

**PAGES**

**MISSING**

# THE CIVILIAN

VOL. IV.

APRIL 5, 1912

No. 25

## How Positions on Hansard are now filled.

A good deal of discussion has taken place during the past fortnight on the methods followed by the government in filling two vacancies which had occurred on the staff of Hansard. The old way is well-remembered: the positions would have been filled by political nomination; the men might have been good or bad: they would have been chosen in great part on other grounds. This method is still open to the government under clause 21, and it is greatly to the credit of the Speaker that he set his face against it and threw the positions open to competition.

In adopting the latter course the Civil Service Commission was required to suggest a method of procedure. The test was arranged somewhat as follows: Of a total of 1,000 marks, 500 were allotted to the reporting of an actual debate in the House, the candidates being placed in the reporters' gallery. Of the remainder, 200 marks were allotted to the writing of a précis of an actual debate in Parliament. This paper read as follows: "Give, in brief form and in your own words, the substance of the debate reported in the accompanying section of Hansard, Columns 622 to 635. Special attention should be given to literary form, and to clearness and accuracy of expression." Of the remaining 300 marks, 100 each were allotted to an examination in history, geography, and literature. The papers follow:

### History.

March, 1912. Time: 3 hours.

*(Candidates are required to observe the regulations strictly.)*

Note.—Six questions only are to be attempted: three from each section.

#### ENGLISH HISTORY.

1. Trace the development of the British Empire from the beginning of the Seven Years' War to the close of the Boer War, giving names of leading battles and treaties of peace wherever you can.

2. Name, in their chronological order, the chief constitutional landmarks in English history from Catholic Emancipation to the retirement of Mr. Gladstone from public life, giving an account of each measure mentioned, and describing, where you can, the part taken by leading statesmen in the parliamentary contests connected therewith.

3. Write on the Irish question, as it enters into English politics, from 1798 to the present day.

4. Give an account of the relations of England and France from the beginning of the French Revolution to the death of Edward VII.

5. Write briefly but clearly on the invention of the steam-engine and the locomotive; the origin of the Crimean War; the part of England in the Treaty of Berlin, 1878; the Chartist Movement; the career of Lord Palmerston or Sir Robert Peel.

#### CANADIAN HISTORY.

1. Describe the struggle for Responsible Government, and discuss its operation from the union of the two Canadas to Confederation.

2. Outline the relations of Canada with the United States since 1775, dwelling chiefly on the War of the Revolution or the War of 1812.

3. Sketch the political history of New Brunswick or Nova Scotia from 1800 to 1900; or discuss the development of the Western Provinces since Confederation.

4. Write in full biographical detail upon the career of any Canadian statesman not now living.

5. Make brief but clear notes on La Salle; Lord Dorchester; Lord Durham's Report; the Fenian Raids; the Jesuits' Estates Act.

### Geography.

March, 1912. Time: 2½ hours.

(Candidates are required to observe the regulations strictly.)

Note.—Six questions only are to be attempted: not more than four from any one section.

### PART I.

1. Discuss the advantages and the disadvantages of the Hudson Bay route between England and Canada.

2. Compare Halifax and St. John: (a) as winter ports; (b) as naval bases.

3. What canals are passed through between Fort William and Montreal, and what natural obstacles are they designed to overcome?

4. Draw a map outlining the route of any two Canadian or United States transcontinental railways.

5. Compare the advantages and disadvantages of Canada as a wheat-producing country with those of any one of her chief rivals.

### PART II.

1. What effects on Canadian trade may be expected from the opening of the Panama Canal?

2. Describe, if necessary illustrating your answer with a map, the points at issue in any one of the Anglo-American boundary disputes affecting Canada.

3. Name the chief islands of the

West Indies. To what powers do they belong? What are their most important products?

4. What geographic conditions have aided the commercial development of the North of England?

5. Where and what are the following, and what is their commercial, political or strategic importance: Agadir, Bagdad, Blacksod Bay, Cyprus, Delagoa Bay, Delhi, Rosyth, Sao Paulo, Walfisch Bay, Yass-Canberra?

### English Literature.

March, 1912. Time: 3 hours.

(Candidates are required to observe the regulations strictly.)

Note.—Eight questions only are to be attempted.

1. Name three of Shakespeare's historical plays; and write a brief synopsis of any one.

2. Name three of Shakespeare's comedies; and give some account of the heroine of any one.

3. Name three of Shakespeare's tragedies; and tell what the hero does in any one.

4. Write a brief life of Milton, name his chief works, and make a synopsis of one of them.

5. Describe the following works, naming the author in each case: *The Fairy Queen*, *The Pilgrim's Progress*, *The Spectator*, *Gulliver's Travels*, *Robinson Crusoe*, *Pamela*, *Tom Jones*, *The Vicar of Wakefield*, *Rasselas*, *Tristram Shandy*.

6. Characterize the poetry of Burns, or of Thomas Moore.

7. Name Scott's poems. State briefly the plot of any one of his romances.

8. Give some account of Byron's life and of his most important poems.

9. What works of Dickens have you read? Describe the most comical character in any one of his novels.

10. What are the following authors remarkable for: Boswell, Gibbon, Johnson, Carlyle, Macaulay, Lockhart, Marryat, Lever?

11. Tell what you know of the fol-

lowing characters, naming the work in which each occurs: Falstaff, Hamlet, Portia, Mrs. Gamp, Pecksniff, Squeers, Rebecca Sharp, Alan Breck,

Sidney Carton, Private Mulvaney.

12. Who are the most important living novelists, short-story writers, and poets? Give reasons in each case.

## Some Underlying Principles in Superannuation.

Henry William Manly is the president of the Institute of Actuaries, London, England. He is recognized as the foremost actuary in England to-day. His book on Staff Pensions is the recognized textbook on the manner of dealing with pension funds. This book is consulted by all actuaries who are called upon to estimate the valuation and future progress of a pension fund. Mr. Manly was engaged as an expert by the British Government when they made their last change in the pension system in England in September, 1909.

A few months ago one of the directors of the United States Civil Service Reform League addressed to Mr. Manly an inquiry as to some of the principles underlying state-pension systems. Mr. Manly's reply, as published by the Committee of Congress on Reform in the Civil Service, to whom it was presented during January, is as follows:

157 Highbury, New Park,  
London, November 28, 1911.

George T. Morgan,  
United States Mint, Philadelphia, Pa.

