

PAGES

MISSING

THE CIVILIAN

VOL. IX.

APRIL 28, 1916.

No. 1

The Burden of Detail.

Sir George Murray, who has acquired a high reputation as a Civil Service administrator in Great Britain, who was asked to come to Canada and make a report on the public service of this Dominion, did make such a report, and it says in part:

With the increase of population, the extension of trade, and the development of the various activities of the State, the business of Government necessarily grows both in amount and in complexity.

The only means by which this growth can be met is by division of labor and devolution of power. In the absence of some continuous process of this kind the machinery of government must gradually become less efficient and must ultimately break down under the stress imposed upon it.

Nothing has impressed me so much in the course of my inquiry as the almost intolerable burden which the present system of transacting business imposes on Ministers themselves. They both have too much to do and do too much.

Instead of the Cabinet being relieved of petty details and free to give the necessary time and consideration to matters of highest importance to the state, the time of the Governor in Council—identical with the Cabinet—is mainly taken up with the disposal of patronage; such as “the acceptance of a tender for the erection of a pump, the promotion of a clerk from one grade to another, and the appointment of a lighthouse keeper or an exciseman.”

The business of a Minister is not to administer, but to direct policy. When a Minister has laid down a line of policy to be adopted in his Department, the carrying out of his policy, or in other words the administration of the Department, should be left to his subordinates.

If I venture to make this statement in rather dogmatic form it is because I am convinced that it is the foundation of any sound system of departmental organization.

To go further and quote an instance of how the attention to petty details works out let us take for example the history of a case under the following regulation.

Commencing on the 1st January, 1914, no employee who has less than ten years service will be allowed full pay for more than two weeks absence, in addition to his annual leave, for any cause whatever, except in cases of severe illness such as typhoid fever, pneumonia, or

some ailment or accident that requires a surgical operation, making it a physical impossibility to attend the office or perform office duties. A medical certificate is to be furnished in all cases of absence over three consecutive days on account of illness, before payment can be considered. Employees who have over ten years service may be granted such leave as circumstances on investigation would seem to warrant. The Department reserves the

M. A.

right to say whether such leave shall be granted with full or half pay or without pay.

Simple is it not? Let us see. There is in some Department a good, reliable clerk, John Doe, whose record for more than nine years is an open book to his immediate superior. He has enjoyed as good health as the average man, but in January he is ill for ten days; resumes duty and on March 15, sends word to the office that he is ill again and in due time sends in a doctor's certificate setting forth particulars of the illness. Under the above regulation his pay must be stopped on March 19. Now his superior, Richard Roe, knows that this clerk is not a malingerer, and so recommends under the exceptions provided for above, that he be paid for the time lost, or officially "leave be granted with pay." Does that settle the question? It would in a bank, railroad or other large corporation where the General Manager "has too much to do, to do this little." Under our system of guarding the Treasury an Order-in-Council must be obtained before this worthy public servant, John Doe, can be paid, from March 20th to the end of his illness, no matter how brief that period may be; assuming of course that the illness is not a severe one, such as typhoid fever, pneumonia, etc. What does an Order-in-Council involve? Only the following.

John Doe's superior reports in detail to his Departmental Head (Cabinet Minister). He takes it to a meeting of the Privy Council. The Privy Council sends it along to the very busy and important sub-committee, the Treasury Board. The Treasury Board submits it to the law officers, who decide after careful consideration that it is legal to pay this man as recommended by his superior, Richard Roe. He therefore sends it back to the Privy Council and, presumably, no Cabinet Minister voicing any objection, it is there finally approved. The report of Council is

drafted in correct official language and a truly certified copy is supplied to the Minister for transmission to Mr. Richard Roe, who says "Release pay" and John Doe gets paid.

He should be paid, and the one man who, officially, is in best position in the world to know it, has said so first and last; for had he recommended against "leave with pay" the chances are almost one hundred per cent that no pay would be given. Then why in the name of common sense go through all the steps cited above and add to the "intolerable burden"? A Cabinet Minister in this or any country is only human and therefore has a limited capacity for the things he may do. Therefore, if he devotes a certain amount of time to seeing that hundreds or maybe thousands of John Does get a square deal, such time must be subtracted from the sum total he may devote to the country's business. Either one or the other must suffer and the friends of John Doe, with a "pull," will see that HE does not.

So the poor, unfortunate, harassed Minister goes on, struggling day and night to keep up with the enormous task he has pledged His Majesty to perform until some day we read "must seek a much needed rest" or "forced to retire to private life on account of ill-health." The wonder is that any man can stand it or that important business goes on with the despatch it does. As a matter of fact in a great many cases the proper order is reversed and the Minister attends to petty details while great problems are carried forward by the subordinates of his Department. It will be a great day to look forward to, when the proper balance is obtained and maintained.

