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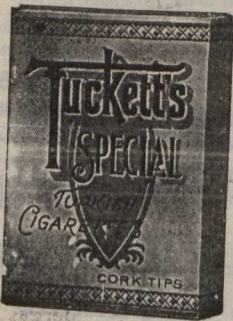
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THE CIVILIAN

VOL. V.

MARCH 8, 1913.

No. 23

Publicity in the Civil Service Commission.

In drawing the attention of the service at some length to the Civil Service Commission *The Civilian* desires to disassociate itself from that school of criticism which may aptly be termed "professional cavillers." In this class Toronto *Saturday Night* may justly be placed. The educational test is recognized far and wide as the best means of establishing a standard for entrance to a public service under the merit system, yet *Saturday Night* recently exploded salvos of denunciation of the commission's academic test, and extracted much unmerited mirth from the subject of examinations, quite apart from the merits of the Third Division case. To *The Civilian* any consideration of the doings or undoings of the Commission is too serious for filibustering humour.

The atmosphere in regard to the commission is at the present time surcharged with dissatisfaction, and comparisons are being made between administration under the commission and under the spoils system. This is, surely, too severe a condemnation of the commission, and arises, in our opinion, from the fact that the commission, instead of being a public service commission has been turned by the present commissioners into a close corporation. The commissioners lack either courage or an appreciation of the public nature of their office.

The distribution of the rewards of position or emolument are not always indicative of the true proportion of ability or industry. One man, a modest genius, like unto the gem of purest ray serene lying beneath the dark unfathomed caves, may

never be discovered or appreciated; another, mediocre but skilled in the arts of the lobby or the salon, may scale the heights and seize the rewards of merit. The Civil Service Commissioners have been entrusted by the people with the scales of justice with which to measure out necessary reforms under the merit system. Dealing with a service which for over forty years had been under the spoils system, the task was not an easy one. Realizing the difficulties surrounding the task, *The Civilian* has during the four and a half years of the commission's existence, refrained from criticism of a number of special cases passed upon by the commission. The single exception to this rule was in respect to publicity, to the lack of which in the annual reports we have drawn attention a number of times. If the commissioners do not chose to more fully enlighten the public, of whom they are the trustees, they cannot complain if they are judged upon such evidence as may be obtainable. We may fairly ask the question, why can we not get information, for instance in regard to the charge laid against the commission in the report of the Librarians of Parliament? Do the commissioners propose to barricade themselves behind the privileged prerogative of kings? Let us see how civil service commissions elsewhere are conducted in regard to publicity. This information will be of value not only to the Ottawa service which is under the jurisdiction of the commission, but also to the Outside Division which at no distant date is to come under the act of 1908.

The *Civil Service News*, the organ of the civil service of the city of Chicago, publishes half a newspaper page of news, headed, "Digest of Proceedings of the Chicago C. S. Commission." Some of the subjects reported are:—"Reports Received," "Trials and Investigations," etc.

The *Chief*, of New York, the influential organ of various civil services in the United States, reports at great length the minutes of a meeting of the Municipal Commission of New York city. The following excerpt will illustrate the nature of the publicity afforded.

Dated February 7, relative to the notice from the President of the Borough of Queens, that he has appointed Clifford B. Moore, an Assistant Engineer in the Topographical Bureau, at \$4,000 per annum, to the position of Engineer in Charge, at \$6,000 per annum, to take effect February 1. Mr. Murray reports that the latter position should be filled by promotion examination, open to all Assistant Engineers, Grade E, in the Topographical Bureau, who have served for six months in the grade and who are otherwise eligible; and if it be shown that there are no persons eligible to compete to Mr. Moore, that he be required to qualify for the desired promotion. Report Approved.

The same paper publishes the report of the New York state C. S. Commission. The classified service under this commission numbers 17,000, while the Canadian service under the commission's immediate government numbers about 3,500. This report deals in the most intimate manner with the problems of the commission, as the following quotation will indicate:—

Before the general promotion rules can be made to operate satisfactorily, there must be a reclassification of positions and a readjustment of salaries on the basis of character of work performed.

In this connection we would like to know to whom is chargeable the blame for negligence in regard to clause 8 of the act of 1908. Did the commissioners press the matter before the government and thereby endeavour to relieve the sorrows of many in the Third Division, by having a reorganization "as soon as practicable." Or did they rest con-

tent with a casual reference in their annual report? Information of this kind would have saved the commissioners much, perhaps undeserved, censure.

A second quotation from this report will be illuminating as dealing with the problem involved in Sec. 21 of the act. 149 persons entered the Ottawa service under this exemption clause since the commission took the reins. Dealing with a service said to be overmanned, did the commissioners endeavour to ensure themselves whether there existed in one department or another, some officers competent to fulfil the duties required, and for which 149 outsiders were taken into the service? The following from the report of the commission of the state of New York is submitted to the commissioners and to the service as relevant to our conditions:—

It seems to me that when a higher position becomes vacant, if there is someone in the same department or institution who is qualified for the higher position he should, under rules and regulations prescribed by the State Civil Service Commission, be promoted to the higher position. But the lines of promotion in a department or institution should not be absolute; if men better qualified are to be found in other departments or institutions, then the civil service rules should provide for a competitive promotion examination or some other method for obtaining the best qualified man for the place. Executives are born, not made, and the line of promotion should not be ironclad; appointing officers should not be absolutely restricted in the selection of men to fill important positions, yet competent men in the service should be afforded an opportunity to rise not only in their own departments, which often present a very restricted field, but by being allowed to compete for promotion to higher positions in other departments. The State Civil Service Commission should be a clearing house of information regarding the personnel of the service in all departments.

The commission has suffered in prestige and reputation by submitting to the tyrannical system of bringing in outsiders under clause 21, in cases where equally as good men of long and faithful terms of service were ready to hand, waiting for the reward of merit.

DEFENDING THE SERVICE.

To the Editors of *The Civilian*:

Several journals—notably *Saturday Night*—have recently been aiming some criticism at the civil service, taking as their text the theory that the people's work could be done "cheaper and better" by contract than by the service itself.

The most effective answer to this criticism is found in the report of the Public Service Commission (pp. 303-309), dealing with dredging. I simply take two illustrations from this report. The first is a table showing the comparison between the amount paid contractors and that paid for departmental dredging, and is as follows:—

Dredging throughout the Dominion—1910-11:—

	cu. yds.	Cost.	Average per c. yd.
Departmental	9,671,032	\$1,189,552	12.3 cents.
Contract	9,644,671	\$2,694,336	27.93 "

The report explains that the foregoing table "includes the St. Lawrence Ship Channel; but the Prairie Provinces have been omitted as no accurate account has been kept of the material dredged there."

The Commission comments upon that table as follows:—"A saving of \$1,504,739 would therefore have been effected in a single year if the government had owned sufficient plant to do the whole work itself."

The other illustration is a comparison between the cost of contract work at Fort William and Port Arthur and that of the Marine Department's dredging fleet in the St. Lawrence Ship Channel "for the last three years." The contract price averaged 19.64 cents per cu. yd., and the Departmental 8.92 cents—the latter being less than half the amount paid contractors.

These illustrations deal with only one phase of the public service, but many other services, the Post Office, for instance,—if figures were available,—would tell the same story.