Dear Sir: You ask me to make a statement of my views on pensions for employees in the civil service, and state that I have been quoted in favor of a compulsory savings-bank plan.

I have had a very large practice in pension-funds finance, have been consulted by the British Government, municipal corporations, many of the great railway companies and banks, as well as large commercial firms, and have written very largely on the subject; but I can not understand

how any words of mine could be construed as being favorable to the savings-bank principle. I consider it to be the worst scheme ever proposed, as I shall presently show.

What are the uses of a pension scheme?

A proper pension scheme should appeal to the commercial instincts of the employer; for by attracting the higher-grade men into his service, by filling the places of the superannuated with young and vigorous men, and by making promotion more rapid, he will be securing contentment, efficiency, and loyalty in the service and be practicing the strictest economy.

It must always be remembered that in a contributory scheme the members' contributions belong to them; it is their money and they must have it back somehow. If a member resigns or is dismissed or dies, his contributions must be returned to him or his representatives, and if he die after entering on pension, and the pension payments do not amount to his contributions, the difference must be returned to his representatives.

How does the employee view a pension fund?

As a very young man he views it with indifference. He will never live to the pensionable age, and if he does he will not be found in that place. When he grows a little older he begins to appreciate the importance of a pension, and if there is no pension scheme he becomes discontented and will try very hard to obtain some other employment where a pension is secured, and take less salary to get there.

If it is a wholly contributory scheme, then the contributions are a heavy tax, and the employer ought to help him to pay them. This plea, at the outset at least, can not be resisted, so that the employer really starts with contributing to the fund. As the employee is entitled to a return of his contribution if he leaves, it is really a temptation for him to resign if he can obtain an appointment, for the same or even less salary, where there is a pension scheme without contributions.

If it is a partially contributory scheme, where the employees and employer contribute equally, the tax is not so great, and as the employer is also taxing himself the burden can be tolerated. Moreover, when he has some years to his credit for pension he becomes more contented and is not so anxious to leave.

If the pension scheme is non-contributory—that is, a straight-out service pension—then he has no grievance. Each year adds to his credit for pension, and he will be content with a much lower salary than in a service where there is no pension scheme or a wholly contributory scheme and less than where there is a partially contributory scheme. To attract him to another employment it would be necessary to offer him a very large increase in his salary.

How should the employer view a pension scheme?

His first impression no doubt would be that he is asked to give away something which would be an addition to his salary list, and that the employee, if he wants a pension, should pay for it himself. But if there is no proper pension fund there is no inducement for his competent and efficient men to stay with him except the question of salary. They will readily transfer their services to an employer who promises them a pension for less salary than he is giving them, and to keep them he has to pay more in salaries than a reasonable pension would cost. For

mere pity he will have to keep his men on till long past their best working days, and eventually he will find that his salaries are higher than those of the employer with a proper pension scheme, and that, nevertheless, he has a discontented staff, with a number of old and inefficient members.

Perhaps in order to make the employee pay for his pension he will start a compulsory savings-bank scheme, the whole contribution to come out of the salary of the employee. If the scheme is to be worth anything for pension purposes, the deductions from salary must be very large, and in order to enable the employees to pay the contributions he will have to increase the salaries to nearly the amount of the deductions. He will thus be paying the contributions to the savings fund himself and be no better off, because his best men will transfer their services at the first opportunity to an employer who has a proper pension scheme for the same salary, less the contribution to the savings fund, and take their savings with them. Thus, the employer will be paying most of the contributions to the savings funds, encouraging his best men to leave him, and be left at last with an incompetent staff. He would be worse off than if he had never started the scheme, and all that he would gain would be that he could discharge his inefficient at 65 instead of keeping them on till 70 or 80.

If the employer guarantees a straight-out pension, with no contribution from his employees, he obtains the pick of the market for the lowest salary. The competition for his best men will be almost entirely confined to employers who give the like benefits, and to induce an employee to transfer his services he must be compensated for the years of service toward pension which he will lose and receive a good addition to his salary for change of employment. An employer would get a com-

petent and official staff; he would be able to remove the inefficient at the earliest pension age, fill their places with young and energetic men, and provide for promotion in the service.

### General Conclusions.

I have studied the working of pension schemes for many years, and I have come to the conclusion that the employer does, in the long run, save the contributions he makes to any proper pension scheme (in which I do not include the savings-fund scheme) out of his salary list, and, paradoxical as it appears, the more he contributes the more he saves.

My conclusions may be summed up as follows:

1. That the straight-out pension attracts the services of the best men, secures contentment, efficiency, loyalty, and a steady flow of promotion, and is the most economical for the employer.

2. That the next best plan is for the employer and employees to contribute equally to a pension fund; because then efficiency is secured by superannuating the old and inefficient, thus providing for the promotion of the best men and for the introduction of young and vigorous men.

3. That a pension fund to which the employees alone contribute is better than nothing; but the service does not attract the higher-grade man; it breeds discontent and keeps the staff inefficient, and all that can be said for it is that it provides for the superannuation of those men who remain in the service long enough to qualify for it. From a monetary point of view it is more expensive than a service without any pension at all.

4. That the compulsory savings-fund scheme is the worst of all. There is nothing attractive whatever about it. If the savings are to be large enough to provide for a pension at 60, they will be so great that the employer must help by increasing the salaries; but the fact that the

savings are the property of the employee is a direct incentive for him to leave the service and withdraw them. Thus, all but the most inefficient would leave at the first opportunity, and the result would be that the employer would have to pay most of the savings and have a most inefficient staff. This I know from experience, for I have been consulted by large employers of labor who had savings-fund schemes and who found them to work out most unsatisfactorily.

H. W. MANLY.

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### RAILWAY MAIL CLERKS.

Once more we have a sad story to print of accidents to mail clerks. It is only a year ago, since the terrible tragedy on the Buffalo and Goderich line. I am sure the whole Civil Service will sincerely hope that Messrs. Fulton and Park will completely recover from their injuries and, at the same time, through the columns of our "family-journal," proffer them and their loved ones a sympathetic greeting.

