated by a dagger (†):

Civil Service Federation of Canada.

Pres., J. A. Smith; Vice-Pres., W. J. Gaborry; Sec.-Treas., R. H. Coats.

†Canadian Postmasters' Association.

Pres., M. Lawrie; Vice-Pres., W. Brosseau; Gen. Sec., Ira Stratton; Treas., Robt. Paxton.

Canada Customs Mutual Benefit Association of Ontario.

Pres., W. C. Bushell; Sec., F. T. Pattison; Treas., Robert Colvin.

(This organization embraces the customs service of Windsor, Sarnia, London, Stratford, Berlin, Bridgeburg, Hamilton, Niagara Falls, Toronto, Kingston, and Ottawa, each of which localities have separate organizations.)

Halifax P. O. Staff's Mutual Benefit Association.

Pres., P. J. Mulcahy; Vice-Pres., J. N.

Meagher; Secy., A. W. Gibson; Treas., J. W. Dyer.

Civil Service Association of Prince Edward Island.

Pres., Hon. J. F. Whear; Secy., J. H. Hughes; Treas., L. W. Watson.

Civil Service Association of New Brunswick.

Pres., Hon. A. T. Dunne; 1st Vice-Pres., Dr. N. R. Colter; 2nd Vice-Pres., L. C. Ross; Secy., T. H. Belyea; Treas., T. Burke.

Civil Service Association of Quebec.

Pres., Chas. E. Roy; Vice-Pres., R. Timmons and A. Lachance; Sec., J. E. Philbert and F. E. Kindelan; Treas., J. J. Battle.

*Customs Association of Quebec, Que.

Pres., A. Gaumond; Vice-Pres., J. Timmons; Secy., P. Hamel; Treas., J. A. Belleau.

Civil Service Association of Three Rivers, Que.

Pres., C. D. Hébert; Vice-Pres., Alex. Houleston; Secy., A. Réal Shehyn; Treas., C. Z. Duplessis.

*Excise Association of Sherbrooke, Que.

Pres., A. F. Simpson; Secy., F. C. Bowen.

*Sherbrooke Customs Association.

Pres., M. T. Stenson; Sec.-Treas., O. L. Deserè.

Montreal Post Office Employees' Assn.

Pres., A. E. Morin; Secy., H. Chandler.

Excise Association of Montreal.

Pres., J. A. Toupin; Vice-Pres., J. D. Fox; Secys., T. M. Lane, Geo. Normandin; Treas., Geo. Thurber.

Montreal Customs Association.

Pres., H. McLaughlin; Secy., M. P. McGoldrick.

Civil Service Association of Ottawa.

Pres., Dr. J. A. Rutherford; Vice-Pres., A. E. Caron; Secy., R. H. Coats; Treas., W. N. Ostrom.

Ottawa Excise Association.

Pres., Dr. Freeland.

Ottawa Post Office Employees' Assn.

Pres., F. G. Allen.

*Cornwall Canal Employees' Assn.

Pres., Jno. Lally; Secy.-Treas., E. A. Kennedy.

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SALE STARTS 8 A. M. SATURDAY

1,000 Yards, Pure White Pique, 28 inches wide, medium cord, suitable for ladies' suits, girls costumes and childrens' garments. Regular value 20c a yard. Saturday.. **9¹/₂c**

20,000 Yards, Scotch and English Gingham and Chambrays, both sides alike, all guaranteed fast colors, stocked in all plain colors, also checks, stripes and tartan designs. Wonderful and beautiful combinations of colors are displayed, also the largest selection of black and white effects ever shown in Canada. All included in this range. Regular value 15c a yd. Sat. **9¹/₂c**

8,000 Yards, New Crepon Plisse. The material with the crinkled surface, 27 inches wide, guaranteed fast color, requires no ironing, large variety of self colors and fancy striped designs to select from. Suitable for waists, dresses, kimonas, tea gowns, etc. Values up to 25c a yard. All to clear Saturday..... **9¹/₂c**

5,000 Yards Finest New English Prints and Cambrics, all the latest designs and colors will be included in this sale, such as black and white, navy blue, Alice blues, etc. These are the imported goods and need no further recommendation. Regular value 12¹/₂c. Saturday until cleared, only per yard..... **8c**

1,000 Yards, Fine Woven Gingham, duplex reversible, absolutely fast color, checked designs, pink, blue, red and heliotrope. Regular value 12c a yard. Saturday until cleared.. **7c**

2,000 Yards Handsome Printed Organdy Muslin, all the latest designs including stripes, scroll, polka dot, etc., in grey, green, pink, sky, red, brown, etc. Regular value 10c a yard. Saturday..... **5c**

1,500 Yards New Oxford Shirtings, light and medium weights, either light or dark designs, plenty of choice, checked or striped designs. Value at 12¹/₂c a yard. Saturday..... **9c**

3,000 Yards Pure White Striped American Lawn, Fancy Vesting and Plain White Patent Victoria Lawn, the widths are 30 to 40 inches, fine even weaves, absolutely flawless goods. Values up to 18c a yard. Saturday..... **7¹/₂c**

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Secy., R. M. Bouck.

***Perth Branch Inland Revenue Assn.**

Pres., N. McLenaghan; Secy., H. T. Noonan.

Dominion Association of Railway Mail Clerks.

Pres., W. G. Jessop.

Hamilton Post Office Employees' Assn.

Secy., J. D. McCulloch.

Excise Association of Hamilton, Ont.

Pres., W. F. Miller; Vice-Pres., James O'Brien; Secy., D. M. Cameron; Treas., W. A. D. Baby.

***Excise Association of Stratford, Ont., District.**

Pres., Geo. Rennie; Vice-Pres., W. H. Hicks; Secy.-Treas., A. J. Jeffrey.

(Affiliated with this organization are local associations in Guelph and Brantford.)

***Civil Service Association of London, Ont.**

Secy., Geo. Tyler.

***Civil Service Association of Sarnia, Ont., District.**

Pres., Chas. Ellis; Vice-Pres., W. Nesbit; Secy.-Treas., W. W. MacVicar.

Dominion Civil Service Association of Western Canada.

Pres., Dr. J. K. Barrett; Vice-Pres., H. M. Sutherland, P. C. McIntyre; Secy.-Treas., E. W. Browne.

(Organizations affiliated with this body exist at Regina, Calgary and Edmonton.)

Dominion Civil Service Association of British Columbia.

Pres., J. R. Greenfield; Vice-Pres., F. R. Greer, D. B. McConnan and Geo. Kennedy.

Civil Service Association of Vancouver, B.C.

Pres., E. B. Parkinson; Secy., W. F. Trant; Vice-Pres., A. Kave; Treas., W. A. Blair.

Civil Service Association of New Westminster, B. C.

Pres., G. A. Allen; Vice-Pres., Rev. A. E. Vert; Secy., E. D. Lennie; Treas., R. C. McDonald.

Civil Service Association of Victoria, B.C.

Pres., Wm. Henderson; Vice-Pres., W. P. Winsby; Secy.-Treas., A. Calderwood.

Dominion Civil Service Association in Europe — London, Eng.

Pres., J. Obed Smith; Vice-Pres., A. W. Grindley; Secy.-Treas., A. N. O'Kelly.

Brantford Excise Association.

Pres., Wm. Sloan; Vice-Pres., H. N. Orr; Secy.-Treas., F. C. Schuler; Executive Com., M. J. O'Donohue, I. Newsome and D. J. Dowling.

In connection with the work of organization, special reference may be made to an attempt to place the Inland Revenue service of the Dominion on a thoroughly organized footing. Three circulars were sent out, and the result was the formation of local associations at several points. The Ontario Customs Association also did good work in communicating with the customs service throughout Canada. A large correspondence was carried on with individuals interested in civil service problems, and the nucleus of future organizations already exists at several points. It is possible to say that although the increase in the number of actual organizations formed amounted to fully 50% during the year, the growth of the spirit of unity has been much more pronounced, and that the increasing degree to which civil servants throughout Canada are daily coming to think and act in concert is at once most gratifying for the present and of good augury for the future.

A series of forms for the facilitating of this branch of the work will be submitted for the approval of the Convention.

II.