When They Get the Vote.

"Mrs. Simpson has been pinched for ballot-box stuffing."

"There, I always knew that the old hen padded!"

The Roll of Honour.

FORTY-FIFTH LIST.

- Gordon Hallett, Marine, Nelson, B.C., Royal Navy.
 P. W. Drummond, Marine, Prescott.
 A. Gingras, Marine, Quebec, 9th Regiment, "Royal Rifles."
 F. Chevrier, Marine, Quebec, 9th Regiment, "Royal Rifles."
 E. Nolet, Marine, Quebec, 9th Regiment, "Royal Rifles."
 P. Bouchard, Marine, Quebec, 9th Regiment, "Royal Rifles."
 C. Lynch, Marine, Quebec.
 P. Langton, Meteorological Office, Marine, Victoria, B.C., 88th Regiment.
 A. Cross, Marine, Montreal.
 H. Kelso, Marine, Montreal, 4th Hussars.
 R. A. Wialliard, Marine Agent, Montreal, French Army.
 F. E. Calderon, Marine Dept., Ottawa.
 H. Leveille, Marine, Montreal.
 Lieut. C. H. Peaker, Marine Dept., Ottawa, C.M.R.
 D. McKellar, Marine, Sorel, 3rd Battery, C.F.A., C.E.F.
 Pierre Eon, Marine, Montreal, 45th Battalion, C.E.F.
 L. B. Drummond, Marine, Egg Island, B.C.
 H. Briggs, Marine, Prince Rupert.
 Capt. and Adj. Ed. Clark, Meteorological Office, Marine, Edmonton, 51st Battalion, C.E.F.
 Capt. S. M. Holmden, Meteorological Office, Marine, Edmonton, 51st Battalion, C.E.F.
 A. Johnston, Marine, Prince Rupert.
 W. Oliver, Marine, St. John, N.B.
 Lieut. F. Dansereau, Marine Dept., Ottawa.
 Thos. Stewart, Marine Dept., Ottawa, Machine Gun Section, 38th Battalion, C.E.F.
 Dr. J. C. Carruthers, Marine, Pubnico, N.S.
 A. B. Gurney, Marine, Ballenas, B.C.
 A. W. R. Wilby, Marine, Victoria, B.C., 62nd Battalion, C.E.F.
 J. H. McDonald, Marine, North Canso, N.S.
 R. M. Murray, Marine Dept., Ottawa, 64th Battalion, C.E.F.
 H. W. Owen, Meteorological Office, Marine, Edmonton.
 A. Hamblin, Marine, Prince Rupert.
 Lieut. J. B. Mason, Marine Dept., Ottawa, Canadian Engineers.
 A. Martin, Marine Dept., Ottawa, 224th Forestry Battalion, C.E.F.
 N. B. McLean, Marine, Quebec, 124th Battalion, C.E.F.
 John Henderson, Marine Dept., Ottawa, 7th Brigade Amm. Col., C.F.A.
 J. M. Martin, Marine, Prince Rupert, 102nd Battalion, C.E.F.
 W. F. Beak, Marine, Prince Rupert, 102nd Battalion, C.E.F.
 F. F. Pickard, Marine, Victoria, B.C., Royal Indian Marines.
 Dr. Hill, Marine, Advocate Harbor, N.S.
 A. J. Hansen, Marine, Victoria, B.C., Transport.
 R. O. Carter, Marine Dept., Ottawa, 104th Battalion, C.E.F.
 W. M. Davidson, Marine, Victoria, B.C.
 Lieut. Jos. Hamel, Marine, Quebec, 57th Battalion, C.E.F.
 P. H. Stevens, Marine, Victoria, B.C., 88th Battalion, C.E.F.
 H. S. McGreevy, Marine, Quebec, 171st Battalion, C.E.F.
 O. B. Ballard, Marine, McCormick Point, B.C.
 O. Hersey, Marine, "Lurher" Lightship, N.S.
 G. M. Maxwell, Marine, Victoria, B.C.
 J. Sunstrum, Marine, Parry Sound.
 J. C. Theakston, Marine, Halifax.

HOME!

What did the doctor say, nurse? What did the doctor say?
 Why did you stand there whisperin'? Why did you turn away?
 Don't be afraid to tell me: I'm minus a leg and arm,
 And me that was one of the huskiest that ever tilled a farm.