One conclusion naturally arrived at is this: Does *Saturday Night* really want to give the public the facts? Is it really as devoted to the public weal as it pretends? Or is its campaign to abolish the public service only serving the contracting interests after all?

Another conclusion is this: that the more contract work is eliminated from the public service the better will it be for the public purse and for the wage-earner as well.

MARTELLUS.

AN M. P. ON THE SERVICE.

At the weekly club dinner held on Saturday, Feb. 22nd, the guest of the evening was Mr. G. W. Kyte, M.P. for Richmond Co., N.S., After a bountiful repast, for which the Club's chef is becoming famous, the toasts of "the King" and "Our Guest" were drunk.



MR. G. W. KYTE, M.P.
who addressed the Civil Service Club.

Mr. Kyte expressed himself as being in thorough sympathy with the aims of the Civil Service Club and the Associations. He pointed out the important part which they play in the government of the country. They were men who if they pursued the learned professions would, for the most part, have attained the highest distinction. The question of proper remuneration for their services was an important one, and he believed the time had come when a readjustment of their salaries was necessary. The high cost of living which prevails all over Canada and the United States at the present time and which is increasing from month to month, bears heavily upon the members of the civil service. In every city which is the seat of government, there is a standard of expenditure in respect of personal and social living, which rules higher than any other place. It is impossible that members of the civil service could hope to save out of their salaries any sufficient sum to provide against

the day when through illness or age, they will no longer be able to report for duty. This emergency can only be met by an adequate system of superannuation to be worked out by the government.

Mr. Kyte assured the members of the Club that on whatever side of the House he might happen to be when such a proposal was brought down by Parliament, it would receive his favorable consideration. Mr. Kyte saw no ground in this respect to differentiate between what is known as the Outside service and the Inside service. Those public servants who belonged to what is known as the Outside service were equally entitled to consideration.

He pointed out that in several of the Departments of the government, a system of superannuation had existed for many years. He believed it was an imperfect system and one that applied more particularly to special cases which came up from time to time for consideration, rather than a comprehensive one that should apply to all members of the Outside service.

NOTES ON SUPERANNUATION.

Postmaster General Hitchcock in his annual report recommends a straight pension as the best means of relieving the evil of superannuation in the great Post Office Department.

In his report Mr. Hitchcock says: Civil pensions based on length of service should be granted by the government to postal employees when they become superannuated. It is likely that the expense of such a system would be more than offset by gains in efficiency. Although the compensation of postal employees has been considerably increased during the last few years, it is still insufficient to permit adequate savings against old age. The principal foreign nations pension their aged employees, as do also many large corporations in this country, and on business grounds, if for no other reason, the government should do likewise.

In an address to members of the Street Cleaning Department last month, Mayor Gaynor stated that he would like to see a pension system for all city employees and that a bill to provide such a system would be introduced at Albany.

Senator Foley has introduced such a measure in the Senate and Mr. Caughlin has introduced the same bill in the Assembly.

The bill leaves the question of contribution to the discretion of the Board of Estimate and Apportionment. Retiring allowances to be one-half salary at retirement, and in pensions is to exceed \$2,000 per annum.

A call was issued last month by employees representing every department of the federal classified service for a conference in the Washington Chamber of Commerce April 4 and 5 for the purpose of forming a national organization to devise ways and means to promote the cause of superannuation.

The Bankers' Trust Company of New York has announced a pension plan which became effective Feb. 15th last.

The plan is based on those of the First National Banks of New York and Chicago. Membership in the association will be voluntary on the part of employees, who will be required to pay in 3 per cent. of their salaries. Fifteen years of service are required before a member may benefit from the fund. In case of earlier retirement or incapacity he will receive what he has paid in, with 4 per cent. interest, but no pension. A member may retire on a pension at 60 years, and must so retire at 65, unless the company requests him to remain in active service.

Pensions will be based on length of service, the annual amount being as many fiftieths of his salary as his years of service, except that it shall not exceed thirty-five fiftieths, or \$5,000 a year.

For less than twenty-five years' service the pension is to run the length of time of such service. For twenty-five years or more of service it is to continue until death. For incapacity before 60 it is to be based on the number of years of service.

The widow of an employee eligible for a pension will receive until remarriage or death half the amount to which the husband would have been entitled. Similar provision is made for children up to the age of 16.

Sixteen employees of the company are now more than 50 and five are more than 60 years old.—*The New York Times*, Jan. 18.

Delightful in March.

Now is the time to take a few days off and visit the Highland Inn at Algonquin Park, Ont. Only a few hours' run from Montreal, Toronto or Ottawa, and a delightful place to recuperate from fatigue or sickness and to build up a rundown constitution. The park is at an altitude of 2,000 ft. above the sea and the air is pure and invigorating. Winter sports are indulged in and congenial parties from different parts of Canada and the United States are taking the enjoyment of a stay at this delightful spot. Write Manager, The Highland Inn, for handsome booklet, or ask any Grand Trunk agent for illustrated descriptive matter and further information.

ALL THE WORLD'S A STAGE.—

And all Excise officials merely players:
They have their exits and their entrances;
And one man in his time plays many parts,
His grades being seven ages. At first,
the pupil,
Ruling and stamping his instructor's books.
And then, the fledged Assistant, with his cycle
And half-an-hour late face, wheeling like fire
Unwillingly to work. And then, the Officer
Used like a cart-horse, with his woe-ful grievance
Raising Commissioners' eyebrows.
Then, Surveyor,
Full of strange whims, and curious as the cat,
Scant with black hooks, sudden and quick in sampling,
Seeking the bubble reputation
Even in the Custom House. And then, Inspector,
His new-gained bonnet with a beehive lined,
With visage of the undertaker cut,
Full of B. O's and dusty precedents;
And so he plays his part. The sixth age slips
Into the broad and deep Collector's chair,
With spectacles on nose, good sight to hide;
His youthful clothes, if saved, a world too wide
For his shrunk shank; and his ideas of work
Turning again toward early standards, scheme
Themselves to suit the turn. Last scene of all,
That ends this strange eventful history,
Is superannuation, mere oblivion,
Sans schemes, sans work, sans hope, sans everything.

—*Ion in The Civilian*, (Eng.).

THE CIVILIAN

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of Canada.

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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.

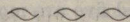
Ottawa, March 8, 1913

"ALONG THE LINE."

There has just come to hand the January number of the *Katipo*, the organ of the New Zealand service. As indicated previously in these pages, developments of a forward nature in New Zealand offer many suggestions for us in Canada. A useful suggestion is offered in the pages of the *Katipo*. Eight pages of the publication are given up to news of the service outside of Wellington where the *Katipo* is published. This news is issued under the heading, "Along the Line." Reports of meetings and items of personal or public interest are reported from the various points throughout the Dominion. Let us take the opportunity to again impress upon our friends engaged in the service at points outside of Ottawa, the value of this plan for a better general understanding in organization and co-operation in the great family of civil servants.

The Civilian each fortnight finds the paucity of news from outside of Ottawa a matter of regret. The circulation of *The Civilian* outside of Ottawa is now considerably in excess of that in the Capital. The Ottawa service takes advantage of our pages for the purpose of news, so that with a minimum of circulation we publish a maximum of news from Ottawa. The corection of this seeming discrimination is in the power of our outside friends who have so faithfully supported *The Civilian* since May, 1908. So faithfully indeed has that support been that cancellations except through resignation or death are almost unknown. Support by the Ottawa service is not nearly so consistent but a prophet is never without honour save in his immediate locality or country and we bow to the inevitable fate of all prophets observed at close range.