The above work of advancing the organization of the service was enjoined upon the Executive of 1909-10 as its first duty on assuming office. The second was the preparation of a careful statement of the views of the service as a whole with regard to the reforms and changes needed at the present time for the welfare and efficiency of the service. This work was organized at once and has been continued throughout the year, with the object of collecting data that would cover all details of the question and be representative of the best opinion among civil servants.

In dealing with this subject the field was mapped out as follows:

(1) The need of a general increase in salaries in many branches of the service based on the enhanced cost of living.

In this connection some valuable statistics have been collected from every province and leading locality in Canada, and will be presented at the Convention with a suggestion as to the use to be made of them.

(2) The extension of the merit system and the revision of the classification system throughout the service.

As this is a problem which affects different branches of the service differently, as being under distinct legislative enactments, the following divisions of the subject have been made, in so far as the Federation has dealt with the matter, on a class basis.

- (a) The customs service.
- (b) The excise and allied services.
- (c) City Post Office employees.
- (d) Railway mail clerks.
- (e) Letter carriers.
- (f) Outside employees of the Public Works Dept.

- (g) Outside employees of the Interior Dept.
- (h) Outside employees of the Justice Dept.
- (i) Outside employees of the Railways and Canals Dept.

Data bearing on each of the above has been collected and will be submitted to the Convention. It is to be hoped that before the Convention adjourns a definite policy for each will be agreed upon.

(3) Re Superannuation: The Federation has joined with the committee of the Inside service in the views put forward in this connection. A suggestion whereby these views may be given the backing of the service from end to end of the Dominion will be submitted.

(4) Income Tax: A statement as to the action taken by the Federation in this connection will be presented at the Convention, and a discussion invited with a view to the adoption of a definite and final line of action in the immediate future.

III.

With regard to the steps taken by the Federation to bring its views before the government, the most important was the drawing up of a memorial embodying the policy formulated at the meeting of April, 1909, and the presenting of the same to the Rt. Hon. the Prime Minister at an interview granted to the Executive in December, 1909. Copies of this memorial have been distributed to the various organizations, and it was printed in the press at the time. A cordial reception was given to the Federation by the Prime Minister who was accompanied by the Hon. Messrs. Foster and Fielding, on this its first appearance before the government. Though immediate action was not promised at the time, recent events have shown that the government has in view the extension throughout the service of the financial relief so urgently demanded by existing conditions, and already granted to the Inside service, as well as the extension of those principles of civil service reform upon which the welfare of civil servants so intimately depends.

In addition to the above, members of the Executive have interviewed the Hon. the Minister of Public Works on the subject of Income Tax, and the Hon. the Minister of Finance on the subject of Superannuation.

As to the future, the Executive believes that as soon as the detailed views of the Federation on the points referred to above have been formulated, they should be presented at once to the government, and that the incoming Executive should be instructed to that effect.

IV.

Owing to the fact that the component parts of the Federation are scattered over the entire Dominion, the collecting and dissemination of information is necessarily somewhat difficult. For the same reason, only three meetings of the Executive, embracing mem-

bers outside of Ottawa, have been held. The Ottawa members of the Executive, however, have held frequent sessions, and have endeavoured in this way to keep the business of the Federation in hand. It is felt that a great deal more than appears on the surface has been accomplished during the past year in the way of cementing together the outlying portions of the service and in prompting those sentiments of good-will and fellowship upon which the success of the movement so greatly depends, as well as in advocating the various reforms required by the service.

A statement showing the present financial condition of the Federation is appended to this report.

Yours faithfully,

J. A. SMITH,
President.

R. H. COATS,
Secy. Treasurer.

THE CIVIL SERVICE FEDERATION OF CANADA.

Financial Statement, 1909-1910.

RECEIPTS.

Per Capita Tax.	
Cornwall Canal Employees' Assn. ...	\$ 2 00
Dom. C. S. Assn. of British Columbia ...	11 70
Dom. C. S. Assn. in Europe ...	2 41
Halifax Post Office Staff Benefit Assn. ...	1 45
Hamilton Excise Assn. ...	1 24
Montreal Customs Assn. ...	10 00
Montreal Excise Assn. ...	1 84
Montreal Postal Clerks Assn. ...	13 90
New Brunswick Civil Service Assn. ...	8 50
Ontario Customs Mut. Benefit Assn. ...	14 20
Ottawa Civil Service Assn. ...	35 74
Ottawa Excise Assn. ...	40
Ottawa Post Office Employees' Assn. ...	1 32
Perth Excise Association ...	48
P. E. I. C. S. Assn. ...	1 88
Sarnia C. S. Association ...	1 04
Sherbrooke Customs Assn. ...	40
Sherbrooke Excise Assn. ...	25
Interest on deposit ...	58
	\$109 33

EXPENDITURES.

Nov. 10, telegram and brokerage ...	\$ 50
Jan. 12, typewriting of memorial ...	1 00
Mar. 30, G.N.W. Tel. ac. ...	2 13
Apr. 4, stenographer ...	4 45
	\$8 08
Bal. on hand ...	\$101 25

Audited: Certified correct:

E. E. STOCKTON, R. H. COATS,
F. GRIERSON, Secy.-Treas.

The Department of the Naval Service.

“There shall be a department of the government of Canada which shall be called the Department of the Naval Service, over which the Minister of Marine and Fisheries for the time being shall preside, and he shall be the Minister of the Naval Service.

“The Governor in Council may also appoint an officer who shall be called the deputy minister of the naval service, who shall be the deputy head of the department, and may also appoint such other officers and clerks as are requisite for the due administration of the business of the department, each of whom shall hold office during pleasure.”

By these words of the law, a new Department arises to take its place amid the galaxy with which we are familiar. *The Civilian* salutes it with due deference.

Sir Wilfrid Laurier in explaining the action of the government, spoke as follows:

“This department shall be charged with the administration of the

navy, but it is the intention of the government to transfer from the Department of Marine and Fisheries to the Navy Department the following services as defined in sub-section (i) of the present section 2: The naval service, the fisheries protection service, hydrographic survey, tidal observation, and wireless telegraph service. I hope that I have made myself clearly understood. The department of the naval service will have control of the navy, and in addition the protection of the fisheries, the hydrographic survey, the tidal observation and wireless telegraphy. These services in themselves now constitute an important branch of the administration.

Under the heading of the protection of fisheries, we have one of the most important services of the government. We have engaged in the service at present eight ships, the ‘Canada,’ the ‘Constance,’ the ‘Federal,’ the ‘Curlew,’ the ‘Vigilant,’ the ‘Kestrel,’ the ‘Falcon,’ and the ‘Restless.’

THE KING'S NAVY.



British Lion—“Lor’ love yer, my lads, this is the proudest moment of my life.”

—[Cartoon of Sir John Tenniel, 1887].

The hydrographic survey fleet is composed of three ships, the 'Bayfield,' 'La Canadienne,' and the 'Lillooet.' The 'Bayfield' is preparing the surveys on Lake Ontario, 'La Canadienne' on the lower St. Lawrence, and the 'Lillooet' in British Columbia.

The tidal survey is chiefly in the lower St. Lawrence. We have one ship connected with that survey, the 'Gulnare,' which is constantly at work taking surveys at all times of the day.

In the wireless telegraph service the government now owns 21 stations in Canada.

It is proposed that all these different services shall be transferred from the Department of Marine and Fisheries to the Department of the Naval Service.

Mr. SPROULE. It is intended to appoint another deputy minister for that department?

Sir WILFRID LAURIER. Yes.

Mr. R. L. BORDEN. The proposal is to create a new department with a new deputy minister, but to have it under the control of one of the existing ministers.

Sir WILFRID LAURIER. Yes. Under the Minister of Marine and Fisheries.

Civilian Portraits.

Two issues back, *The Civilian* published the examination papers set in connection with the appointment of an accountant of the Department of Labour. Altogether 26 candidates

competed, rather more than half being civil servants. The prize fell to Mr. E. A. Thomas, of the Accountants' Branch of the Depart-



MR. E. A. THOMAS.

ment of Agriculture, who stood first on the list. It is understood that the second and third places were also won by civil servants. Mr. Thomas entered on his new duties on April 24. The portrait shows Mr. Thomas in the uniform of the Army Medical Corps, of which he was until recently a member. Mr. Thomas was the first secretary of the C. S. Athletic Association.

"This is the last month the Browns and the Greens will be friends." "What makes you say that?" "They've rented a summer cottage together."—Detroit Free Press.