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The fine old game of rackets, of which the modern lawn tennis is a variation, seems to flourish only in Montreal. One would think that Ottawa could support a club and a court. The Racket Court on Metcalfe street was originally designed for this purpose and many a hard-fought game took place there. It is a splendid game for the winter months, especially for the busy office man and brain-worker. Last week the championship of Canada was won in Montreal by Mr. F. F. Rolland, who defeated Mr. Gordon W. McDougall after a hard match. This is the ninth time that Mr. Rolland has held the coveted honour—although not consecutively.

# THE CIVILIAN

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THE EDITORS,

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P. O. Box 484, Ottawa

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

Ottawa, April 5, 1912

## THE POST OFFICE DEPARTMENT.

The session of Parliament just closed has been productive of much legislation of a Civil Service nature which may properly be reviewed at a later date by *The Civilian*. As was not unexpected, the government, so recently taking up the reins of power, did not feel disposed to take up so large a measure as the subject of superannuation involves. The attitude of the government on this question, however, seems to be satisfactory.

There is one item of Civil Service legislation to which we desire for the moment to draw more particular attention. It is without doubt a subject for congratulation and gratification that the government has at last taken action in respect of the classification and salaries of the

Post Office Department. It will be recalled by our readers that some months ago the following appeared in our editorial columns respecting the Post Office Department.

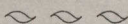
"Some years ago an ambitious minister at the head of the Post Office evolved the idea of bringing that great utilitarian service into the category of 'legitimate revenue services.'

"None, except those on the inside, know to what extent this branch of the service has been starved in order to turn out a paltry surplus."

The relief comes none too soon nor is it general or immediate enough to compensate for the long years of neglect which have gone by. As the bill will operate, it is understood, a great number of the clerks in the department will not get any immediate advantage, but will have to wait for years to reach their new maximum. Some indemnity in consideration of the increased cost of living during past years when the salaries of Post Office officials have remained unchanged, would appear to *The Civilian* to be simply an act of justice and a recognition of special facts and considerations. For this department, though not to be sure fed on a diet below the poverty line, has been by a misapplied policy of economy kept below the level of greatest efficiency.

In the issue of March 8th *The Civilian* published the full text of the amendment to the Civil Service Act introduced by Hon. Mr. Pelletier. Since that time we have endeavoured to obtain the views of the Outside Division of the Post Office service, but without success so far as a general consensus of opinion is concerned. It gives us pleasure to report that so far as heard from the classification and schedules set down in the new act give satisfaction, but until fuller reports as to the application of the new conditions are made to the federation or to ourselves through our subscribers we are unable to say more than that it is a

step forward for which all should be thankful.



### THE EDUCATED POSTMAN.

The schoolmaster is evidently abroad in England. The *Postmen's Gazette* has been discussing the question of stair-climbing by letter-carriers. This is particularly apropos of delivering mail in apartment houses, where postmen are not always allowed to use the elevators. Commenting upon the excessive climbing, one postman writes:

"It is, we submit, quite possible, owing to the resilient equipoise of the human mechanism, to have systematic and oppressive overwork without its eventuating in a sensational casualty list."

The last sentence of the article is even more imposing. It runs:

"In the course of these articles we hope to show a substantial array of theoretical and empirical evidence in support of our caveat against the finality of the 1907 inquiry."

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### THE RAILWAY MAIL SERVICE.

The Buffalo Enquirer of March 9 contains the following leader on steel mail cars. Their desirability is so plainly proved that comment is unnecessary:—

#### THE ALL STEEL CAR.

That there are more railroad wrecks in this country than in any other country in the world, there is little doubt. But when one considers that the railway mileage of the United States is almost that of the remainder of the earth and that the average speed of trains is much faster than those abroad, the percentage is not so alarming. But, due to the introduction of the all-steel car, the percentage of deaths and serious injuries when cars leave the tracks or collisions occur, is growing much smaller.

Recent wrecks prove this. On Thursday a serious wreck occurred near West Lebanon, Ind. Eight cars left the track and rolled down an embankment. A steel mail car turned over twice, but the five clerks working inside were uninjured. The sooner all roads begin using all-steel cars, the safer will be their passengers and the smaller the damage actions.

\* \* \*

Mr. Harry F. Ferguson, railway mail clerk, Moose Jaw, Sask., was in a wreck last year, but escaped with a shaking up. He took a holiday and returned to work, but resigned a couple of weeks ago and returned to his home at Fort Erie, as he found himself physically unable to continue his duties.

\* \* \*

From the information that is at my disposal, the clerks would welcome very heartily the issuance of commissions that would enable them to make journeys on duty on the various trains without having to explain to conductors (when they are not provided with transportation, which often happens) that they are railway mail clerks. Sometimes the conductors object to carrying the clerks, which makes it very disagreeable for them. The railway authorities evidently expect the P. O. authorities to issue these passes or "commissions," as the conductors' rule books instruct the holders to honor them when presented. There are or 16,000 railway mail clerks in the United States carrying these commissions for a great many years. If they had not proved satisfactory, it is reasonable to suppose that they would have been abolished by our very shrewd neighbors. Besides their "commissions," the U. S. mail clerks (I am informed) can obtain half-fare transportation for the members of their families, a most desirable concession. Trouble has resulted through clerks depending on temporary or complimentary passes. Relieving mail clerks are sometimes wired, when a long distance from headquarters, to



proceed to a certain point, and have nothing to show the conductor of the train he travels on but the wire. A squabble might easily arise that would prove embarrassing to the innocent mail clerk—indeed, such a thing is not unknown. It might be objected that commissions or passes would militate against the recovery of damages should a clerk be killed or injured in an accident; but, if the clerks are willing to accept the “commissions,” the risk (if any) would be theirs; but it is pretty certain that the Canadian High Courts would not absolve railways from liability should such a question arise. Passes were in use some years ago and clerks who used them consider that they were most useful. I have had, personally, trouble over transportation that would not be possible if I had a permanent right to *requisite* transportation. If the P. O. authorities decide to re-issue these passes I think that general satisfaction will result. A trial would soon settle the matter.