Let us ask the officers of all service organizations or others residing outside of the Capital to con over the foregoing observations regarding "proportional representation of news," and assist the editors to correct the discrepency by mailing to Box 484 news of a local or general nature.



THE WAITING GAME.

It begins to look very much as if civil service matters will be relegated to the background for the present session. With our politics at extreme tension on a great national issue, as at present, this is what might have been expected. The service does not suffer alone, but many an interest requiring early treatment is in the same boat. It is hard at such a time to maintain enthusiasm and the will to fight on. Especially difficult is it to keep organization active and alert. The man who holds aloof, who carps and belittles, who cannot sink his per-

sonal differences, and who because he has not persuaded the majority must be ever trying to create diversions and dissensions in the ranks instead of keeping step loyally in the true spirit of democracy like ours, will now find it easier to get a hearing, with the almost inevitable relaxing of effort which a period of waiting involves. Yet in reality there is no time better for drawing closer the bonds of civil service good fellowship. If the present session is to yield nothing, the time of all times to secure action is immediately after it closes. We thoroughly believe that if the government defers its programme affecting the service for the present, it is with the intention of taking it up comprehensively and finally during the recess, and that the session of 1913-14 will surely mark a milestone in civil service progress.

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SUPERANNUATION.

The heading of this article would suggest that the writer sees Superannuation coming and knows just when it will be here. Such is not the case. But Superannuation is coming just the same.

The object of putting it in this fashion is to encourage those concerned in the matter to look beyond the present congestion of business in Parliament and the apparent hopelessness of any civil service legislation this session. The parliamentarians have an expression which, for the purposes of our affairs, has all the effect of a law of nature, "The King's government must go on." Up to a certain point, great questions of policy may monopolize the time of public men, but after that time even the big questions of policy must be set aside and the ordinary, everyday work of the country must be attended to.

Superannuation is an absolute necessity of big administrative operations. If it could be avoided the man-

agers of big commercial institutions would avoid it. But the time is sure to come when the lack of Superannuation and the lack of permanency in the staff and consequent incontinuity of operation will get into the dividend checks and jar the shareholders. Everybody who has to do with the administration of public affairs in Canada knows that essentially the same thing is true of the service. You cannot have a good service merepositions any more than you can have ly by appointing good men to certain a good army merely by filling the ranks with efficient men. There must be organic efficiency as well as individual efficiency, and that is only another way of saying that there must be permanency of tenure. And permanency of tenure is nothing if it does not mean something more than merely holding a place. In short, the civil service must offer a career for good men; and the good men will not accept the limitations of permanent service if they have not some assurance that when their days of service are past they will be taken care of. If a man is to take a chance as to his old age and those dependent upon him, he wants a chance of riches as well as of poverty, and if the civil service offers him only the chance of being poor or poorer, he will seek the more attractive chances outside.

No men realize all this more clearly than do the ministers of the Crown, —responsible heads of departments. No men more earnestly desire to make the service a working, organic permanency. But, as Sir George Murray shows in his report, our system puts upon the ministers infinite toils that should be the portion of others. It is not to be wondered at, therefore, if these ministers—not speaking of present ministers more than of their predecessors — have found it hard to work out their desires in the matter. The minister, like every other busy man, has only strength and time to-day for the actual necessary work of to-day. The time is coming, and

before very long, when Superannuation will stand at the head of the long line of questions demanding settlement, and when that time comes Superannuation will leave the line of questions and take its place amongst accomplished facts.

CIVIL SERVICE ASSOCIATION OF OTTAWA.

The regular monthly meeting of the Executive was held on Friday last, with an attendance of twenty-five members, President Paré presiding.

The sub-committee on Superannuation made a verbal report through Mr. O. Higman, to the effect that it was not desirable, in their opinion, to make any report on the recommendations of Sir George Murray, as considered in the abstract, and suggesting that they might be more advantageously considered in committee of the whole. After some discussion, the committee was requested to submit its report in writing at the next meeting of the Executive.

Mr. O'Connor presented a report from the sub-committee on Membership and Representation, showing an increase in membership over last year, but regretting that a number of departments were yet unrepresented on the Executive, and recommending that a circular letter be sent to such departments, pointing out that the organization of a department lies with the individual members, and that without their hearty co-operation but little can be accomplished by the Executive or by the Association as a whole. This report was concurred in.

Mr. Boag from the sub-committee on the 3rd Division, again presented the report which was referred back, at the last meeting, for further consideration, recommending that the suggestions of Sir George Murray on this question be approved, with the following addition: "The special provision which he states was made for those placed in the Third Division by the Act of 1908, sec. 26 (2), having

been nullified by the regulations of the Civil Service Association, the amendment of that section of the Act, and the repeal of Regulation 20 be urged, so that the promotion of the civil servants in question may be made in accordance with the terms of the Association's memorial of 1911." Consideration of this report will be taken up at the next meeting of the Executive.

Mr. Lindsay, from the sub-committee on Co-operation, reported regarding the letter of Mr. Edgar suggesting that the subject of co-operation in its various phases, would be a suitable subject for consideration at the next general meeting of the Association, that in their opinion there were so many subjects of greater urgency before the Executive at the present time, the consideration of that subject had better be postponed to a later period. Referred to Committee on Agenda.

Mr. Tracey of the Department of Marine and Fisheries, having enquired as to the exact meaning of the report of the sub-committee on Salaries, etc., regarding the request of certain 3rd and 2nd Division clerks to advocate the raising of the minimum salaries of those Divisions, was informed that the meaning which that committee intended to convey was that, in their opinion, it was not wise to deal with that matter as a separate question, but that it should be dealt with at the same time as and in connection with other matters affecting those Divisions.

The membership of the various sub-committees was referred to the Committee on Agenda for re-arrangement.

Mr. F. J. Alexander moved "That it be an instruction to the officers of the Executive to represent to the Government in regard to the subject of Superannuation that the recommendations thereon contained in Sir George Murray's report have our cordial approval."

At the suggestion of the president, discussion on this motion was postponed till the next meeting.

POST OFFICE DEPARTMENT MUTUAL BENEFIT ASSOCIATION.

Report of Board of Management.

The Board of Management beg to report that during last year twelve new members joined the association, twelve members died or withdrew, the present membership being 327.

The sum of \$1,061.50 having been withdrawn from, and the sum of \$2,469.56 added to the funds of the association during the past year, the balance in the Post Office Savings Bank on the 31st December, 1912, was \$7,746.79 + \$9,896.34, for Bonds—\$17,643.13, an increase of \$1,408.06, as shown in the Thirty-fourth annual statement.

F. O. O. SEGUIN, Chairman.

Thirty-Fourth Annual Statement.
Membership.

The membership of the association at the present date is as follows:—

Number of members last statement..	327
New members admitted during past year	12
	339
Less number of members withdrawn	12
	327

Account for the Year ended 31st December, 1912.