Abbey's For all Liver & Stomach Troubles, Effer-Salt Rhuematism, Etc.

THOSE who have not already proven the value of this excellent preparation would do well to make an early trial of it. It is absolutely harmless, contains neither, morphine, cocaine, bromides nor dope of any kind, and beyond doubt as a Tonic-Laxative it is unsurpassed.

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ANNUAL BANQUET, ACCOUNTANTS' BRANCH, P.O.D.

The third annual banquet of the Accountants' Branch, P.O.D., was held on Wednesday evening, April 20, at the Royal Café, and proved a huge success, about thirty gathering around the festive board. After justice had been done to the excellent fare provided by "mine host" Cashman, speeches were made by the following gentlemen: Messrs. W. J. Glover, J. C. Martin, J. A. Fortier, S. Choquette, A. A. Mooney, J. A.

Owen, Geo. Moore and H. G. Fraser. Songs were rendered by Messrs. J. S. Hale, J. T. Purcell, Geo. Moore, W. H. Iveson, H. Murray, J. Dunn and Geo. Bunelle. The programme also included piano selections by J. A. Owen, a recitation by J. T. Purcell, and graphophone selections. The Russell orchestra played several selections in a very pleasing way. Much credit is due to Mr. Geo. Bunelle, who arranged and managed the banquet in a very capable manner.

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CHECKS, DIES, ETC., ETC.

The Report of the Senate Committee on Superannuation. — Text of the Bill introduced.

No public document, since the epoch-making report of the Royal Commission of 1907, contains within it larger potentialities for the welfare and efficiency of the Canadian civil service than the report of the Standing Committee on Civil Service Administration, which was tabled in the Senate on April 26th. The Act which accompanies the report is of still greater significance, inasmuch as it translates the abstract theory of the report into the concrete language of legislation, and proves how serious and minute is the attention which the Senate is giving to this all-important question. Both Act and report are documents which every civil servant should read and consider most carefully. With a view to placing both at the disposal of civil servants (neither having been printed for public distribution) *The Civilian* re-prints them herewith. At the end will be found an interim report of the Superannuation Committee of the Association on the matter.

Report of Committee.

26th April, 1910.

The Standing Committee on Civil Service Administration have the honour to make their Third Report.

The Committee have had under consideration the subject of allowances to persons ceasing to be employed in the public service of the Dominion and to the dependents of such persons, and have agreed to report and do report thereon as follows:—

1. The first question to be considered is whether or not it is desirable that there should be a system of superannuation.

The reasons for an affirmative answer were given very clearly and tersely by Dr. Farr in his evidence before the Select Committee of the English House of Commons in 1856.

(Here follows a concise recital of the arguments in favour of superannuation used by authorities in England and elsewhere.)

Your Committee, therefore, have no hesitation in declaring that a system of superannuation is, in the public interest, not only desirable but absolutely necessary.

2. Before undertaking to submit a scheme of their own, the Committee think it well to state briefly the existing conditions under the Superannuation Act of 1880, which, with certain amendments, was in force until the first of July, 1898.

(A full description is here given of the history and present state of the law relating to C. S. retirement in Canada. The report then continues as follows):

The existing laws with respect to the subject matter of this report are, as has been pointed out, defective in their operation. They are also unduly limited in their application. They apply only to what is known as the Inside Service and to certain members of the Outside Service who are employed in the Departments of Customs, Inland Revenue

and Post Office. There does not seem to be any substantial reason why outside members of the staffs of the Public Works, Marine and Fisheries, Agriculture and other departments should be placed on a different and inferior footing to those of the three first mentioned; and in the opinion of the Committee the benefits of any new system of providing for retired civil servants and the families of those deceased should extend to all *bona fide* permanent officers and employees of the public service of Canada.

3. It being clear then that a system of superannuation accompanied by allowances for the widows and young children of public servants should be introduced, the question naturally arises, should the beneficiaries contribute or should they not?

(This point is argued in detail, the conclusion being as hereunder):

The contributory system is that adopted by the Banks and by the great majority of business corporations; it is that recommended by the Canadian Civil Service Commissions of 1892 and 1907; and it has been adopted and found to work satisfactorily in the cases of the Permanent Militia, the North-West Mounted Police and the employees of the Government railways. Contribution, too, has been a feature of every law heretofore passed by Parliament with respect to the retirement of civil servants. If under the proposed new Act, contribution were abolished as to civil servants as a class, it would almost as a matter of course have to be discontinued as to the Militia, Police and Railway employees. The additional charge upon the public treasury, without any corresponding benefit, which would be involved in such discontinuance, furnish a substantial argument in favour of the retention of the contributory system.

Your Committee have no hesitation in expressing the opinion that any system of sup-

erannuation should be based on the principle of contribution.

4. Your Committee do not feel warranted, under all the circumstances, in discussing those provisions of the existing law in which they propose no change; and, even where alterations are deemed desirable, their observations must be brief.

The methods indicated by the Bill submitted with this Report, by which persons heretofore appointed to the service can, if they choose, become beneficiaries under its provisions, are identical in principle with sections of the Militia Pensions Act and the North-West Mounted Police Act, which have been regarded as fair and reasonable and which are said to work satisfactorily.

5. The age of seventy is fixed as the limit beyond which no servant can be retained. Under the existing law there is a discretion on the part of the Government to superannuate a servant at the age of sixty, but no maximum age upon the attainment of which retirement is absolutely prescribed. Sixty-five is usually the maximum elsewhere; but considering the healthfulness of the Canadian climate and the exceptional vigor shown by members of the service who have passed that age, your Committee, while deeming it desirable that a period should be fixed at which an employee's official life should end, think that the public interests will be served if the Government are allowed to retain his services up to the age of seventy. It must be borne in mind that the Government may retire a civil servant at sixty, and that such servant may retire of his own motion at sixty-five.

6. Your Committee are of opinion that the employee whose years of service are added to should contribute to the Treasury the amount which he would have paid had he actually served during the additional period.

7. Clause 16 of the Bill herewith submitted provides that time spent in the service as a temporary employee shall be allowed to count for a servant, on condition that he contributes for such time as though he had been during that time a permanent employee. This seems a reasonable concession.

8. Clause 19 changes the existing law and provides that if a contributor dies before superannuation, leaving no widow nor any child under the age of eighteen surviving him, the amount of his contributions to the Consolidated Fund without interest, shall be paid to his heir or personal representative. In the cases of persons subject to the provisions of the Superannuation Act those contributions are now forfeited, while in the cases of those serving under the Retirement Act of 1898 the repayments are to be made with interest. It is submitted that, where there is no widow nor any children under eighteen, there is no obligation on the state, on the ground of humanity, to pay interest to full grown children or next of kin. The benefits accruing to public servants under this Bill are so considerable as to justify the

state in any such case in withholding interest.

9. The provisions made in the Bill for the widows and children of contributors are, in the opinion of your Committee, fair and reasonable. They are not quite as liberal towards the children as those of some of our banks and other business corporations; but, on the other hand, they are much more generous than those made by the New Zealand statute of 1907, and by certain business institutions.

10. The deduction of five per cent. is one per cent. greater than that provided for in the New Zealand Act, but the benefits to the contributors are much greater than under that Act. The deduction is the same as that recommended in England by the Ridley Commission of 1886; and is also identical with that prescribed by the Canadian Retirement Act of 1898, and by the Militia Pensions Act and the Northwest Mounted Police Act. The balance of convenience is altogether in favour of the rate mentioned in the Bill; and it will also have the effect of increasing the sum payable in certain cases of death before superannuation.

11. Clause 31 of the Bill provides that if, after the passing of this Act, a person in receipt of a superannuation allowance is appointed to the Senate or elected a member of the House of Commons his allowance shall be discontinued while he is a member of either House. This provision will, your Committee feel assured, commend itself to the judgment of the Senate, as it has to that of your Committee.

12. Clause 32 exempts allowances under the Act from the claims of creditors and forbids their assignment. This provision is found in the New Zealand Act, and seems necessary for the protection of the interests of the pensioner, and in a greater degree of those of his dependents.