Sure, but the Germans got me, they copped me for fair at last;
 And here I'm lyin' helpless, but me thoughts have been movin' fast.
 I've been back in the land of sunshine, where the maple courts the pine:
 O Canada, O Canada, that dear homeland of mine!

So the doctor said I was dyin', I knew it, nurse, I knew;
 I didn't need your anxious face to give me final cue:
 But I ain't afraid to go, nurse; downhearted? NO, not I!
 I'm the proudest chap in the ward to-night, for Canada to die!

You little English nursie, you bravest and the best,
 Just lift my head a little—there—so I can see the west:
 For in the west is Canada, where I was born and bred,
 My Canada, my Canada, with the sun-crown on her head!

The twilight's settin' fast, nurse; just hold my hand a bit;
 The nights are gettin' colder, it's time the lamps were lit,
 I've been a-hummin' all the day that song of all who roam—
 "Be it ever so humble, there's no place like home
 "Home—Home—Sweet, sweet home
 "There's no place like home
 "There's—no—place——."

—J. Sydney Roe, Ottawa.

"OUR BOYS."

Black rose the cloud that proclaimed from afar,
 The horror and the hell of the Thing called War;
 And many were the hearts that were filled with dismay,
 But Our Boys *faced* where the danger lay.

The cloud rolled on, and the world ran red,
 And some gave a tithe and some gave bread;
 And some sang the praises of "God and the Right,"
 But Our Boys *fought* when the King said "Fight!"

It's the old, old story of our ancient State,
 The valor and the pride that has made us great;
 The last, best gift that a man can give,
 For Our Boys *died* that our land might live.

—J. Cadden.

OUR DEAD AND WOUNDED.**F. F. PICKARD.**

News is received that F. F. Pickard, of the Department of Marine and Fisheries, was one of the victims of the sinking of the liner "Persia," which was sunk by a submarine in the Mediterranean some time ago. Frederick Featherstone Pickard was fifty-three years of age and was employed by the Marine Department at Victoria, B.C., as an inspector of hulls and equipment. He left his position to take part in the war last November. He is described as having belonged to the "Royal Indian Marines."

F. E. CALDERON.

Frederick Elwyn Calderon, a technical officer of the Department of Marine and Fisheries, serving as a private in the 2nd Battalion, C.E.F., was killed in action on April 3rd. While the place is not stated, it is supposed that he fell near St. Eloi. Deceased was forty-three years of age and had been in the Civil Service for nine years. He enlisted in the first week of the war and had seen all the hard fighting in which that battalion took part. He was unmarried. His father, Philip H. Calderon, R.A., was an artist of note. His widowed mother lives in London, England, and a brother was killed in action in France last year.

ROBERT EDMUNDS.

Sergeant-Major Robert Edmunds of the 21st Battalion, C.E.F., was wounded in action on April 9th. The cable states that he has eight shrapnel wounds in the legs and arms, but is not in serious condition. Sergt.-Major Edmunds is a member of the staff of the Royal Mint, Ottawa. He was a 43rd Regiment recruit to the 21st Battalion. His good work at the front has won him recommendation for a commission. He was to have been married shortly to Miss Bessie Chown of Kingston, who had

gone to England for the ceremony. The official eye-witness mentions Sergt.-Major Edmunds for distinguished conduct.

P. W. NOVERRE.

Official announcement is made that P. W. Noverre, a clerk in the Toronto post office, was killed in action on April 24th, 1915. While no further details are given, it is presumed that he fell in the famous battle of St. Julien, where the Canadian division was holding the line and winning imperishable fame on that day. It is a strange coincidence that the official news of his death should be delayed for just one year. P. W. Noverre was thirty years of age, a native of Toronto, and joined the post office staff in 1913. He was a recruit of the Queen's Own Rifles and volunteered for overseas service the day that war was declared.

D. M. TRAPNELL.

D. M. Trapnell, referred to in the last issue of *The Civilian* as missing since St. Julien, is now officially listed by the Militia Department as killed in action.

LIEUT. T. H. PARKER.

The name of Lieut. Thomas Harold Parker of the 2nd Pioneer Battalion appears among the wounded in the casualty lists. Lieut. Parker is an observer on the staff of the Dominion Observatory, which he joined in 1908. He is thirty years of age.

KILLED OR WOUNDED?

Do you know of a civil servant in the army who has been killed, wounded or made prisoner or who is reported missing and concerning whom news has not been published in *The Civilian*? If so, send your information to the editors at once. We want all the names of "Our Boys."

THE CIVILIAN

Devoted to the interests of the Civil Service of Canada.