\* \* \*

The United States post office department (as I pointed out in a former issue) has adopted the grand idea of placing a fund at the disposal of the P.M.G. to reward those who make suggestions for the good of the service. Excellent results must follow, for thousands of minds, at the prospect of reward and recognition, will be stirred into action for the good of the nation. I would be glad to see such a system given a trial in Canada. I know, from observation, that the world is being constantly enriched by the suggestions of men who never obtain reward or recognition for their useful services. Speaking, a few days ago, to an official in an immense department store in Buffalo, he told me that the most remunerative sale ever inaugurated by the company had been suggested by a ten-dollar-a-week clerk who had not even obtained a promotion, while another, who cut the cost of an electrical appliance (that saved the firm seven dollars daily) in half

by an improvement, had his idea coolly used by an electrical company that received all the credit for the improvement, the inventor not being recognized in any way by his firm. If only one per cent. of Canada's civil servants offered their chiefs suggestions for the good of the service, it would make a tremendous gain for Canada. The logical thing would be to encourage suggestions by offering rewards or giving recognition in some suitable way.

\* \* \*

The civil servant who not only gives good ordinary service, but is willing to give extraordinary service, surely deserves great encouragement.

\* \* \*

The railway mail clerks generally will be sincerely thankful to Mr. J. A. M. Armstrong, M.P. for North York, for the appeal which he made to the P.M.G. some weeks ago, as reported in Hansard, that the annual increase be made \$100 instead of \$50. Judging from the favourable reception given to our delegates two weeks ago by the P.M.G., Deputy P.M.G., and Controller, our hopes may be realized at any early day. As the department has been so generous to the extra clerks, whose theoretical qualifications are of such a minor order, it is reasonable to suppose that those clerks who have full qualifications and long service will be granted the concessions they so justly and ardently crave. Glancing over the list of mail clerks in London district, I find quite a number drawing less than a thousand in salary who have been 14, 16 or 18 years in the service. I am just commencing my 14th year of service, and my salary is much under the thousand. As there are eight in my family, the intelligent reader can readily see that there must be some struggling of a strenuous nature to make ends meet, for it costs \$1,500 to \$2,000 to make each child self-supporting. It must be remembered, too, when speaking of salaries paid to the railway

mail clerks, that the post office department had a surplus of almost \$1,200,000 in the last fiscal year—1910-11, earned by its employees. Hon. R. Lemieux, as reported in Hansard, said a few weeks ago: "I remember, although I am not very old myself, that some years ago a man could bring up a family on a salary of \$1,000 per year, but nowadays it is practically impossible to do so, living even in the poorest way." Personally, if I had enjoyed salary and mileage combined of \$1,000 annually since I joined the service, I would have been very pleased; but I received \$300 and mileage when I joined (after passing the qualifying examination — which is now considered unnecessary and too difficult for even members to pass), followed by an increase in six months, and then very little advance until Hon. Wm. Mulock gave us a much-needed new schedule. Hon. R. Lemieux's new schedule of a year ago was, of course, welcome and, in a way, generous. It would have been good all around if the men, as I said, who had served from 12 to 18 years and were still paid less than \$1,000, had been granted their desired (and well-deserved) annual increase of \$100 instead of \$50. But, cheer up, boys; "long threatening comes at last."

It must be confessed that we are hoping to hear good news this spring. The young clerks and the veterans have no need for anxiety, nowadays, but those intermediate clerks have been anxious and worried for a long time. I firmly believe that our new chief, Hon. L. P. Pelletier, will relieve them. G. O'C.

**CIVIL SERVICE SAVINGS AND LOAN SOCIETY.**

Statement of business for the month of March, 1912:—

*Cash Received.*

On shares . . . . .	\$ 90 50
Deposits . . . . .	625 00
Loans repaid . . . . .	667 05

Interest on loans . . . . .	16 85
	<hr/>
	\$1,400 40

*Cash Disbursed.*

Shares refunded . . . . .	\$ 140 00
Loans . . . . .	714 70
Deposits . . . . .	18 69
	<hr/>
	\$873 39

Total resources (approx.) March 31, 1912,—\$9,090.

The Civil Service Savings and Loan Society affords one more illustration of the permanency and solidarity of voluntary co-operative institutions. The co-operative spirit somewhat seems to be deeply rooted in human nature, and whenever favourable opportunities are afforded it grows and takes deeper and more permanent hold. One unique thing about this society is that membership costs nothing. Each member must own at least one share (\$5.00), but that one share is repayable when membership ceases. Thus membership entails no obligations or expenses, while on the other hand it entitles one to all the benefits. These benefits are briefly: (1) convenient facilities for depositing savings on which interest is allowed at 4%, and (2) the privilege of procuring loans on terms which are reasonable and convenient.

Anyone desiring full information about this society should communicate with Mr. F. S. James, Manager, Auditor-General's Office, 167 Queen St. Office hours: 5 to 5.30 p.m. daily (holidays excepted).