13. Your Committee are disposed to be of the opinion that the condition and importance of the civil service are realized by only a small proportion even of those concerned in the government of the country. There still lingers an impression, handed down from earlier days, that as a class civil servants are paid handsome salaries, that their work is little more than nominal, and that they have much leisure time on their hands which they do not always put to the best use. Whatever foundation there may have been thirty or forty years ago for this impression, the members of your Honourable House know that the present time, with possibly a very few exceptions, it is altogether incorrect. If the public service were a lotus-eater's paradise there would not be such difficulty in securing young men to occupy it, nor would so many quit it for other fields of employment.

The administration of the laws of Canada is in the hands of her public servants; and whatever wisdom and pains Parliament may devote to the framing of laws, both are

largely wasted if the laws be not carried out by capable and devoted administrators. It is of the utmost consequence that the public service be made reasonable attractive, and your Committee feel that some such measure as the Bill herewith submitted has become necessary in the interests of the country as well as in those of the civil servants.

14. Your Committee are pleased to be able to report that the draft Bill hereto appended has met with the approval of the Civil Service Commissioners and of the representatives of the Civil Service Association; and that your Committee have themselves been unanimous in their decision to report it to your Honourable House with the suggestion that the Senate shall recommend it to the favourable consideration of the Government.

All of which is respectfully submitted.

L. G. POWER,
Chairman.

BILL NNN.

An Act to provide for the cases of certain Persons ceasing to be employed in the Public Service of Canada.

PRELIMINARY.

1. This Act may be cited as The Civil Service Superannuation Act, 1910.

2. In this Act, unless the context precludes such construction, "Civil Service" includes and consists of:—

(a) all officers, clerks and employees in or under the several departments of the executive government who are employed continuously and to whom The Civil Service Act and The Civil Service Amendment Act, 1908, apply;

(b) all officers, clerks and employees of the outside division of the Civil Service as heretofore recognized, to whom The Civil Service Act, 1908, does not apply, and who are employed continuously in established capacities;

(c) such other officers, clerks and employees in or under the several departments of the executive government as are employed continuously in established capacities, including, amongst others, the civil engineers attached to the various departments of the government;

(d) the permanent officers and servants of the Senate and the House of Commons, and the permanent officers and servants employed in the Library of Parliament;

Provided that the Civil Service, for the purposes of this Act, does not include any person who is subject to the provisions of The Judges Act, chapter 138 of the Revised Statutes, of The Militia Pension Act, chapter 42 of the Revised Statutes, of Part II or Part III of The Royal North-West Mounted Police Act, chapter 91 of the Revised Statutes, or of The Intercolonial and Prince Edward

Island Railway Employees' Provident Fund Act, chapter 22 of the Statutes of 1907, nor any person who is a beneficiary under any fund to which public moneys of Canada are directly contributed.

"Civil servant" means a member of the civil service as hereinbefore defined.

"Contributor" means a civil servant who contributes under this Act to the Consolidated Revenue Fund of Canada.

"Salary" of a contributor means the salary or wages paid in respect of his service, but does not include allowance or payment for overtime or other extra allowance or pay.

3. This Act applies to all persons becoming members of the civil service after the date of its passing.

2. It also applies to all persons who became members of the civil service as then constituted between the first day of July, one thousand eight hundred and ninety-eight, and the date of its passing.

3. Subject to the limitations and conditions hereinafter contained, it applied to all members of the civil service, as hereinbefore defined, as constituted at the date of its passing, who duly elect to become contributors under its provisions.

4. A member of the civil service who elects to become a contributor under the provisions of this Act shall give notice in writing to such election to the Secretary of the Treasury Board within six months after the coming into operation of this Act.

2. A member who so elects shall, as from the date of such notice, be a contributor and shall, subject to the provisions of this Act, be entitled to all its benefits.

3. A member of the service who does not elect to become a contributor or who does not give the notice aforesaid shall not at any future time become a contributor or share in the benefits of this Act, except on payment of a sum computed in the manner prescribed by regulations and on such conditions as the Treasury Board determines; but he shall continue to be entitled to the same rights and subject to the same liabilities as if this Act had not been passed.

5. In any case of doubt the Governor in Council may, by general or special regulations not inconsistent herewith, determine to what persons the provisions of this Act do or do not apply, and the conditions on which, and the manner in which, they shall apply in any case or class of cases.

SUPERANNUATION ALLOWANCES AND GRATUITIES.

6. The Governor in Council may grant a superannuation allowance not exceeding the allowance hereinafter authorized to any person who has served in an established capacity in the civil service for ten years or upwards, and who has attained the age of sixty years or become incapacitated by bodily infirmity from properly performing his duties.

2. The superannuation of any person to whom this Act applies shall not be deferred beyond the attainment by such person of the age of seventy years.

7. If the service has not been continuous, the period or periods during which such service has been discontinued shall not be included in the term.

8. The superannuation of every civil servant to whom the provisions of this Act apply shall be proceeded by an inquiry by the Treasury Board,—

(a) Whether the person it is proposed to superannuate is eligible within the meaning of this Act; and

(b) Whether the superannuation of such person will result in benefit to the service, and is therefore in the public interest; or

(c) Whether superannuation has become necessary in consequence of the mental or physical infirmity of such person or by reason of such person having reached the age of seventy years.

9. Every contributor whose age is not less than sixty-five years may at any time retire from the civil service at the expiration of three months' notice, given in writing to the Secretary of the Treasury Board, of his or her intention so to do, and shall thereupon be entitled to superannuation.

10. No civil servant shall be superannuated unless the Treasury Board reports that he is eligible within the meaning of this Act; and no civil servant who is less than sixty-five years of age shall be superannuated unless the Treasury Board reports in addition that such superannuation will be in the public interest.

11. The superannuation allowance hereinbefore mentioned shall be calculated upon the average yearly salary, during the last three years of service, of the person to whom such allowance is to be made, and shall not exceed, if the person has served for ten years, but less than ten and one-half years, an annual allowance of ten-fiftieths of such average salary, and if he has served for ten and one-half, but less than eleven and one-half years, an annual allowance of eleven-fiftieths thereof, and in like manner a further addition of one-fiftieth of such average salary for each additional year of service, similarly reckoned, up to thirty-five years, when an allowance of thirty-five-fiftieths may be granted; but no addition shall be made for any service beyond thirty-five years.

12. The Governor in Council may, in the case of any person who entered the civil service after the age of thirty-five years, as being possessed of some peculiar professional or other qualifications or attainments required for the office to whom he was appointed, and not ordinarily to be acquired in the public service, add to the actual number of years of service of such person, such further number of years not exceeding ten as is considered equitable, for reasons stated in the order in council made in the case, and such addi-

tional number of years shall be taken as part of the term of service on which the superannuation allowance of such person shall be computed: Provided, that in such case a deduction at the rate of five per centum of the salary of such person for each of the years so added shall be made from the retiring allowance of such civil servant for as many years as are added to his actual term of service; unless he sooner makes good such deficiency.

13. If the head of a department reports with respect to any person employed in his department, and about to be superannuated from any cause other than that of ill-health or age, that the service of such person has not been satisfactory, the Governor in Council may, as to him seems fit, grant such person a superannuation allowance less than that to which he would otherwise have been entitled.

14. If any person to whom this Act applies is constrained, from any infirmity of body or mind, to quit the civil service before the period at which a superannuation allowance might be granted him, the Governor in Council may allow him a gratuity not exceeding one month's pay for each year of his service; and if any such person is so constrained to quit the service before such period, by reason of severe bodily injury, received without his own fault, in the discharge of his public duty, the Governor in Council may allow him a gratuity not exceeding three months' pay for every two years' service, or a superannuation allowance not exceeding one-fifth of his average salary during the then last three years.

15. If any person to whom this Act applies is removed from office in consequence of the abolition of his office for the purpose of improving the organization of the department to which he belongs, or is removed or retired from office to promote efficiency or economy in the civil service, the Governor in Council may, as compensation for his loss of office, grant such person, if his term of office is less than ten years, a gratuity not exceeding three months' pay for every two years' service; and if such person's term of office is ten years but less than twenty-five years, the Governor in Council may grant him, in addition to the superannuation allowance to which his term of service entitles him, a gratuity not exceeding one month's pay for each year's service; but no gratuity or compensation other than the superannuation allowance to which his term of service entitles him, shall be granted to any person whose term of office is twenty-five years or upwards.