DR.	RECEIPTS.	
To balance in hand	\$6,338 73	\$6,338 73
Monthly contributions	\$1,680 14	
Quarterly contributions	165 86	
	\$1,846 00	
Interest	\$173 56	
Lethbridge bonds, interest	225 00	
Stratheona bonds, interest	225 00	
	623 56	
		2,469 56
		\$8,808 29

EXPENDITURE. CR.

April 4—Nominee of the late Col. W. White	\$250 00
April 29—Nominee of the late Annie Samuels	250 00
April 30—Nominee of the late D. Sagala.....	250 00
Sept. 16—Nominee of the late Jno. Briggs	250 00
Dec. 21—Trust Company	5 00
Dec. 21—R. J. Taylor	4 50
Dec. 21—A. Lemieux, Solicitor	2 00
Dec. 21—Miss M. Crowley, year ended 31st Dec., 1912	25 00
Dec. 21—Secretary, year ended 31st Dec., 1912	25 00

*Balance in hand in P. O. Savings Bank.....	\$1,061 50
	7,746 79
	\$8,808 29

Balance in hand in Post Office Savings Bank	\$7,746 79
Lethbridge City Bonds	5,000 00
Stratheona City Bonds, par value \$5,000	4,896 34
	\$17,643 13

Financial Statement of the Association from its Organization to 31st December, 1912.

Total Deposits	\$33,433 82
Total Interest	5,954 78
<hr/>	
Total Withdrawals:—	\$39,388 60
Beneficiaries	\$20,560 32
Expenses	1,185 15
	<hr/>
	21,745 47
*Certified.	
W. H. HARRINGTON, Superintendent, Savings Bank Branch.	\$17,643 13
	<hr/>
	W. J. BEATTY, <i>Secretary.</i>
Post Office Department, Ottawa, 10th January, 1913.	
Audited and found correct, W. J. GLOVER, W. H. HARRINGTON, } <i>Auditors.</i>	

Co-Operation Eliminates the Middleman.

A gigantic co-operative scheme, by which the produce of the members of the Ontario Vegetable Growers' Association will be sold direct from the farms to the retail merchants, and by which the growers will purchase all their seeds and agricultural implements from themselves, was decided upon at the annual meeting of the association. By following the plan the association is taking the initial step in eliminating the now famous "middleman."

For Merit.

The civil service commission of the United States, gives out as an indication of the popular approval of the merit system, that of the whole number of public employees in the United States—Federal, state, county, municipal and village—not far from 600,000, or nearly two-thirds of the entire number, are withdrawn from the spoils system and appointed upon a merit basis under laws intended to regulate and improve the public service.

New Head of Mines Department.

The Canada Gazette contains official announcement of the appointment of Hon. Louis Coderre to be Minister of Mines. Hon. Mr. Coderre will henceforth have the administration of the Mines Department in addition to that of his own portfolio of Secretary of State.

The Merit System.

President-elect Wilson has made the following significant statement of his attitude toward public office:

Public office is not worth anything, if an entirely satisfactory fulfilment of the duties of an office does not entitle a man to consideration for reappointment. If men are to know that a mere change of administration is to empty an office, no matter how they have deserved to be reappointed, there is not anything of justice or public right.

The Spoils System.

The Democrats in the House of Representatives during the consideration of the post office appropriation bill made two separate attempts to revert to the spoils system in the appointment of postmasters and clerks classified by executive orders in 1910 and 1912. The effect of these attempts would be to place about 40,000 civil servants again under the spoils system.

In an article on "The Universities and the Public Service" in the *Nineteenth Century and After*, Mr. Stanley Leathes, C.B., advocates literature and history as the two main subjects of education for public life, those subjects including poetry, the drama, law, rhetoric, politics, and philosophy. He further holds systematic education in language and expression to be necessary, and finds the nearest approach to his ideal in the great classical universities. He admits, however, that a better system would be possible, linking up the classical course more closely with modern life. Modern languages and literature he finds of much less utility, the student being "sucked up into philology and the antiquarian study of language."

ENTRANCE TO SECOND DIVISION, INSIDE SERVICE.

The *Civilian* hereunder continues publication of the papers set for the examination as above which took place in Ottawa Nov. 11th to 16th, 1912.

Examination papers for entrance to the Second Division are divided into two groups, A and B. Group A is as follows:—Writing, spelling, composition, literature and arithmetic. Group B is as follows:—Algebra, geometry, physics, chemistry, geology, biology, French (for those writing in English), English (for those writing in French), Latin, German, history, political science, economics, geography, philosophy, English law, civil law. All the subjects under group A are compulsory. In group B candidates are not allowed to write on more than five subjects.

Those who were in the Third Division prior to Sept. 1st, 1908, and who are recommended for promotion by their Deputy Head, are required to take all the subjects under group A and three only under group B. In addition they have to write on two papers on duties of office.

Second Division.

GENERAL PHILOSOPHY.

November, 1912. Time: 2½ hours.

(Candidates are required to observe the regulations strictly.)

Note.—Seven questions only are to be attempted.

1. Discuss the problem of teleology, with special reference to any of the following thinkers: Spinoza, Leibnitz, Kant, Darwin, Bergson.
2. By what marks does Berkeley seek to discriminate between "ideas of sense" and "ideas of imagination"? Are these marks adequate? Discuss the general question of the relations of sensation, imagination and thought.
3. Explain and examine Hume's distinction of "natural" and "philosophical" relations, in its application to the conceptions of substance, causality and identity.
4. On what grounds does Kant oppose categories of the understanding to ideas of reason? Do you regard the distinction as tenable? Give reasons for your answer.
5. Does "Weber's law" hold good exactly and uniformly for all sensations? If not, how do you explain its limitations?
6. "Ideas have two constituents, (a) image, (b) meaning." Explain this distinction, and give reasons for its acceptance or rejection.
7. "There is pleasure in proportion as a

maximum of attention is effectively exercised." Explain this saying, and enquire whether or how far it is an adequate test of the relation of attention to pleasure and pain.

8. Words and their combinations express that process of analysis and synthesis which essentially constitutes a train of identical thought." What do you understand by analysis and synthesis? Discuss the general question of the relation of language and conception.

9. "The war of natural selection is carried on in human affairs not against weaker or incompatible individuals, but against their ideals or modes of life." Does this afford an adequate ground for distinguishing moral from non-moral action?

10. Discuss the question of the relations of rights and moral obligations, and base upon the result reached your view of the legitimacy or illegitimacy of punishment.

11. Give reasons for accepting or rejecting the doctrine of Herbart, that goodness and beauty are the same in kind.

Second Division.

CHEMISTRY.

November, 1912. Time: 2½ hours.

(Candidates are required to observe the regulations strictly.)

Note.—Seven questions only are to be attempted. All definite chemical reactions should be expressed by equations.

1. Define the term, *equivalent* of an element. One gram of carbon burns, yielding 3¾ grams of carbon dioxide: deduce the equivalent of carbon.
2. State and illustrate the law of definite proportions and the law of combining weights. How does the atomic theory explain these laws?
3. What volume of oxygen measured at normal temperature and pressure could you obtain from ten grams of potassium chlorate? What would be the weight of the oxygen? (K=39.)
4. You are given hydrochloric acid: describe how you would prepare from it (a) chlorine, (b) crystals of common salt.
5. Describe and compare the properties of chlorine, bromine and iodine.
6. How would you prepare ammonia gas, and aqueous ammonia? Describe the properties of ammonia and its chief uses, especially any industrial applications.
7. State, without using any theoretical terms such as atom or molecule, what the following equation means:—
$$\text{NH}_4\text{NO}_3 = \text{N}_2\text{O} + 2\text{H}_2\text{O}.$$
8. Describe the properties and chief uses of phosphorus. Name and give the formulæ

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of: (a) two compounds of phosphorus with oxygen; (b) any three compounds, each containing phosphorus, oxygen and hydrogen.