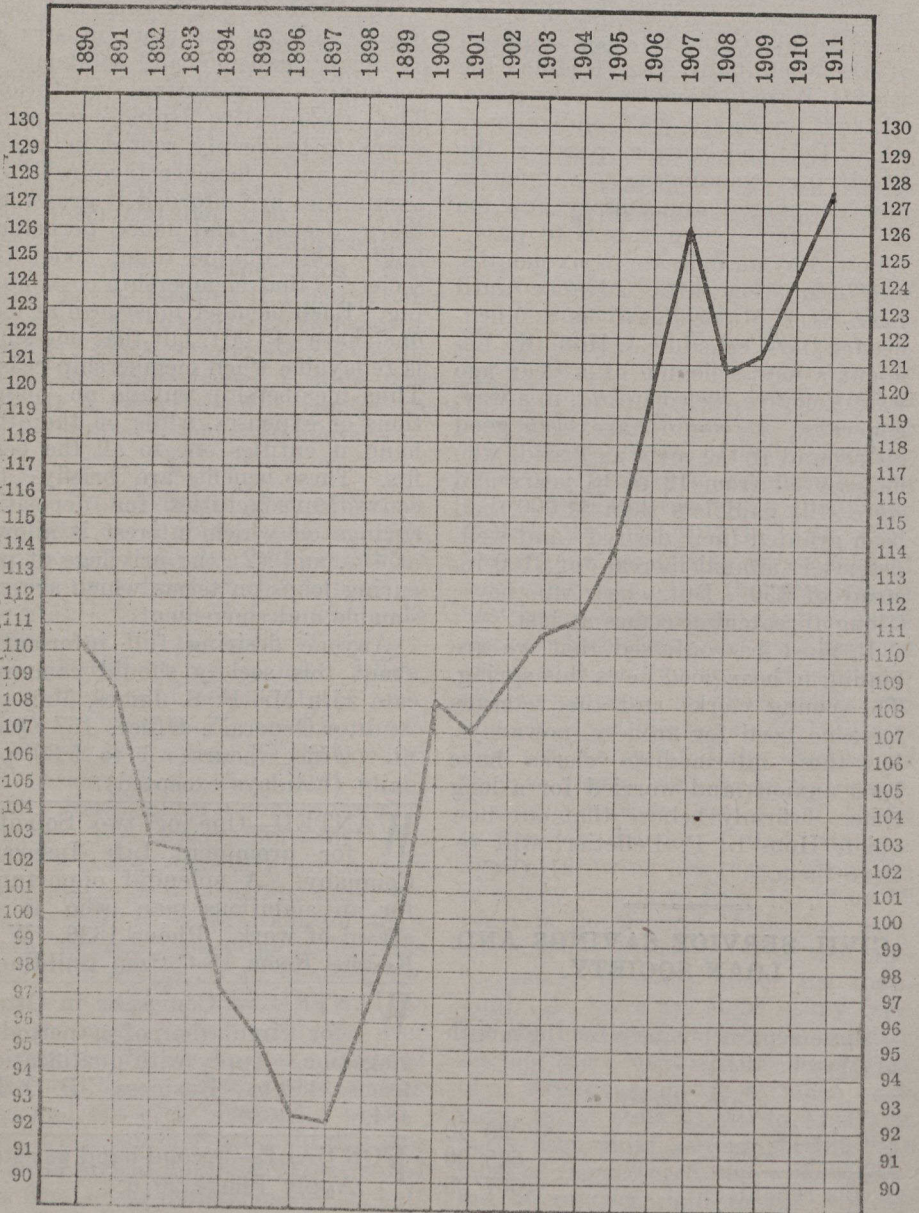
**WANTED**—One or two Solicitors for prominent Life Insurance Company. A splendid opportunity for an ambitious man who is not afraid of work. Phone 1336. W. G. Keddie, Room 15 Citizen Building.

**WANTED** — Canvasser in Ottawa for circulation of a periodical magazine. Apply with qualifications, terms, etc., to "Business," P. O. Box 484.

**FOR SALE**—Second-hand gas stove. Apply Phone 2076.

## How Prices continue to soar.

THE diagram below is from the just-issued report of the Department of Labour on the Course of Prices during 1911. It shows that the general price line (the chart is based on 261 representative commodities) is now higher than at any time since 1890. The report adds that prices are higher probably than at any time since 1882, or possibly 1872. Since the beginning of 1912 the movement has been still more startlingly upward. At the present moment the line is at a point fully an inch higher than where the diagram leaves off.



## Typewriting Championships.

*The Civilian* has been asked to reproduce, for the benefit of the great number in the service who use typewriters, the results of the Typewriting Contest which took place at the "New York Business Show" at the latter part of 1911. The events included competitions for amateur, professional, transcribing and school championship.

The first professional contest was in 1907 and was won by Miss Rose L. Fritz, at a speed of 87 words a minute. Miss Fritz won again the following year at the same rate of speed,

and also in 1909, when she increased her speed to 95 words a minute. Last year H. O. Blaisdell carried off the honors at 109 words a minute net, writing from strange copy during the hour 6,919 words, and making but 72 errors. Last year was the first time an operator succeeded in writing in competition at a net speed of over 100 words a minute.

The results of the contests are given below, the table being a reproduction of that part of a report printed in "Office Supplies":—

### AMATEUR CHAMPIONSHIP.

Name.	Machine.	Words.	Errors.	Penalty.	Net Words.	Per Min.
Gus R. Trefzger....	Underwood	3,191	49	245	2,946	98+
Margaret B. Owen..	Underwood	3,141	41	205	2,936	98
Bessie Friedman....	Underwood	3,139	88	440	2,699	90
Lottie E. Betts.....	Underwood	2,519	3	15	2,504	83
Thos. Ehrich.....	Smith Premier	2,718	51	255	2,463	82
Leslie H. Wilson....	Smith Premier	2,836	87	435	2,401	80
Irma R. Kier.....	Smith Premier	2,869	100	500	2,369	79

### SCHOOL CHAMPIONSHIP.

Wm. F. Oswald....	Underwood	1,219	12	60	1,159	77+
Ruth Herfurth.....	Smith-Premier	1,219	49	245	974	65—
Harriett Cress.....	Monarch	1,139	58	290	849	57
Rose Bloom.....	Underwood	1,171	68	340	831	55
Jessica L. Johnston.	Smith Premier	1,272	106	530	742	49
Emma M. Domemque.	Remington	1,157	114	570	587	39
Emily Humpfrys....	Monarch	811	130	650	161	11

### TRANSCRIBING CONTEST.

Lottie E. Betts....	Underwood	709	16	80	629	63
Florence Smith....	Remington	628	19	95	533	53
Miss McManus.....	Remington	616	22	110	506	51

### PROFESSIONAL CHAMPIONSHIP OF THE WORLD.

New York, October 26, 1911.

*Writing one hour from copy.*

Name.	Machine.	Words.	Errors.	Penalty.	Net Words.	Per Min.
H. O. Blaisdell....	Underwood	7,077	69	345	6,732	112
Florence E. Wilson.	Underwood	7,290	139	695	6,595	110
Rose L. Fritz.....	Underwood	6,936	104	520	6,416	107
Emil A. Trefzger...	Underwood	7,095	138	690	6,405	107
J. L. Hoyt.....	Underwood	6,705	70	350	6,355	106

## At the Sign of the Wooden Leg

By "Silas Wegg."

### The Hansard Exam.

"Why don't you try it?" asked Mrs. Wegg of me one night during the past winter, or the present winter, if you will have it that way.

"Try what?" I naturally asked, for I am somewhat inquisitive.

"The examination for the position of Hansard reporter," she replied.

"Hansard reporter!" I exclaimed. "What put that into your head?"

"Why, you are a literary man with a wooden leg," said Mrs. Wegg.

"But wooden legs are not for shorthand, Percy," I remarked with some recollection of the comic supplements.