16. In the case of a civil servant, appointed before the coming into force of this Act, who previous to his appointment as a permanent member of the civil service had served for a year or more in a temporary capacity, and who elects to become a contributor under this Act, the time spent in

such temporary capacity may be taken into account in calculating such servant's superannuation allowance, the deficiency in deduction from his salary being made good as hereinafter provided.

17. Retirement shall be compulsory on every person to whom the superannuation allowance hereinbefore mentioned is offered, and such offer shall not be considered as implying any censure upon the person to whom it is made; nor shall any person be considered as having any absolute right to such allowance, but it shall be granted only in consideration of good and faithful service during the time in respect of which it is calculated.

18. Nothing herein contained shall be understood as impairing or affecting the right of the Governor in Council to dismiss or remove any person from the civil service.

19. In the event of the death before superannuation of any person to whom this Act applies, such person being at the time of his death a contributor under the provisions of section 27 of this Act, or having so contributed for or during thirty-five years of service and leaving no widow nor any children below the age of eighteen years surviving him, the Governor in Council may, on the recommendation of the Treasury Board, pay to the heirs or personal representatives of such person the whole, or such portion as is deemed expedient, of the amount so contributed by such person.

2. The Governor in Council may, on the recommendation of the Treasury Board, pay to any person dismissed from the public service of Canada after the first day of July, one thousand nine hundred and ten, who at the time of such dismissal was contributing under the provisions of such section 27, or who had so contributed for or during thirty-five years of service, the whole, or such portion as is deemed expedient, of the amount so contributed by such person.

20. Nothing in the last preceding section contained shall be construed to confer upon any person any right to demand or enforce the repayment of any amount contributed by such deceased or dismissed person, or any interest thereon, and all payments made under the preceding section shall be wholly in the discretion of the Governor in Council.

21. Every person who receives a superannuation allowance, and is under the age of sixty-five years, and is not disabled by bodily or mental infirmity, may be called upon to fill, in any part of Canada, any public office or situation for which his previous services render him eligible, and which is not lower in rank or emolument than that from which he retired; and if he refuses or neglects so to do, he shall forfeit his said allowance.

PROVISION FOR WIDOWS AND CHILDREN.

22. Subject to the provisions hereinafter

contained, the Governor in Council may, on the recommendation of the Treasury Board, grant an annual allowance for life to the widow, and an annual allowance until attainment of the age of eighteen to each of the children, of any civil servant to whom this Act applies, who at the time of his death was either actively employed in the public service of Canada, or was in receipt of a superannuation allowance.

23. Such annual allowance shall not be granted in the following cases:—

(a) If the person to whom it is proposed to grant the allowance is in the opinion of the Treasury Board, unworthy of it;

(b) If the civil servant married after being superannuated;

(c) If the civil servant was at the time of his marriage over sixty years of age;

(d) In the case of a civil servant who married after the first day of July, one thousand nine hundred and ten, if he was more than twenty years older than his wife;

(e) If the civil servant died within one year after his marriage; unless he was manifestly in good health at the time of his marriage, and his death was caused by disease or injury not due to causes within his own control, and the Treasury Board is satisfied that there are no other objections to the granting of the allowance.

24. The annual allowance to the widow of a civil servant shall be one-half of the yearly superannuation allowance which the civil servant was in receipt of, or to which he would have been entitled, as the case may be; and the yearly allowance to a child under eighteen years of age shall be one hundred dollars: Provided, however, that the total amount paid during any one year to the widow and children of a civil servant shall not exceed the annual superannuation allowance which the civil servant was in receipt of, or to which he would have been entitled, as the case may be.

2. The limitation to one hundred dollars a year contained in subsection one of this section to the contrary notwithstanding, there may be granted to the child of a civil servant, if such child is motherless and, in the opinion of the Treasury Board, in great need, an annual allowance not exceeding two hundred dollars, which in the case of a daughter may be continued until she attains the age of twenty-one years or marries, whichever shall first happen.

3. In the event of a civil servant dying before the period at which a superannuation allowance might be granted him under the terms of this Act, the Governor in Council may allow his widow a gratuity not exceeding one month's pay for each year of his service.

25. A widow's or a child's allowance shall be discontinued if such widow or child becomes unworthy of it.

2. If a widow remarries, her allowance shall cease from the day following that of

her remarriage; but in the event of her again becoming a widow her pension may be restored, if she is otherwise qualified.

26. If a contributor leaves no widow, the amount of his contributions to the Consolidated Revenue Fund, less any sums which he has received out of the funds in his lifetime, and less any sums which have been paid or may become payable in the future to or on behalf of any child or children under the foregoing provisions, shall be paid to the personal representatives of such deceased contributor, in trust for the persons entitled thereto under his will, or, in case of intestacy, for the next of kin or other persons entitled to his estate under the Statutes of Distribution.

CONTRIBUTIONS.

27. A deduction, towards making good the allowances hereinbefore provided for, shall be made, in conformity with the following provisions, from the salary or pay of every person to whom this Act applies.

2. In the case of a civil servant appointed after this Act comes into force, such deduction shall be five per centum of his yearly salary.

3. In the case of a civil servant appointed before the coming into force of this Act and after the first day of July, one thousand eight hundred and ninety-eight, to whom the provisions of Part II of the Civil Service Superannuation and Retirement Fund Act, chapter 17 of the Revised Statutes, apply, there shall be a like deduction of five per centum of his salary; and any sums paid by such civil servant into the Retirement Fund provided for in said Part II, before his becoming subject to the provisions of this Act, shall be deemed to have been paid, and such payment shall have the like effect as if this Act had gone into force on the first day, of July, one thousand eight hundred and ninety-eight.

4. In the case of a civil servant appointed before the said first day of July, one thousand eight hundred and ninety-eight, and who has contributed regularly to the Consolidated Fund under the provisions of Part I of the Civil Service Superannuation and Retirement Act aforesaid, there shall be a like deduction of five per centum of his salary from and after the date of his coming under the provisions of this Act; and the additional deduction to be made shall be ascertained as follows: The aggregate amount of pay received by him before his coming under the provisions of this Act shall be divided by twenty, to show the amount which he would have paid had this Act been in operation in his regard from the time of his entering the service; the sum to his credit in the superannuation account shall be subtracted from such amount; and the balance shall be the sum payable by him at the time of his coming under the provisions of this Act. Such sum shall be divided by the number of years

of his previous service, and the sum represented by the quotient shall be deducted in each year from his superannuation allowance; and such deduction shall continue to be made until the whole of such balance has been paid up or payment of such allowance has ceased, whichever shall first happen: Provided that if the civil servant sees fit, such balance may be made good by him in one or more payments, without waiting until such last mentioned deductions become payable.

5. In the case of a civil servant appointed before the coming into force of this Act, who has not contributed under the Superannuation Act or under the Civil Service Retirement Act of 1898, and who elects to come under the provisions of this Act, there shall be a like deduction of five per centum of his salary from and after the date of his coming under the said provisions; and if he becomes entitled to a pension and the deduction from his salary hereby provided for has not been made for as great a number of years as that upon which his pension is based, the aggregate amount of salary received by him during the years for which no deduction has been made shall be divided by the number of such years for the purpose of ascertaining the average salary of such servant during such years, and a yearly deduction amounting to five per centum upon such average salary shall be made from the retiring allowance of such servant; and such deduction shall continue to be made until the expiration of the number of years last mentioned or the cessation of the payment of the pension whichever shall first happen: Provided, that, if such servant sees fit, the deficiency in deduction may be made good by him in one or more payments before such last mentioned deductions become payable.

6. In the case of a civil servant appointed before the coming into operation of this Act who, previous to his appointment as a permanent member of the civil service, had served for a year or more in a temporary capacity and who elects to become a contributor under this Act, the time spent in such temporary capacity may be taken into account in calculating such servant's superannuation allowance, a deduction of five per centum of his average pay for each year of such temporary employment being made from his retiring allowance; unless he sees fit to make good the deficiency in one or more payments before such deduction becomes payable.

7. The deductions mentioned in this section shall in no case be made for more than thirty-five years of service.

8. The sums deducted under this section shall form part of the Consolidated Revenue Fund of Canada.

MISCELLANEOUS.