9. Describe a method of preparing metallic sodium. What occurs when sodium is brought in contact with water?

10. Tell what you know of the composition of soap. Explain the action of hard water on soap.

Second Division.

SPELLING.

November, 1912. Time: 30 minutes.

(Candidates are required to observe the regulations strictly.)

Note.—Copy the following, correcting the errors in spelling; 5 marks will be deducted for every misspelled word in your copy.

Allmost magikal as was the change thus suddenly efected in the aperance of the garrison, it was not the most intresting feature in the exciting seen. Chocking up the gaitway in which they were compleately wedged, and crouding the draubridge, a dence mass of huskey Indians were to be seen casteing their ferce glances around, yet parrallized in their movments by the unlooked-for displai of rezisting force, thretnening instent anihilation to those who should attempt ether to advanse or reseed. Never prehaps were amasement and disappointment more fosebly depickted on the human countenance than were not exhibited by these men, who had allredy inammaginashun sekured to themselves an ezy konkwst. They were the warriors, who had so resently been partisipanse in the manley yet innozent game of lakros; but insted of the harmless hurddle, each now karried a short gun in one hand and a gleeming tommyhock in the other. Their burst of rage and tryumph had evadently been chaqued by the unexpected manner of their resepsshun, and they now stood so sightent and moshunles that but for the rowling of their dark eyes as they kenely mesured the insirmountible barriers that were opposed to their progress, they mite allmost have been misstaken for a wild groop of statury.

C. S. HOCKEY LEAGUE OF OTTAWA.

This league has been playing particularly fast hockey this year, and all the five teams participating are so evenly matched that it would take a prophet to pick the winners.

At the time of writing, the schedule is nearly over and the standing of the teams is as follows:—

1st—East Block.

1st—West Block.

2nd—Customs.

3rd—Post Office.

3rd—Census.

The East and West Blocks are again tied for first place and each have another game to play, which they consider sure wins, and then will come the "grand finale."

When they played their other game a large amount of money, about \$100, was put up and the stakes should be even larger this time as the last game ended in a score of 2 all.

Each team is getting their rooters ready for the coming fray, and a good gathering is antieipated at either the Arena or the Rideau.

SALARIES.

The inadequacy of salary inducements in the Canadian civil service has been referred to in the reports of the C. S. Commission. The following notice which appeared in the Canada Gazette may illustrate this point:—

2. A general draughtsman in the Engineering Branch of the Department of Railways and Canals, Subdivision B of the Second Division, initial salary not to exceed \$1,200 per annum. Candidates must have had experience in connection with surveys and general engineering works of at least seven years' duration. Time spent in pursuing an engineering course in a University may be accepted in lieu of the above to the extent of three years.

At least four years should have been spent in the draughting office of a civil engineer or an engineering corporation, and preference will be given to an applicant who has had at least two years' experience in draughting in railway work. Neatness and skill in drawing are essential. Experience on survey, estimate and inspection work is desirable.

Statistics of U. S. Service.

At present the classified, or virtually classified, Federal service includes some 295,000 public servants out of about 391,000 civil officers and employees. Of the remaining 96,000 about 10,000 are Presidential appointees, about 3,500 employees of the Census Bureau, about 13,000 unclassified post office clerks, about 28,000 laborers and others employed on the Panama Canal, some 20,000 unskilled laborers and some 21,000 excepted from examination under Schedule A or subject to non-competitive examinations only.



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Correspondence.

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To the Editors of *The Civilian*:

In connection with any amendments to the Civil Service Act that might in the near future be proposed, or in the event of the Government consulting the Executive of the Civil Service Association, I would like to direct the attention of the Executive to the fact that a change ought to be suggested as to the minimum and maximum of the salaries of the different divisions and sub-divisions.

At the outset in the lower division it starts in right, as the promotion from Sub-division B of the Third Division to Sub-Division A of that division means an increase of \$100. In the others, the maximum of one is the minimum of the other, and usually when a department desires to promote one of its officers, there is a fairly good justification for it, and it should advance the belief that at least the duties he is entrusted with are performed satisfactorily. His promotion should therefore carry with it some immediate increase in order to make the promotion at the outset more than a mere change of classification.

As the maximum of the highest sub-division is \$4,000, I do not think it would be unreasonable to suggest some re-arrangement within this limit, as at present prescribed. By way of illustration, therefore, I think the following plan might be considered in the general interest of the service, and with due respect to all concerned.

3rd Div., Sub.-div. B	\$ 600 to \$ 800
3rd Div., Sub.-div. A	900 to 1,200
2nd Div., Sub.-div. B	1,000 to 1,600
2nd Div., Sub.-div. A	1,700 to 2,200
1st Div., Sub.-div. B	2,400 to 3,000
1st Div., Sub.-div. A	3,200 to 4,000

Anyone at the maximum of the Third Division, as at present provid-

ed, and promoted to the Second Division, should begin at \$1,300.

There is no desire herein of anticipating anything that may be done; the sole desire is to demonstrate that whatever salaries are allotted to the service, the minimum of the higher class should be more than the maximum of the lower, and that owing to the fact that it takes longer to reach the highest division, the increases therein should accordingly be greater.

OBSERVER.

Ottawa, February 15th, 1913.

To the Editors of *The Civilian*:

Dear Sir.—After carefully reading Sir Geo. Murray's report and almost everything that has been written regarding the Third Division, it appears to me that the vital issue has been entirely overlooked.

From all that has been said and written one would be led to conclude that the men in the Third Division (the old Junior Second clerks) were asking special favors from the government, whereas, they are simply asking justice, for the same treatment that was accorded to every class of clerks in the employment of the government when the bill of 1908, was put in force.

Before this bill became effective hundreds of temporary clerks were given permanent positions in the Inside Service, provision was also made for all clerks in the Senior Second and all higher classes, whereby, they were made eligible for promotions to chief clerkships without any academic obstructions. But what of the old Junior Second Class clerks, the men who had passed the same qualifying and promotions examinations as the Senior Second and the higher classes? Was any provision made for them? Were they given justice? The fact is that they were robbed of their standing as Second Class clerks and thrown back into a Third Class from which they had been promoted by the very same

educational and developmental examinations as their more fortunate confreres, who are now permitted to rise from grade to grade without any obstructions whatever.

I am thoroughly convinced from an interview I had with Sir Geo. Murray, that he was not familiar with these details.

I am not pleading for the clerks in the Third Division who were classed as labourers (temporary clerks) prior to 1908, these clerks were granted special favors by the bill and were transferred into the Inside Service and given permanent positions which they could not have secured without the aid of that bill.

There is a marked distinction between the two classes of clerks at present constituting the Third Division — the class that was thrown back or robbed of its status as Second class clerks and the class, one might say, that was thrown forward, the temporary clerks. In the one case you have a favour granted and in the other an injustice inflicted.