"Yes, they do mention shorthand," my wife remarked after another glance at the newspaper, "but only incidentally. And shorthand isn't a hard subject to get up. There is that Seely girl next door, the one with the pink cheeks and mohair hat. She studied shorthand for just three weeks by mail, and now she makes out all the accounts for the Thompson-Ward Company and has Saturday afternoons off. If she can write shorthand you can, I am sure."

"But, my dear, I am not Miss Seely," I began. "I have not mohair cheeks or a pink hat."

"You are just as clever and cleverer," interrupted Mrs. Wegg. "Only the other day Mrs. Squibbs came in, and she said that she always reads your articles. They are so full of nice quotations, she said, and are almost as humorous as those Markham letters. And that is saying a good deal for she and Mr. Markham belong to the same croquet club."

It is hard to get ahead of Mrs. W. in an argument. She can use the weak things, like Miss Seely and Mrs. Squibbs, to confound the mighty, and I soon saw, on this occasion, that I was in for the Hansard reporters' exam.

The arrangements were all made before bedtime. Miss Seely, whom Mrs. Wegg brought in from the next house for the consultation, was to instruct me in the principles of shorthand every other night—under the eye of Mrs. Wegg, that helpful soul engaging, for her part, to keep the pencils sharpened and to look up dates of treaties and massacres in a Child's History belonging to Silas Wegg, Jr. I was to attack the literary outposts of the field single handed, both Mrs. Wegg and Miss Seely protesting that it would ruin the reputation of Silas Wegg if he had a coach on that ground. As to chemistry, astronomy, comparative theology, osteopathy and wireless telegraphy, did we not know Mr. Jinks, the plumber, who subscribed to "Science for the Masses" and who studied the stars every clear night through a pair of opera glasses.

"It is good to have friends," said Mrs. Wegg wisely as we sat alone an hour later. "I am so glad that you are to be on the Hansard staff, for you won't have to work in the summer time, except you wish to take an agency for sewing machines or write a book, you know."

The enthusiasm shown by my wife and our neighbour had conquered my first doubts, and I was soon dreaming over my pipe of winters ennobled by hearing the words of

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statesmen daily, and of summers spent at the seashore with no book to sign at nine o'clock.

"And, when you know shorthand real well, Silas," I remember hearing Mrs. Wegg say, "I will have a book with blue ribbons running through the leaves, and you can write down all the new words the baby says just as fast as she says them. Won't that be cute?"

"Fine," I said, "but I haven't attended to the furnace yet. This has been a good day's work. I will fix the fire and go to bed."

Next day I called on Jinks and borrowed an armful of "science for the Masses," and learned, by conversation at the same time, that Jupiter was further from the earth than Mars. That night I gathered enough information about electricity from Jinks's magazines to make me suspicious of my last lighting account.

The next evening brought Miss Seely, pink cheeks and mohair hat and all. Mrs. Wegg had a full dozen pencils sharpened for us and an evening paper with a speech of the Minister of Transportation on Church Union as a basis of operations.

"It isn't too long," she said, "and there are no really hard words in it I should think, except 'Presbyterian,' and you might leave that out, Miss Seely, or write some simple word, as 'porridge', in its place."

Miss Seely explained that I had to learn the alphabet first:

"The alphabet!" exclaimed Mrs. Wegg. "Why, I thought it was English shorthand. I suppose, though, that the French members make speeches sometimes."

Assured that they did, Mrs. Wegg turned to historical research in the mazes of the Child's History. Under Miss Seely's teaching I advanced so far that by ten o'clock I knew the sign for "is" and felt happy in the knowledge that I could rely on the context for the distinguishing of "Wegg" from "war".

I think that Mrs. Wegg viewed us

uneasily, for, when Miss Seely said as she was leaving that this method was better than learning shorthand by mail, Mrs. Wegg remarked that her husband, seemingly, preferred learning it by female.

However, we made some progress in stenography, enough, my wife thought, to pull me through if I mastered her list of dates and Jinks's "Science for the Masses." No one, but myself, worried about the literature. I confess to some pride in my knowledge of this branch, yet I spent some secret hours with primers to be able to tell whether it was Adam Bede or the Venerable Bede that first wrote English books in Latin.

At last the fateful days of the examination arrived. I felt a strange confidence in myself. "Now is the time for all good men," I said in the words of Miss Seely, "to come to the aid of their party." As I entered the examination rooms I could not help repeating with satisfaction, "James the First, Charles the First, the Inter-regnum, Charles the Second, James the Second, William and Mary, William alone, and Anne." It was History day and I had no doubts about the issue.

The first question was easy: "Give Thomas a Becket's views on the Naval Question." I remembered that Becket was in the last house, representing Squally Lake, so I plunged into it, into the question of course, and gave a typical New Ontario interview on the subject. The next question asked for a discussion of the connection between Wat Tyler's rebellion and the Coal Strike. There seemed to be a connection, so I found one. There were no dates asked for, but a good lively topic was opened up by a question about a comparison between Archbishop Laud and William Lyon Mackenzie, only I found too late that I had made a mistake in writing about the latter's grandson. On the whole the paper was a cinch for anyone who knew everything that happened in the British Empire between



55 B.C. and the 21st of last September.

The literature paper was almost a frost. I came in well prepared on Chaucer and Beaumont & Fletcher, Ltd. They asked us to describe the most cultured character in Augusta Jane Evans Wilson's novels, to compare Piers Ploughman and Sherlock Holmes, to quote seven lines of "Absalom and Archithophel" and to prove that the immortal William's name should be spelled "Shaxsper." It was a large order, but I thought that I had won out on Sherlock Holmes, although I was a little in doubt about my knowledge of Piers Ploughman, going on the assumption that he wrote the Farmer's Almanac.

On the Science paper I had to resort to subterfuge and work my knowledge, obtained from Jinks, concerning Jupiter and Mars into a question on the habits of the kangaroo. I had read a good deal about radium, thinking that they would surely light on that as a proper thing for a Handsard reporter to know, but I could not use my information except in a subtle way when discussing Hindoo mythology.