28. An account shall be kept, to be called the Civil Service Superannuation Account,

Number Three, of all amounts received and paid out under the provisions of this Act; and the balance to the credit of the said account at the end of any fiscal year shall be at least equal to the present value of the prospective allowances and gratuities granted or grantable to persons subject, at the end of such fiscal year, to the provisions of this Act; such present value to be ascertained upon the basis of such standard or other tables of mortality as are, in the opinion of the Governor in Council, appropriate, and a rate of interest not exceeding four per centum per annum.

2. Any deficiency shall be made good by the Minister of Finance out of the Consolidated Revenue, without further appropriation than this Act.

29. The Minister of Finance shall lay before Parliament within fifteen days after the commencement of each session thereof:—

(a) a statement of all superannuations and retiring allowances within the year granted under the terms of this Act, giving the name and rank of each person superannuated or retired, his salary, age and length of service, the allowance granted to him on retirement, the cause of his superannuation and whether the vacancy has been subsequently filled, and if so, whether by promotion or by new appointment, and the salary of the new incumbent;

(b) a statement of all allowances granted to widows and children of civil servants under this Act within the year, showing the name, age and sex of each person to whom any such allowance has been granted; and the name, age at death, salary and length of service of the civil servant to whose dependents such allowance or allowances have been granted;

(c) a statement showing the condition of the Civil Service Superannuation Account, Number Three, at the end of the last preceding fiscal year.

30. The order in council made in any case of superannuation, or of granting an allowance, shall be laid before parliament as its then current or next ensuing session.

31. If after the passing of this Act, a person is appointed to the Senate of Canada or is elected a member of the House of Commons, such allowance shall forthwith be discontinued and shall not be renewed so long as such person is a member of either House of Parliament.

32. In no case shall any retiring allowance, or other moneys granted or payable to any person under this Act, be in any way assigned or charged to pass to any other person by operation of law; nor shall any moneys payable on the death of a contributor be assets for the payment of his debts or liabilities.

33. The Governor in Council may make such regulations and orders as may be deemed necessary or expedient for the purpose of

effectually carrying out the provisions of this Act or of supplying any omissions therein or removing any doubt as to its true intent and meaning.

2. Every such regulation or order shall be laid before both Houses of Parliament within fifteen days of its adoption or passing, if Parliament be then in session, and otherwise within the first fifteen days of the next ensuing session.

34. This Act shall come into force on the first day of July, A.D. 1910.

REPORT OF C. S. COMMITTEE ON SUPERANNUATION.

Friday, April 29th, 1910.

The President and Executive Committee of the Civil Service Association:

Your Committee on Superannuation begs to report as follows:

A Bill, providing for the superannuation of civil servants has been reported to the Senate by the Committee on Civil Service Administration, and is entered on the Order Paper for consideration to-day.

The Bill was drafted by Senator Power, who was kind enough to confer with your Committee and to give consideration to the suggestions and data which we were in a position to offer. In the main this Bill follows the lines of the Bill recommended by the Royal Commission of 1907, which was approved by this Executive. It makes, however, more generous provision for widows and orphans; fixes the age for compulsory retirement at 70 years instead of 65; raises the rate of contribution from four to five per cent., and contains the following new features:

(a) It is extended to all officials of the outside service who are employed continuously in established capacities. (At the present time the privileges of superannuation under Funds 1 and 2 are extended only to such officials of the outside service as are classified.)

(b) Civil servants now contributing to the Retirement Fund are to be brought under the provisions of the proposed new Act, and those contributing to Funds Nos. 1 and 2 are to be given the option of transfer to the new system.

(c) Officials having one or more years of temporary service to their credit are given the privilege of having such service counted in the period for which superannuation shall be granted. They are given the option of paying for such service in one or more payments or of having 5 per cent. of the average salary received during the period of temporary service deducted each year from their superannuation allowance until such time as the arrearages are wiped out.

The Bill was considered in Committee on

Monday last. The Civil Service Commissioners and the Chairman of your Committee were accorded the privilege of being present and given an extended hearing in connection with its provisions. The report of the Committee was presented to the Senate on Wednesday last. It is an exhaustive one and reflects a spirit of appreciation of the service which is truly refreshing.

It is not expected to accomplish anything further this session than to secure a resolution of the Senate recommending this Bill to the favorable consideration of the Government. Your committee would recommend, however, that this Executive co-operate with the Civil Service Federation in instituting a campaign with the object of ensuring the passage of this Bill (with amendments if considered advisable) at the next session of Parliament.

We would further recommend that a special meeting of the Executive be called to consider this matter — at which meeting your committee will undertake to present a report outlining the plan of campaign to be adopted.

In conclusion your committee desires to express its great satisfaction at the recognition given the Association by the Senate Committee on Civil Service Administration. We are particularly grateful to Senator Power and his committee for the deep interest which has been taken in this matter. The intimate knowledge of the requirements of the service, as reflected by the Superannuation Bill and the report thereon to the Senate, is a most encouraging indication of the standard to which the service is gradually but surely being elevated in the judgment of our legislators.

G. S. HUTCHINSON,
Chairman.

THE C. S. AMENDMENT ACT, 1910.

Extracts from the Debate on the Second Reading of the Bill.

On section 2. R.S.C. 16, amended as to outside service.

Mr. ARMSTRONG. Would the minister explain what this means?

Mr. FISHER. The purpose of this clause is to correct certain anomalies that remained in the Act of 1908 and the old Civil Service Act. There is a clause in this Act which makes more difficult the passage of men from the outside service to the inside service. Heretofore they have been able to pass from one service to the other without restriction, but this Act provides that they must serve a term in the outside service before going into the inside service. The Department of Justice having gone over the two Acts carefully found certain anomalies and recommended this clause.

Mr. J. A. CURRIE. By order in council the members of the inside service are permitted to drill annually with their militia unit, if they belong to the militia. Last year an order in council was passed permitting members of the outside service to do likewise. Is that order still in effect and will the members of the outside service who are militia men be permitted to drill this year without losing time.

Sir FREDERICK BORDEN. I know of no change in the order in council.

Mr. J. A. CURRIE. It still holds good.

Sir FREDERICK BORDEN. I presume it is still in force.

Mr. FISHER. Under the old Act the qualifying and preliminary examinations were held only once a year. Under the Act of 1908 competitive examinations are held twice a year. For certain positions in the outside service, however, qualifying and preliminary examinations have still to be held, and this provides that they shall be held twice a year at the same time as the competitive examinations, and not to be confined any longer to once a year. This has been asked for by the Civil Service Commission and by the public.

There have been certain parts of the outside service which in the old days were not included in the departmental staffs, according to the ruling of the Department of Justice. By the Act of 1908 all those who were in the city of Ottawa were brought into the inside service. That Act also provided in section 3 that the outside service shall consist of the rest of the public service. Therefore, according to the decision of the Department of Justice, paragraph (b) of the original Act is no longer effective or needed.

On section 4—transfer from outside to inside service—

Mr. ARMSTRONG. Am I not correct in understanding that this clause gives the ministers of the Crown the opportunity of bringing in from the outside service—by the back door instead of by the front door?

Mr. FISHER. If my hon. friend will refer to section 50 of the old Civil Service Act, he will find that it says:

An exchange of positions between two officers serving in two different departments, or in different divisions of the same department, and the filling of a vacancy in the department by a transfer from another division of the same department or from another department, may be authorized by the Governor in Council to be made without examination of either officer.

Then subsection 3 says:

No person shall be transferred from the outside to the inside division whose age at the date of his first appointment exceeded 35 years.

When the amending Act of 1908 was passed that clause was left un repealed. The Justice Department has given its opinion that under that clause anybody may be transferred from the outside service to the inside service.

Some occasions arose of propositions for such transfers. The Treasury Board discussed these, and very sparingly indeed allowed them to be not only justifiable, but in the public interest that this should be done; and when we came to consider the question, and discussed it, we drew up the amendment proposed in section 4 of this Bill. We restrict such transfers to officers who have served for at least three years in the outside service, so that the head of a department might have an opportunity to know the qualifications of such an officer before undertaking to transfer him to the inside service.