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

Advertising rates are graded according to position and space, and will be furnished upon application.

Subscriptions, MSS intended for publication, and all other communications should be addressed to:

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

Ottawa, April 28, 1916.

THE NATIONAL DUTY.

"To win the war with the decisiveness which will ensure lasting peace, the Empire will require to put forth its full collective power in men and in money. From this viewpoint it is our true policy to augment our financial strength by multiplying our productive exertions and by exercising rigid economy, which reduces to the minimum all expenditures upon luxuries and non-essentials. Only in this way shall we be able to make good the loss caused by the withdrawal of so many of our workers from industrial activities, repair the wastage of the war, and find the funds for its continuance. It cannot be too frequently or too earnestly impressed upon our people that the heaviest burdens of the conflict still lie before us, and that industry and thrift are, for those who remain at home, supreme patriotic duties upon whose faithful fulfilment our success, and consequently our national safety, may ultimately depend."

—Sir Thomas White, Minister of Finance.

"War is not the greatest of human evils; slavery is a worse evil than war."

—Sir William Peterson.

OUR BOYS

Previously reported:

Dead	46
Wounded	81
Prisoners	7

DEAD.

F. E. CALDERON (April 3, 1916).

F. F. PICKARD.

P. W. NOVERRE (April 24, 1915).

WOUNDED.

ROBERT EDMUNDS April 9, 1916).

LIEUT. T. H. PARKER.

"ABANDON HOPE."

There has been much comment upon the recent incident in the Commons when the matter of the low salaries paid to messengers in the Civil Service was introduced by Mr. Ethier, of Two Mountains, and reply was made by Hon. Robert Rogers. A press report summarizes this reply as follows:

Hon. Robert Rogers said he did not think that under existing conditions messengers had very much to complain of. It must be remembered that they were not required at the present day to work for such wages when they could earn \$40 per month and board on Western farms or make more if they enlisted. When normal conditions returned, however, there would be force in Mr. Ethier's argument and he quite agreed that any man who was eligible for employ in the Civil Service at all should receive more than \$500 a year.

Calm consideration of Hon. Mr. Rogers' statement leads to the conclusion that he spoke hastily and without careful weighing of his words. It is difficult to believe that so harsh a declaration expresses the attitude of the Government on this question or that Hon. Mr. Rog-

ers is as callous as his words might be taken to indicate. It seems rather to be another instance of that lack of sympathetic understanding which is the greatest cause of friction between the Civil Service and the Government.

If Hon. Mr. Rogers had paused for a moment's reflection he would have seen that his solution for the difficulties of the messengers was inapplicable. Comparatively few of these men are fit for the army or for farm labour. Many of them are so held down by family ties and accumulated debts that the expense and loss of working time involved in a trip West are insuperable obstacles to their making such a change.

And what would be the effect on the Government service if all the trained and trusty messengers were to enlist or go West? Every department would be greatly embarrassed and, with the messenger class placed lower in the scale of vocations than that of farm labourers, the men who could be induced to fill the vacancies (complying with the educational, age and health requirements of the Civil Service Act and regulations) would not likely be of a promising sort.

It is profitless to speculate as to the details of a condition that will not arise, but there is one other feature of Hon. Mr. Rogers' statement, as reported, that provokes comment.

He assumes, in effect, that the situation of the messengers is co-incident with the war and that when normal conditions return it will be time for improvement. A little retrospection would have reminded him that the conditions governing the messengers have been as they are for many years past. Long before the war commenced or the boom collapsed,—back in the days when every business in Canada was super-normal,—the messengers were under just the same heartbreaking handicap in their struggle for a decent existence. Starting at too low a salary, receiving too

small an annual increase, and having a bare living wage as their best prospect, they sought relief in those days of plenty, prosperity and big spending. But "big business" monopolized the time of Parliament, the country's faithful servants were pushed aside, and when the lean years came they had no filled granaries as a comforting souvenir of past prosperity. Their hardships are the result of nothing but Government neglect. The whole Civil Service was prohibited from sharing in the country's welfare, and now, in hard times, it is charged with improvidence.

This has been a painful incident, but yet nothing new.

THE CO-OPERATIVE STORES.