Surely in the name of all that is reasonable and just if the educational and other qualifications of the old Senior Second and Third Class clerks is accepted as a sufficiently high standard for promotion to all the higher grades of the service, the same privilege should be extended to the old Junior Second clerks who have passed the very same examinations and who were unjustly thrown back into the Third Division.

Very truly yours.

HONORE BRENOT.

Ottawa.

Mr. Clements.—Proposed Resolution. — That in the opinion of this House, the members of the civil service in British Columbia are at present receiving salaries that are very inadequate for their welfare, considering the high cost of living in that province; and immediate steps should be taken by the government to substantially increase the salaries now paid to the British Columbia civil servants.

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A NATIONAL ENGINEERING DEPARTMENT.

In January The Civilian published an essay by Mr. C. A. Bowman on the formation of a National Engineering Department. The Minister of Militia has expressed an opinion favourable to this idea as will be seen from the following report from the Montreal "Witness":

"There gathered in the Ritz-Carlton Hotel on the evening of Jan. 29th, for their annual reunion, a group of men who—if they so wished—could justly claim to have done more for the upbuilding of Canada than any other body of men. Great bridge builders, power engineers, city planners, transportation experts, met at the banquet of the Canadian Society of Civil Engineers.

Mr. W. T. Type presided at the dinner, and on his right was the Minister of Militia, the Hon. Sam Hughes.

Mr. George Mountain, the engineer to the Board of Railway Commis-

sioners of Canada, proposed the toast to 'Our Country'—an appropriate toast, he said, to be honored among a company of men engaged in directing and controlling the forces of nature for the uses of man.

THE MINISTER OF MILITIA'S SPEECH.

The Minister of Militia, the Hon. Sam Hughes, responded to this toast. He was among those, he said, who realized the wonderful work the engineers had done. Years ago he had travelled in the saddle over the plains of the West. At every Indian camp at which he arrived he heard that the engineer has been there before him. Young men, out then as assistants on surveys, had since become not only wealthy, but in many cases famous. He himself could claim in a manner to be an engineer—a topographical or political engineer. But he realized every day what the real engineers had done in this Dominion when he com-

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pared the travel of to-day and that of thirty years ago.

“But mark my words,” he continued, “although much has been done, only the fringe of much of our country, particularly the Northland, has been touched. I have seen grain growing in the Peace River district, hundreds of miles beyond any railway track.”

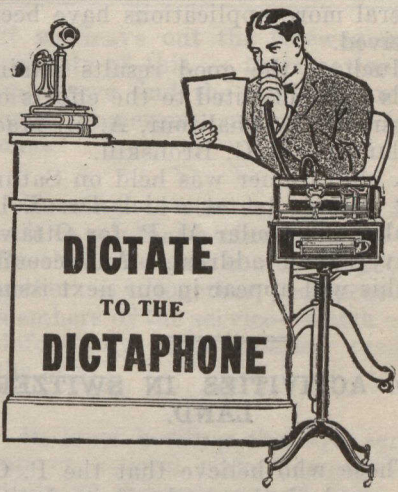
FOUND A NATIONAL ENGINEERING CORPS.

The speaker looked forward to the foundation of a national engineering corps in the Dominion. On the council of the body many of those present would be welcomed. This body would deal in an expert way with all classes of engineering, on which the people had a right to be consulted.

C. S. CLUB OF OTTAWA.

The recent membership campaign yielded excellent results. It was originally decided to endeavour to obtain 40 new members before Feb. 20. On the evening of that day 44 applications had been received and were voted into the Club, as follows:—

- Allen, C. J., Aud.-Gen.'s office.
- Beausoleil, L. J., Naval Service.
- Blue, W. A., Interior Dept.
- Charlton, H. A., Agricultural.
- Cunningham, W. C., Pub. Printing and St.
- Dennis, H. C., Mar. and Fish. Dept.
- Dennis, W. M., Int. Dept.
- Doyle, T. V., Customs.
- Fiset, Col. E., Dept. Min. of Mil.
- Foley, J. G., Clk. Crown Chancery.
- Girard, R., House of Commons.
- Grisdale, J. H., Div. Exp. Farms.
- Hinds, A. H., The Senate.
- Hubbell, Maj. E. W., Insp. of Surveys.
- Inkster, F. B., Interior Dept.
- Inkster, E. C., Ry. Com.
- Learoyd, E. L., Post Office Dept.
- Legault, O., P. O. Dept.
- Lelievre, S., Asst. Clk. Senate.



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- Munro, R., Customs Dept.
- McGrath, E. D., Pub. Print. Dept.
- Nelson, Frank, Asst. Secy., Int. Dept.
- Neshan, E. W., Int. Dept.
- Neuman, L. H., Agricultural Dept.
- O'Connor, Geo. J., Customs Dept.
- Patenaude, J. C., Pub. Print.
- Philipps, A. T., Rys. and Can. Dept.
- Pope, G. D., Int. Dept.
- Price, C. J. F., Pub. Print.
- Raley, G. L., Int. Dept.
- Roe, J. Sidney, Priv. Sec. Min. Cust.
- Ryder, Ed., Pub. Print.
- Saunders, J. C., Finance Dept.
- Snelling, C. S., Pub. Print.
- Snow, A. T., Pub. Print.
- Talbot, F. N., Nav. Service.
- Taylor, J. G., Pub. Works.
- Ternan, T. B., Ry. Lands Br.
- Valiquet, O., Pub. Works.
- Wilson, H. W., Int. Dept.
- Wright, R. C., Pub. Works.

Owing to the success of the campaign it was decided to continue the

special rate until March 31st and several more applications have been received.

Much of the good results attained is to be credited to the efforts of Messrs. J. M. Chalifour, A. M. Mac-Millan and F. G. Bronskill.

A club dinner was held on Saturday, March 1st at which Dr. J. L. Chabot the poular M. P. for Ottawa delivered an address. An account of this will appear in our next issue.

P.O. ACTIVITIES IN SWITZERLAND.

Those who believe that the P. O. has reached the peak of its legitimate usefulness will doubtless be somewhat disturbed by the following which appeared in a recent exchange: — In Switzerland you can send through the mails a house and lot or a million tons of pig iron if you please and will pay the postage. The government does not care how much you send; send all you like; the more the better. The government will despatch waggons for your pig iron anywhere you wish, and at the other end of the line it will deliver wherever you say, and the transit will be quick and safe. Or, if you wish, the government will transport the iron and collect your bill for it from the purchaser and deliver the money to you at your house, or your office, or your hotel. Or, if you owe money and wish to pay it, in your own town or any other, you can give the money to the post office and it will deliver it to your creditor wherever he is and bring you a receipt. If you live in the country you can pay the money to the letter-carrier and he will attend to the payment.

If you wish to forward your baggage, perhaps in advance of your journey, the post office sends for it, and when you reach your destination your luggage awaits you at your house or hotel. Whether one

trunk or fifty makes no difference. The sums you pay for this admirable service are trifling. I have sent a box weighing twenty pounds half-way across Switzerland for 6d., the postal officers calling for and delivering it. On a package weighing one and one-tenth pounds you pay 1½d; up to five and one-half pounds, 2½; to eleven pounds, 4d; to twenty-two pounds, 7d; to thirty-three pounds, 10d; to forty-four pounds, 1s 3d. These rates apply between any two post offices in Switzerland. For packages weighing more than forty-four pounds, there are rates by the distance, varying from 3d to 1s for eleven pounds.—*Katipo.*

THE INTERNATIONAL GEOLOGICAL CONGRESS.