Furthermore, that it should be done on the report of the deputy, and as you will see from section 4 it should not be made to the third division of the inside service. Hon. gentlemen will remember that the third division of the inside service is defined as a division where routine and other elementary work is done. It was not considered to be at all likely or practically to be possible that a person in the outside service should have the particular qualifications for the kind of work, although it might usually be thought that he should display qualifications for the higher order of work partly from his experience and knowledge and his service, partly, perhaps, by the fact that he had shown extraordinary capacity and personal qualifications. We therefore decided that in the first place no officer should be transferred until he had been three years in the outside service; secondly, that no officer should be transferred to the lower inside service, where purely routine qualifications are necessary, and then in the following section we provide machinery whereby the transfer shall be still more safeguarded. It is an amendment to restrict transfer from the outside to the inside service, although it does not absolutely do away with such transfers. That is one of the objects of this Act dealing with many others which came under our observation.

At present, before this Act becomes law, a man may be in the outside service for a week, and be transferred to the inside service without examination. This provision restricts it; he must have been at least three years in the outside service and must have been able to show to his superior officers qualifications that are not only equivalent to an examination, but in many respects better than an examination; in the second place he shall have to go into the higher division where these qualifications and experience are necessary to qualify him for it. In the third place, as will be seen by examination of the next clause, he has to come in by report of the deputy minister that his qualifications and his services in the outside service are such as, if available in the inside service, would entitle him to the position in which he is to be transferred.

There is no examination. It is the report of the deputy minister on the qualifications

of the man his experience and his knowledge of the business of the department.

Mr. SCHAFFNER. It seems to me that the best feature of this Civil Service Commission was that it was to take this work out of the hands of politicians. But this seems to be a case of power given not to the commission but to the minister and his deputy.

Mr. FISHER. Not the minister.

Mr. SCHAFFNER. When you say the deputy minister, of course you mean the minister — no question about that; they are one and the same so far as this is concerned.

Mr. FISHER. I think that the restrictions provided in this section are such as to take the matter entirely out of the hands of the minister and to leave even the deputy minister a very restricted choice. He must declare in a formal report that an officer who is employed in the outside service has performed duties which, if performed in the inside service, would entitle him to the position, and must also declare that the officer is efficient and properly qualified. It is only on that report that the minister acts. I do not think there is anybody in the service or among the public who mistrusts the deputy ministers.

Mr. ARMSTRONG. Why not leave it to the commissioners instead of to the deputy ministers? Why should this power be given outside the commission?

Mr. FISHER. I think the answer is very obvious. In the case of a transfer, the deputy minister must have been supervising the work of the officer for at least three years. Therefore, he knows all about him, and the commission do not know.

Mr. ARMSTRONG. Why cannot he explain that to the commission?

Mr. FISHER. They would simply report on his advice. What would be the object of that? The deputy minister is a man who has been in touch with the officer, and it is in consequence of having been in touch with him that he believes him to be the proper man to be transferred to the place in the inside service. His report would have to be a drastic report to be acted upon. It is against the public interest that obstruction should be put in the way of bringing in a good and efficient officer in the outside service to discharge similar duties in the inside service.

Mr. DANIEL. Is it the intention that the report of the deputy minister should be in writing?

Mr. FISHER. Oh, yes.

Mr. DANIEL. Is it not so provided in this Bill?

Mr. FISHER. I move that the words 'in writing' be added after the word 'report.'

Amendment agreed to.

Mr. BLAIN. The weak point of it is that it gives power to the deputy minister which should be vested in the Civil Service Board,

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and that is not in the interest of the public service or of the country. A deputy minister may have a favourite in the department who may be appointed without examination, although others might be equally efficient or more efficient. If experience qualifies a man for promotion, experience ought to qualify him to pass his examination. Even a minister may not have a deaf ear to the request of his deputy for the promotion of favourites. When parliament is making an effort to take the service out of politics, it is in the public interest that the Civil Service Board and not the deputy ministers should have the power of promotion.

On section 7, temporary clerks for decennial census.

Mr. FISHER. This is for the purpose of enabling us to appoint the census clerks to compile the returns of the census. That work has generally gone over four or five years, but we hope that in the next census it will be done within three years, and I have therefore limited it to three years. It is necessary that we should have about 150 people employed temporarily. Under the present law temporary employment would only be for six months, and there would be no means of doing the census work in that time. We make this special arrangement for census employees, we shall only employ them for three years, but we subject them to the rules and regulations of a competitive examination before they are taken on for that work. They are still temporary, and it gives them no status in the service after the work is finished.

Mr. LEMIEUX. Without making any promise, and speaking for myself, for the question has yet to come before the government, I think I have the full support of the Minister of Agriculture; I propose next year to bring under the Civil Service Act, into the inside service, the clerks in the larger city offices and the railway mail clerks. That will mean a readjustment of their salaries. They will have a chance of getting better salaries.

Fédération du Service Civil du Canada.

La deuxième Convention Annuelle de cette Association a eu lieu à Ottawa les 21 et 22 avril. La présence des délégués, plus nombreux que ceux de l'an dernier, témoignage de l'intérêt croissant que l'on porte aux questions qui se rattachent à la condition du service civil.

* * *

Répondant au vœu exprimé par la députation de la province de Québec, l'administration du "Civilian" se propose de consacrer quelques-unes de ses colonnes à des articles en langue française et à une revue des prin-

cipales questions qui se rattachent au service public. Nécessairement, ceci ne pourra se faire qu'en autant que l'on aura le concours généreux des souscripteurs Canadiens-français. Depuis deux ans que le "Civilian" est publié, des collaborateurs dévoués ont offert leurs services gratuitement, mais à mesure que notre œuvre prend de l'extension certaines obligations s'imposent.

* * *

Depuis plusieurs années, il existe une loi placée dans les Statuts expressément pour l'avantage des employés publics. Cependant la grande majorité l'ignore. Combien y a-t-il de personnes qui connaissent l'existence de la loi d'assurance des fonctionnaires de l'Etat? Pourtant, elle offre des avantages exceptionnels, si l'on prend en considération l'échelle des primes, la facilité d'en faire le paiement et la somme versée à la famille de l'employé. Il y va de l'intérêt de chacun d'étudier cette loi. Le "Civilian" se fera un devoir de répondre à toute demande de renseignements à ce sujet.

* * *

Les questions soumises à l'étude de la Convention ont été les suivantes:—Révision d'échelle des salaires, création d'une nouvelle loi des pensions, avantages qu'offre le système d'assurance du gouvernement pour les employés publics, organisation de groupes d'employés en association par tout le pays, dissémination des idées qui ont donné naissance à la Fédération, le "Civilian" organe de cette association et le moyen d'en étendre la circulation.

* * *

Depuis l'ajournement de la Convention, une commission spéciale du Sénat a déposé un rapport se rattachant à l'administration du service civil, ainsi qu'un projet de loi relatif à l'établissement d'un fonds de pension. Le peu d'espace à notre disposition ne nous permet pas d'en publier le texte aujourd'hui, mais nous le ferons probablement dans notre prochaine édition.

* * *

L'accroissement dans le nombre de délégués, accourus de centres nouveaux et représentant des intérêts divers, est un gage de succès de l'association. Il est évident, toutefois, que le but qui a déterminé sa fondation n'est pas suffisamment compris par un certain nombre d'employés publics. Le travail d'organisation doit se poursuivre sans relâche, et nul doute que la propagande des délégués qui sont revenus dans leurs foyers sera de nature à réveiller l'ardeur des tièdes et entraînera la formation de succursales nouvelles.

* * *

Le "Civilian", seule revue qui s'occupe exclusivement des questions relatives au Service, se publie à Ottawa et paraît tous les quinze jours. Tous les employés publics, sans exception, devraient y souscrire. Un numéro spécimen sera envoyé sur demande.

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Personals.

Appointments.

(When not otherwise specified the following appointments, are permanent.)

Agriculture Dept. :—Wm. Jos. Dick, B.Sc., to be engineer in charge of minerals on the Commission of Conservation of Natural Resources in Division 1 B under section 21 of C. S. Act; Leo G. Denis, B.Sc., to be engineer in charge of Waters Powers on the Commission of Conservation in Div. 1 B under section 21 of C. S. Act

External Affairs :—Jas. J. Connolly, Miss G. A. Rankins and Miss A. McClosky to 3 B.