The shorthand examination came last. We were taken to the tower room and one of the members from British Columbia was captured and made to give us an hour's speech on the salmon fisheries. I was at perfect ease in taking the speech down, often being two paragraphs ahead of the speaker, and, as he was to be judge of the correctness of the transcription, I used my spare time in putting in "long and continued applause" and "more laughter" wherever I thought it would give pleasure. But when it came to the interpretation of the notes I was sadly at sea, which state of mind is of no help in dealing with salmon fishing. If it had only been halibut I would have scored a hundred per cent. I remembered, however, that the advertisements of the Civil Service Commission called for men who could revise, as well as transcribe,

the speeches, so I threw my notes into a corner and wrote an able dissertation on Asiatic Immigration. It was a master stroke. I received 89 points on that subject.

Two weeks later Mrs. Wegg and Miss Seely and myself sat in the parlor with an O.H.M.S. letter before us. It had come in the morning, but Mrs. Wegg and I both thought that Miss Seely should be with us in our hour of triumph. Alas, I had made an average of 76.4 but was rejected on account of my wooden leg.

"And why should a wooden leg disqualify one?" asked Mrs. Wegg with some heat.

"Perhaps," suggested Miss Seely, "the members of parliament might resent having their speeches revised by a stump orator."

The next day I returned the armful of "Science for the Masses" to Mr. Jinks, the plumber, who charged me at the rate of seventy-five cents an hour for man and helper. I intend to spend a good part of the coming summer on Sparks street, Ottawa, Ont.

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## Correspondence.

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

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### Co-operative Housing for Civil Servants.

Ottawa, March 27, 1912.

To the Editors of *The Civilian*:

XYZ has struck a great idea. It will be remarkable if this does not lead to some definite results. There are opportunities yet for getting three or four hundred acres of land, in a comparatively compact block, that would just meet the needs of such a Civil Service village. Six months from now, in all probability, the opportunity will be gone. The real estate men will have their paws upon all such sites, and then it will



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on the Civil Service Examination for May proves the superiority of our courses. With one exception every candidate received an appointment in the Civil Service within four days after the results were published (June 18). One of our candidates in the Shorthand Division went right from our school without a single day's experience and headed the list of those who wrote from Ottawa and took third place in the Dominion. Another without a single day's office experience took the highest mark in Typewriting (99%) and still another caught fourth place in Subdivision B, 3rd Division. A most remarkable showing for inexperienced candidates, and is the best evidence of the High Grade teaching at Gowling's School.

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mean the same old tribute that makes life a grind now. If the opportunity is seized at once, a few thousand dollars would secure an option that would hold until plans had been fully formulated.

This idea is by no means a new one. It has been worked out successfully in Germany, but perhaps the most interesting development to us will be the work done by the Co-partnership Tenants Limited in England. The President this year is Henry Vivian. This association is not a money-making organization; it is purely educational and philanthropic in the broadest sense. It gives expert advice and helps organize just such schemes as XYZ proposes.

The Garden City idea of restricting the number of houses to be built upon an acre and providing for open spaces where children and young people can play and the older people can rest and enjoy themselves in a rational manner, has been worked out in Great Britain in Bournville, Coryndon, Ealing, Earswick, Hampstead, Hull, Leicester, Manchester, Oldham, Port Sunlight, Sevenoaks, Sheffield, Warrington and Wolverhampton Garden Suburb, and several other places upon a smaller scale. Many of these have been in operation for years, and their success is beyond question. Some of these garden suburbs in Great Britain are built upon 25 or 30 acres of land; many of them do not include more than a hundred acres; a few, however, have taken in large estates and are developing them co-operatively. Those interested should write to Crossley Greenwood, F.I.S.A., 6 Bloomsbury Square, London, W.C., England for explanatory literature.

By all means, keep the ball rolling.

A. McNEILL.

\* \* \*

To the Editors of *The Civilian*:

I read with particular interest the article in the last issue of *The Civilian* on "A Civil Service Model Suburb," for it appeared to me to touch a very live issue in which scores and

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possibly hundreds of civil servants are very practically concerned. No family man who has been paying rent for ten or fifteen years but realizes what an unsatisfactory jughandled arrangement this tenancy business is. He sees in cold figures in his account book that he has paid enough into another man's pocket to have made the house his own, and yet he is not one dollar ahead. It can scarcely be fairly charged that this is entirely his own fault,—the lack of a few hundred dollars to start the deal has been the apparently insuperable obstacle.

Your correspondent, — "A wise 'head'" would be an appropriate signature for him — offers a solution which appeals to me personally, but I'm doubtful if a sufficient number would come in to make it workable, for the reason that this man prefers this locality, and that man wants another, and if the men were satisfied their wives and daughters probably would not be, and that is yet more fatal. The young folks particularly

shy at the idea of living a little out of the city, and if you're a married man, Mr. Editor, with grown daughters, I need not remind you that what they say goes, and the old folk must perforce acquiesce.

As friend X.Y.Z. remarks, it's easy to imagine difficulties, and I like the scheme too well to wish to do that; indeed I am willing to lend a hand in working out the idea to the point where we may be better able to judge of its feasibility.

In the meantime, may I ask X.Y.Z. if he has any knowledge of the plan under which the building societies work in the Old Country. These have been in operation for very many years and tens of thousands of salaried men own their own homes to-day who would never have possessed a brick without their aid. One great advantage I see in the building society scheme would be that you would not be tied down to one locality, but could pick your land and even your house—possibly the very one you are living in—and then go ahead and buy it on terms within your reach.

Let's hear again from X.Y.Z., — he's on the right track.

A. B. C.

#### The Victorian State Service Professional Association writes.

Lands Department, Melbourne,  
Victoria, Aus., 26th Jan., 1912.

Dear Sir,—Through Mr. Ross of the Canadian Government Agency in this city we have obtained valuable information on superannuation, etc., and the Canadian Government annuities. Also copies of the Canadian Civil Service Journal—*The Civilian*.

We would be greatly favored if you would forward particulars regarding the superannuation scheme submitted by your Council to the Government of Canada. Also any information bearing on the subjects included in the list of our activities—vide report under separate cover.

You will observe that the Central Council Scheme, outlined in the re-

port before mentioned, aims at the organisation of the various Associations representing classes in the Service. The services in the States of New South Wales and West Australia have already associations representative of all classes of public servants and when this state is on a similar footing the time will be ripe for the formation of a Council similar to yours.

It is desired by this association to open up communications with similar bodies throughout the Empire. This would tend to a better understanding of conditions in the various services, thus leading to mutual benefit and help. To this end we trust you will give the support of your powerful organisation.