Within the last twenty or twenty-five years, the science of geology has developed in a direction that has brought it into direct and serviceable association with those classes of commercial enterprise that are dependent on engineering. While this is especially true in respect of mining, it applies almost equally to rail-roading, municipal engineering, and other activities of a like nature. The dependence of mining on geology is attested, for example, by the fact that a geologist is now invariably included on the permanent staff of every mining corporation of importance; and the demand in recent years for the services of capable men to occupy such positions has been quite out of proportion to the supply. This largely explains the circumstance that the invitation to the International Geological Congress to hold the next meeting in Canada was made, not only at the instance of the Canadian and Ontario governments, and of the Royal Society of Canada, but at that of the Canadian Mining Institute, an association representative, in a truly national sense, of the mining industry

of this country. It is believed that this meeting will immensely benefit mining in the Dominion.

Further information may be obtained by applying to the Secretary, Twelfth International Geological Congress, Victoria Memorial Museum, Ottawa.

A VETERAN GONE.

Veteran in the militia, veteran in sport, veteran in the public service and veteran as a resident of Ottawa was Isadore N. Deslauriers who died at his home on Besserer street on the evening of February 21st. Mr. Deslauriers was born in 1835, came to Ottawa in the year of Confederation, was long connected with the Department of Railways and Canals, served in the Governor General's Foot Guards, was one of the founders of the St. Hubert Gun Club and accompanied successive Bisley teams across the ocean. Announcement of his death roused many memories in the minds of old-timers in Ottawa.

Athletics.

The Civil Service of Ottawa occupies a very large place in the various sports and games carried on at the Capital, both in winter and summer.

On the bowling alleys they are very proficient and furnish almost half of the experts of this healthful pastime.

On the curling ice one finds every second man, a civil servant, whether at the Rideau, Ottawa or Glebe rinks.

In hockey, the same statement holds good, both in the professional and amateur ranks.

~ ~
In the fascinating sport of skiing,

if we leave out the Norwegian exponents of this — their national — sport, we find the civil servant the most numerous among the 'good ones.'

~ ~
Turning to summer sports, it is safe to say that a nine from the City Baseball League could be got together — altogether composed of members of the service—which could defeat any other amateur team in the city.

~ ~
In lawn bowling the civil service put on several rinks composed entirely of themselves, and have won many of the trophies offered.

In lawn tennis also, the service generally holds the city championship.

All the above is most natural when one reflects that the service at Ottawa furnishes about 4,000 adult males to the city's population. What *The Civilian* desires to lead up to is a strong, concerted, movement to re-establish the Civil Service Athletic Association on a sound basis and secure grounds and a club house for its members. If the fee were put at a nominal figure why should there not be a membership of 1,500?

~ ~
The Civilian believes that there is a young member of the service who is able to organize this movement. We refer to Mr. H. R. Sims of the Public Works Department. Will he undertake it?

~ ~
Ski enthusiasts will be much interested in a neat little volume which has just been issued under the title of "The ski runner in Canada," published under the auspices of the Montreal Ski Club. It contains articles from the ski clubs of Montreal, Toronto, Ottawa, Three Rivers, Ste. Agathe, and others. The booklet is sold by the leading local stationers at 50 cents.

Double Benefits of Superannuation Demonstrated in Ottawa.

A recent issue of the Ottawa "Journal" contained an admirable article on the teachers' superannuation system maintained by the Public School Board of the Capital. Civil servants perused the article with much attention and satisfaction for the irrefutable arguments in favor of superannuation therein set forth apply with equal force to their own case; and interest was added by the fact that the system was founded in the schools by Lieut.-Col. W. P. Anderson, a veteran civil servant.

The system provides that out of the salary of each employee of the School Board there shall be retained for the superannuation fund 46 per cent. for men and 3 per cent. for women—who are known as "contributors." To this fund the School Board adds each year a sum equal to 1 per cent. of the total amount of the salaries of all contributors.

At the end of 35 years service an employee is retired on a pension for the rest of his life, equal to 70 per cent. of the average salary he has received. But, whether he has served 35 years or not, he is retired when he reaches the age of 65 (or 60 in the case of women) and receives a pension equal to 2 per cent. of his average salary for each year he has been employed. If, for instance, he entered at the age of 40, he would receive, on retirement at 65, a pension of 50 per cent. of his average salary.

In case of ill-health, the employee who has seen 12 years or more of service may be retired on a pension, pro rata. If less than 12 years, he gets back all he has paid in, with interest at 4 per cent.

If a contributor, after 6 years' service, resigns, he is returned all he has paid in, without interest; if he has been employed less than 6 years, he forfeits all his contributions, unless he resigns to get married.

When a male contributor dies his widow gets a pension, for life if she remains single, or until she re-marries, equal to one-half of the pension her husband himself would have been entitled to, pro rata, at the time of death, even though he died after only one year's service; and his children receive annually until maturity a sum equal to one-fifth of such pension.

Col. Anderson has this to say about the plan:—

It at once benefits the public, the Board

and the teachers. Such a practical plan of insurance against death and old age attracts to us a better class of instructors. It breeds contentment; the teacher feels at rest financially about his future. This enables him to do better work. And as each year adds to the financial source of his contentment, he is inclined to be permanent, which means much to the community.

Because of all this, the Board not only finds less trouble in maintaining a standard of efficiency in its teaching staff, but through the age limit specified in the by-law, rids itself automatically of the problem of what to do with the worn-out teacher. Men and women 55 to 65 years old have no business teaching the "young idea." They are not, as a rule, capable of keeping abreast of the times, but hark back to the ways of another generation. Besides, the nervous strain of so many years of teaching unfits them physically, and they should retire for their own good if for no other reason.

Not many years ago we had a pathetic case of this kind. One of our teachers was an old man who had become unfit to manage children. We hated to ask him to go, as he enjoyed his work as much as ever, but certainly something had to be done. Finally, I persuaded him to retire on a special pension granted by the board. Under the superannuation scheme he would have been retired automatically.

And what does the whole thing cost Ottawa ratepayers? Only the little one per cent. of the salaries the Board contributes to the fund each year. Surely we are fortunate in having a scheme that benefits all without being a hardship on any.

As a citizen and occupant of a position of public trust, Col. Anderson is abreast of the times. There is good reason to believe that certain members of the Government are equally appreciative of the great public utility of superannuation of public servants. Those whose names are identified with the work of placing a Civil Service Superannuation Act in the Statutes of Canada will be long remembered as men conspicuously fitted for the high positions which they occupy.

The eccentricity of genius is one thing; the foolishness of mediocrity quite another. It is one thing to have your farm muddy now and then; another to have it all swamp.

BOWLING IN OTTAWA.

The alley bowlers of the Ottawa service held a very successful "smoker," combined with boxing competitions, particulars of which have been already published in the press. The entertainment was intended as the closing feature of the regular season. In this connection, *The Civilian* has received a valuable contribution on the subject by way of valedictory. The writer deploras the waning interest, and offers some valuable advice. The ideas advanced are as follows:—

The C. S. Bowling League, having completed the regular season schedule, have started on a post-season series minus three teams, the players desiring to continue being drafted to other teams. While this arrangement may work out satisfactorily for the remainder of this season, it is evident that if the league is to continue the success it promised, the departmental basis for arranging the different teams must go.