Customs Dept. :—C. C. Talbot to be examining officer at the port of Quebec; W. H. K. Russell to be examining officer at the port of Vancouver; Wm. A. Telfer to be examining officer at the port of Niagara Falls; R. J. Shillington to be clerk at the port of London; Wm. P. Smith to be clerk at Toronto; Wm. C. Acker to be clerk in Board of Customs; John Buckan to be clerk at Vancouver; Hugh C. Churchill to be preventive officer at Yarmouth; Alex. W. Cathcart to be clerk at Kingston; Hugh Cochran to be collector at Moncton; Wm. E. Dickson to be clerk at Montreal; Geo. Grant to be clerk at London; Wm. B. Hamilton to be clerk at Toronto; John S. Hornibrook to be clerk at Calgary; C. A. W. Whitehead and R. C. Maxwell to be clerks at Vancouver; D. W. Macdonald to be clerk at Winnipeg; F. J. MacLennan to be clerk at Cornwall.

Interior Dept. :—Jas. Leamy to be Crown Timber Agent at New Westminster.

Justice Dept. :—Jas. Thos. Brown appointed Puisine Judge of the Supreme Court of Saskatchewan.

Public Works Dept. :—Napoleon Guillemette to be clerk of works at Three Rivers.

Interior Dept. :—J. F. Blanchard, C. M. Hoar, G. S. Jones, D. A. Smith and Geo. Cagnat in the Topographical Branch in Div. 2 B; R. E. Young to be geographer.

Labour Dept. :—Wm. Rump to be messenger.

Promotions.

Auditor General's Office :—Frederick Hayter and John Gorman from 1 B to 1 A.

Customs Dept. :—Pierre E. Guay to be chief clerk at the port of Quebec, vice E. Baudet, deceased.

Governor General's Secretary :—J. F. Cowdy, 2 B to 2 A.

Inland Revenue Dept. :—H. B. Lewis and Mrs. A. Lyon, 3 B to 3 A.

R. N. W. M. Police :—Sergt.-Major Wm. Hertzog to the rank of Inspector.

Militia and Defence :—W. J. Perkin, 2 B to 2 A.

Public Works Dept. :—Miss E. Sylvain, 3 B to 3 A.

Railways and Canals Dept. :—W. C. Little, 1 B to 1 A; Miss M. A. V. Mahon and Miss K. Bott, 3 B to 3 A; W. A. Bowden, chief engineer, from \$2,900 to \$4,000.

Superannuated.

W. W. Smith, Chas. A. Corneil, Wm. P. Cunningham, Henry Banham, of the Royal N. W. M. Police, have retired on pension.

Resignations.

Customs Dept. :—W. H. K. Russell, Vancouver; Thos. Fournier, North Bay.

Marine Dept. :—Richard Chapman, Wiar-ton, Ont.

Militia Dept. :—A. S. Le Mesurier from June 22nd.

Post Office Dept. :—A. McLaren, E. C. Suren, R. W. Harris, R. G. McLaughlin, Winnipeg; G. H. Goodman-Jones, Brandon; H. E. D. Griffiths, Regina; F. G. Cooper, W. T. Clear, G. E. Toye, Calgary; W. P. O. Harrison, A. R. Griffin, F. G. Davin, Vancouver; A. B. Barrows, Windsor; G. B. Ottaway, L. L. Woodward, Toronto; R. B. Collier, Regina; H. C. Smith, Miss B. Dewar, Mrs. L. T. McKinley, Ottawa.

Deaths.

P. O. Dept. :—L. G. R. Bedard, Quebec.

Transfers.

R. P. S. Brown, from Customs Inside Division to Outside Division at Calgary.

R. D. O. Outside Division of Customs at Calgary to Inside Division in sub-div. B of Second Div.

J. A. Russell, from Customs Outside Division to the Finance Dept., Ottawa, at \$2,500.

General.

Miss Eileen Thomson, Dept. Agriculture, has been granted leave of absence for one month.

A. D. De Celles, C.M.G., is to proceed to France and Belgium to attend the Congress of Librarians at Bruxelles.

R. D. Cameron, of Lucknow, Ont., has been appointed a lecturer in connection with the Annuities Branch.

Mr. F. H. H. Williamson has been transferred from the Topographical Survey to the Swamp Lands Branch, Dept. of the Interior.

Mr. B. E. Morrish, of the Topographical Surveys Branch of the Dept. of the Interior, is being congratulated by his colleagues on his receiving the degree of Master of Science at the Convocation of Queen's University last week.

Mr. H. Osmond, of the Topographical Survey, was recently presented with a handsome set of cut glass by fellow-members of the staff, upon his approaching marriage.

A recent issue of "United Empire," the journal of the Royal Colonial Institute, contains an excellent article on the Canadian Fruit Industry by Mr. W. A. MacKinnon,

B.A., Dominion Trade Commissioner at Birmingham. The article is a reprint of an address delivered before the Institute at a meeting presided over by Lord Strathcona, who led the discussion at the close of the address. "We are under a great obligation to Mr. Mackinnon," said Lord Strathcona in part, "for all he has told us and for what he has shown us with regard to these and other fruits of Canada. He has described the spraying process, but he did not inform you that it is to his own inventive genius that we are indebted for the spraying apparatus now in use. Mr. Mackinnon is a modest man, who, when he has any duty to discharge, sets his wits to work to get rid of the difficulty and to make all the improvements which can be made. He is now, as you know, one of the Dominion Trade Commissioners stationed at Birmingham, and I am sure he will continue to do the same useful work that he has done in the past."

tive, executive. We hope that the time is not far distant when our Association will be fully eligible for full admission into the Federation.

We trust that the Convention will be an unbounded success.

STORIES IN FIGURES.

Toronto Leads as Postal Revenue Producer.

Toronto is by far the greatest single contributor to the postal revenues of the Dominion, as is pointed out in the Toronto Star. The report of the Canadian Postmaster General for the year ending March 31, 1909, shows the relative position in this respect of the great cities. This position is shown pictorially by the size of these mail bags.

The Postal Current, Official Organ of the Postmasters' Association, Approves of The Civil Service Federation:

The Civil Service Federation meets in annual session on the 21st instant at Ottawa. Some very important business will come up for consideration.

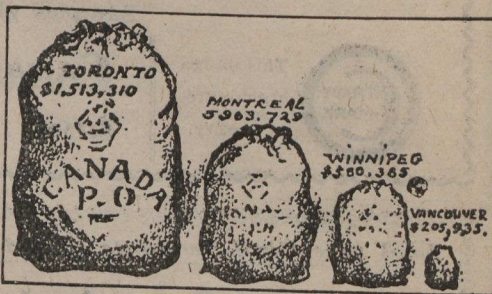
An invitation has been extended to the Canadian Postmaster Association to participate in the Convention. Our membership is so scattered and our committee live at such distances that it would be practically impossible to arrange for credentialled delegates. There has been no decision to attempt to send delegates as our General Committee has not met this year.

The different branches of the civil service have really more in common than the commission postmasters could have with any section of the service. We have several things in common with the outside service, but even they have such things as classes, promotions, examinations and superannuation, which we have not.

We all have the problem of the increased cost of living and we note that this is one of the questions which is to come up. What affects one affects all here. A statement is to be ratified showing the increased cost in ten years. It is now going on to eight years since we first based an argument on the advance in cost. The advance has been very marked since, so much so that it requires serious consideration.

The sharp advance is being felt by all branches of the civil service.

The question of perfecting organization within the ranks of the Federation will also come up. We are glad to see attention directed to this. We would gladly hasten, if we could, the time when there would be one grand Federation with a properly representa-



The relative standing of the places of smaller population is given in the following table:—

Ottawa	\$199,394
Hamilton	184,746
Quebec	152,324
London	141,985
Halifax	113,555
St. John	109,990
Calgary	99,070
Victoria	88,895
Regina	71,662
Edmonton*	67,713
Brantford	51,969
Brandon	48,307

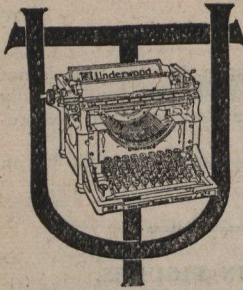
"I want a few colored illustrations of beets and tomatoes."

"Life size?" inquired the artist.

"Catalogue size," replied the seedsman, with a significant smile.—Louisville Courier-Journal.

"In the Spring," chants a parodist in the Boston Transcript, "the workman's fancy seriously turns to thoughts of strikes."

Where every man is for himself, leaving the devil to take the hindmost, the upshot usually is that the devil gets the whole procession.—Puck.



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