In conclusion we desire on behalf of this association to express best wishes for the success of your Council, and for a wider extension of knowledge and good fellowship throughout the public services of the Empire.

Yours sincerely,

A. S. KENYON,  
President.

A. McD. MARTIN,  
Hon. Secretary.

#### An "Old Timer" writes on Promotions.

To the Editors of *The Civilian*:

I have observed by *The Civilian* in the last few months that the appointment or promotion of private secretaries of Cabinet Ministers to permanent positions in the Government Departments is a vexed question with members of the Civil Service. The position of private secretary is not in the catalogue of political patronage, and unlike the microbe-drone it is not injected into but grafted on to the civil service system.

Fifty years ago there was only a corporal's guard in any branch of a Government Department, whereas today there are probably two hundred men and women employed in the department. The promotion or

appointment of a private secretary to a permanent position would not have wounded the feelings of any official or clerk in a government department fifty years ago, but today a private secretary who has not done a month's work at a desk in any branch of a department may be appointed or promoted over the heads of all officials and senior clerks in the department, many of whom may have been thirty or forty years employed in the department, and more than one having a thorough knowledge of the work and duties performed in all branches of the department. It does seem unfair.

I have given the subject consideration during the past fifteen years, and it is my humble opinion that the problem can be solved satisfactorily to all concerned.

I think a cabinet minister should have two private secretaries:

No. 1 should be known as Parliamentary Private Secretary. His work and duties would be much the same as they are today in attendance on and assisting the cabinet minister in his political and parliamentary work. This private secretary would also be paid his salary, allowances and travelling expenses as now paid.

No. 2 would be known as Departmental Private Secretary. He could be selected from several permanent clerks of the department, possessing a general knowledge of the work and duties performed in all branches of the department, ability and qualifications as a confidential clerk for the position. He would attend to all official correspondence and business matters which are not of a political nature. From his knowledge and experience, as a permanent clerk, he would give the minister valuable assistance. This secretary would receive an addition to his salary while he acts in the capacity of a Private Secretary to the Minister. When the latter exchanged portfolios, or retired from office as a Cabinet Min-

ister, the Private Secretary would revert to his ordinary work and duties in the Department with his regular salary.

Generally speaking all Cabinet Ministers are professional or business men, and connected or associated with men in the same profession or business, consequently it should not be difficult to obtain a good position or employment for their private secretaries outside of the Civil Service.

AN OLD TIMER.

### THE FORTNIGHT IN SPORT.

Hockey will not die. After the regular season is over the game is kept up on the new artificial ice rinks. An Eastern team of "stars" is now out on the Pacific Coast doing battle for glory—and a guarantee of \$6,000. Next winter both Toronto and Ottawa will have artificial ice arenas. One advantage of this will be that during a temporary thaw the game will not be rendered a burlesque—as sometimes happens—by a couple of inches of water on the ice.

The Ottawa Electric Company have evidently found that the Toronto Street Railway have a good thing in owning a hockey team. It is a pity they could not emulate the example of Toronto still further and back up the decadent Capital lacrosse team.

\* \* \*

All the Canadian league baseball teams are strengthening up for the fray. Even little Peterborough has its scouts at work in the States securing good talent. If Peterborough, Berlin, Guelph and Brantford can stand professional ball, surely the Capital with its 90,000 people (and 20,000 more in Hull) can do so. In a few years we shall see some stars in the big American league who will be remembered as native born Canadian product. At present there are very few. Lajoie—the ex-hackdriver

of Montreal—is the most conspicuous example.

On the Toronto team, the only native of that city is O'Hara, the fleet-footed outfielder.

\* \* \*

The great coal strike in Great Britain, while it seems to have diminished the attendance at theatres and music halls, does not appear to have affected the "gate" at football matches. In the recent International "soccer" game between England and Scotland, played at Glasgow, the attendance was variously estimated at from 110,000 to 130,000. The game was a draw—1-1.

These contests began in 1873, and since that date Scotland has won 17, England 12, and there have been 11 drawn games. Fancy a referee being "mobbed" by a crowd of 130,000 persons—or even half that number.

\* \* \*

The basketball championship of Canada has been won by the team representing the Montreal A.A.A. The Ottawa Y.M.C.A. team was third in the series, with four clubs entered.

One generally associates this game with gentlemanly deportment, but during the past winter several of the matches in the above mentioned league have been marred by disgusting exhibitions of brutality. A climax was reached in the last contest between the M.A.A.A. and Ottawa Y.M.C.A., played in Montreal, in which a free fight occurred. After the match the Executive met and took drastic measures. The two ringleaders in the fight— one from each team— were ruled out of all basketball league matches for life. Good for the Executive!

\* \* \*

If the Civil Service Athletic Association are not defunct, might it not be a good thing to appoint a committee to interview the present government—or at least the Minister of Public Works—and endeavour to secure again the use of the Parliamentary

lawns for cricket, baseball, etc. *The Civilian* feels sure that Mr. Monk will be sympathetic. Then there is that veteran devotee of sport, the Hon. Sam Hughes, who played for years on the senior Toronto lacrosse team, and also loves a game of cricket,—and there are others, including the Premier himself.

Now's the time to act, gentlemen. The spring's the time!

\* \* \*

The Civil Service Bowling Association have had a grand winter's sport on the alleys. In fact, bowling has proved a strong rival of hockey, although of course those who follow it are of more mature years and avoirdupois. The grand aggregate in the C.S.A. was won by Mr. E. R. Douglas, of the Customs Dept.,—a veteran who has figured many times in the honors.

\* \* \*

In the Supplementary Estimates brought down by the Government appears an item of \$15,000 to defray the expenses of a Canadian athletic team to visit the Olympic games to be held at Stockholm during the coming summer. This should be ample for the purpose. There will be elimination trials in all events before the different entries are decided on. The Ottawa eight will have to down the Argonauts before they can get a place, and no doubt there will be some hard training all over Canada from now on, although many of the athletes complain that the notice is too short.

It is presumed that whatever rowing crews are entered will also compete at Henley. Ottawa's showing of last year should encourage them to make another attempt.

\* \* \*

Still further has hockey narrowed down. The Eastern champions from Moncton, N.B., journeyed to Quebec to try conclusions with the winners of the N. H. A., but met defeat, so that the Stanley Cup will remain for a year at least in the Ancient City.