It is only necessary to review the history of C. S. bowling to note a serious falling off in the interest in the game. From the largest league in Canada, comprising fourteen teams with 198 active bowlers, the league, as now composed, consists of seven teams with probably not more than 50 interested, and further if the present arrangement is continued it is more than likely that two more teams will drop out, which must of necessity force the league out of existence.

The reason for this lack of interest is apparent to those who follow the game, viz., lack of competition. For the past four seasons, at the very least, eight of the teams comprising the league had no chance whatever from the beginning of becoming champions or near-champions, and any fair-minded person who has ever taken part in any sport or pastime, knows the difficulty to be met in sustaining interest or arousing enthusiasm in a team or individual that is hopelessly beaten from the first.

When the civil service first decided to go in for bowling, it was more or less of an experiment, and the departmental basis was adopted, solely for getting members interested and to ascertain the bowling strength of the service. It is not believed that it was ever intended that the departmental method of selecting teams was to become a fixture. Different rules have been adopted from year to year to more evenly balance the different teams, but these have proven more or less of a failure in so far as attaining the result desired. It would seem, therefore, that the remedy is not in changing the rules of the game itself, but to dis-

tribute the players, so that the teams would be more evenly balanced. It has been suggested that a committee be formed before the beginning of another season and, from records in past years, select twelve or fourteen names of the leading bowlers as captains, and from the same records allot the remaining players according to averages. This method would ensure keen competition throughout the entire season, and a corresponding interest in the outcome. It is said by one who has given the matter considerable thought that it is possible to place fourteen teams in the league, evenly balanced, without disturbing to any great extent the present personnel of the teams. Bowling is a good game, and furnishes recreation for scores of civil servants that have no other form of amusement, and should be encouraged, but,—the handwriting is on the wall. It would be well for the officers of the league to take note.

* * *

It is noted that the rink selected by the Executive of the Eastern Lawn Bowling Association to represent Eastern Canada with the Canadian lawn bowlers on a tour of England and Scotland the coming season, includes two civil servants, viz., Mr. R. R. Farrow, Asst. Commissioner of Customs, who was unanimously selected as skip of the rink, and Mr. Wm. A. Warne, Chief Trade Statistician of the Department of Trade and Commerce. Both are keen, experienced bowlers, and the rink that takes their measure will know that they have been through a game.

* * *

Interesting departmental games are taking place in Ottawa on frequent occasions and much pleasure is derived. The C. S. Hockey League goes merrily along. Among other events of this kind may be mentioned a hockey game between the Third and Fourth floors of the Printing Bureau, the latter winning 11 to 6. An interesting event was a curling match between members of Parliament and the civil service on Ash Wednesday, the permanent service defeating the Commons by 8 shots. A return game on Saturday last was won by the members.

Governor Sulzer of New York made a clean sweep of the Dix Civil Service Commission. On January 1 the Governor appointed as members of the State Commission Messrs. Jacob Neu of Brooklyn, Dr. Meyer Wolff of New York City, and James A. Lavery of Poughkeepsie. So far as is known, none of the new commissioners has ever had any experience in civil service matters and all are known to have been active in politics at various times.

Personals.

The following list includes changes that have taken place in the service up to Dec. 31st, 1912.

Appointments.

Customs Dept.—Peter R. McDonald, U. L. Nicholson, prev. off Rossland; Wm. Turnbull, Clerk, New Westminster.

Inland Revenue—Roy S. Clements, Victoria; C. B. Treverton, Belleville; John A. Chisholm, Ottawa, Outside Div.; P. J. Fegan, Winnipeg.

Interior Dept. — F. Geo. Bertin, Mining Recorder.

Mines — Sidney C. Ells, Div. 2A; Miss Mamie Young, Div. 3B; U. V. Anderson, Div. 2B; A. V. Mills, messenger; A. Lyon McKenzie, messenger.

Marine and Fisheries—W. J. Duncalfe, clerk, Victoria; B. V. Harmon, to Div. 2B.

Public Works—Miss M. MacCullum, Toronto; Miss Edna Simon, St. John, N.B.; Miss Beatrice Chene, Div. 3B; V. Colin Ewing, St. John, N.B.; Miss Emma Gerrie, Winnipeg; C. E. Hamilton, Halifax; W. B. Blanchet, Toronto; Walter Griesback, Windsor, Ont.; A. H. Seaton, Vancouver; Miss Laetitia Noel, Div. 3B; Otto Beck-von-Staffeldt, Div. 2B; A. E. Burns, Vancouver; Percy Harrell, Div. 3B; Robt. Blais, Ottawa; D. H. Hunter, Div. 2B; K. M. Cameron, Div. 1B; Miss Therese Duhamel, Montreal (Eng. Beh.); Miss Sylvia B. Jenus, Prince Rupert (Eng. Beh.); N. E. Keyt, Chase, B.C. (Eng. Beh.); Miss Mary N. Stewart, Div. 3B; Armand Trudel, Div. 1B.

Secy. of State—A. E. Lewis, Div. 3B.

C. S. Commission—Wm. Paynter to Div. 3B.

Railways and Canals — J. V. Lajoie, Railway Commission; Miss Veronica Loasly, Div. 3B; Parker Hollington, Railway Commission; F. A. Edwards, T. E. Dunsmore, Railway Commission; Clifford Parker, Railway Commission; Eugene E. Fair-

weather, Div. 2A; E. R. Williams, Div. 3B; H. A. Morris, Div. 3B.

Promotions.

Inland Revenue—E. L. Bergeron to 1st class, Quebec; E. J. A. Johnston, to 1st class, Toronto; Geo. Simpson, Jr., to 1st class, Vancouver.

Justice—Wm. S. Edwards, to Div. 1A.

Marine and Fisheries — Capt. H. St. G. Lindsay to Div. 1A; Alex. Demers to Div. 3A; P. R. White to Div. 2B; Miss H. M. Percival to Div. 3A.

Naval Service — Oscar Vezina to Div. 3A; Jos. Dupuis to Div. 3A.

Public Works — Fred Taylor to Div. 3A; Mrs. M. L. Belanger to Div. 3A; C. D. Sutherland to Div. 1B; Jos. St. Denis to Div. 1B; C. McN. Steeves to 3rd class.

Railways and Canals — R. McCrimmon to Div. 3A.

Royal N. W. M. Police—Lawrence Fortescue to Comptroller, Wilfrid L. Foisy to Div. 3A.

External Affairs—J. J. Connolly to Div. 3A.

Secy. of State—G. R. Shibley to Div. 2B.

C. S. Commission—Stanley Daley to Div. 3A.

Light Food.

A working man having been taken ill, his wife was given instructions by the doctor to keep him quiet and to give him only light food. "Do not let him get excited," the doctor said, "and if he seems restless and feverish you must put a thermometer under his arm, and tell me when I call to-morrow what temperature it records." When the medical man called the next morning he was surprised to find that the patient was much worse. "Did you take his temperature last night, as I asked you?" he inquired. "Yes," said the woman, "I put the barometer under his arm just as you said, and it went round to dry, so I gave him some beer!"