It is regretted that a communication signed "An Old Subscriber" does not bear the name of the writer and therefore cannot be published and discussed in detail. The writer makes a bitter attack upon the editorial regarding the co-operative stores which appeared in the last issue of *The Civilian*. The editors wish to state to him and to other possible critics that there is no intention or desire to suppress any facts in connection with the closing of the stores that may properly be made public. The Civil Service Co-operative Supply Association is a private corporation and its affairs are the business of its members and not of the general public. A member of the Association who attends the meetings will not have to depend on *The Civilian* for information. Persons who are not members of the Association have no right to information as to its internal affairs. It is a matter of general report that the closing of the stores was brought about by a "leakage" of cash, but had it not been that under-capitalization kept the business on a hand-to-mouth basis, this loss would not have crippled the

Association. The occurrence is no reproach to the officers and directorate. The biggest financial and commercial concerns in the world have had just such experiences. *The Civilian* has not discussed the details of the management of the business. They will no doubt receive attention from the properly interested persons. *The Civilian's* concern is with the co-operative stores as a Civil Service enterprise and the proper relation and duty of the Service thereto. No reason appears to change the opinion that the business failed because its capital was so inadequate that a comparatively small loss wiped out its ready funds and rendered it temporarily unworkable,—a situation of which certain creditors took prompt advantage. Finally, it is recommended that "An Old Subscriber" keep in mind the distinction between "officers and directors," who are the elected representatives of the members, and "the management," who were paid employees.

PATRONAGE.

Mr. Arthur Hawkes, the well known writer and platform orator, is reviewing the political situation day by day as the representative in the Press Gallery of the Toronto Star. He has had some noteworthy things to say. But quite the most remarkable article from his pen for some time past is an interview with Mr. F. B. Carvell, M.P., dealing mainly with the subject of patronage. Mr. Carvell, though he has gained fame for himself as a party heavyweight champion, both as Government supporter when his party was in power and now in opposition when the whole country is ringing with accusations made by him, or on his authority, frankly declares, "Both political parties must be born again or perish." And the trouble is simply that from

which the Civil Service has so greatly suffered—patronage.

"Would it surprise you" said Mr. Carvell, "to hear that a fifth of our electorate looks for a Government job as the necessary sequel to the exercise of the franchise?" And he went on to quote the instances given by Mr. Rhodes, the Deputy Speaker, in his address at the People's Forum in Ottawa to show that a vote is regarded by many of those supposed to be the most moral and respectable of Canadians as an obligation imposed upon the candidate to return some advantage to the voter. In this way he traced the evil of patronage to its source, the people, or rather, some of the people.

The interview goes to show, however, that the body politic is sound, that Canadians as a people, especially as enlightened and purified by this war, desire honesty in public affairs. This is the basic reason why the parties, according to Mr. Carvell, must be regenerated.

There are partisans, of less practical ability than Mr. Carvell, who think that somehow they can keep the advantage which patronage gives them and yet not bring about the actual evils which patronage entails. These are the people to whom appeals are constantly made by those who seek to enter the Civil Service by some privileged way or to gain promotion that has not been earned. Their influence is a constant bar to those who have no means of advance except honest and faithful service. They are the greatest force in existence for demoralization of the public service.

It is evident from what Mr. Carvell says that the urgent need of reform has pressed itself upon the minds of many who have hitherto denied the existence of the evil and its cause. This interview is an augury of good for all those civil servants who are ambitious to gain reward by faithful service of the public.

Not in khaki? Why?

* * *

Your King and Country need you,
now.

* * *

Every name in the casualty lists is
a call for a new recruit.

* * *

In addition to raising new bat-
talions, Canada must keep the units
of her First Army Corps up to
strength.

* * *

The admirable character of com-
panies of the Engineers in which col-
lege men predominate shows what
civil servants can do with companies
of the 207th and 230th Battalions
if they appreciate their duty and
their opportunity.

LATE DR. W. F. KING.

In William Frederick King, C.M.
G., LL.D., F.R.S.C., chief astron-
omer, who passed away on Easter
Sunday, the Civil Service lost one
of its most eminent members and
Canada one of her great scientists.

Dr. King was born in England in
1864, but came to Canada when a
boy. In his undergraduate days at
Toronto University he commenced
that long course of scientific work
which made him a man of note in
many lands. Space permits of mere-
ly brief mention of some of the note-
worthy points in his career.

1872-1874—Sub-assistant astron-
omer, North America Boundary Com-
mission.

1875—Graduated, Toronto Univer-
sity, B.A. and gold watch in mathe-
matics.

1875-1876—Astronomical assistant,
special survey of North West Terri-
tories.

1876—D.L.S. and D.T.S. (the first
man to receive the latter commis-
sion).

1877-1881—In charge of astrono-
mical section, special survey.

1881—Inspector of surveys, Dept.
of the Interior.

1885-1899—Member of Board of
Examiners for D.L.S.

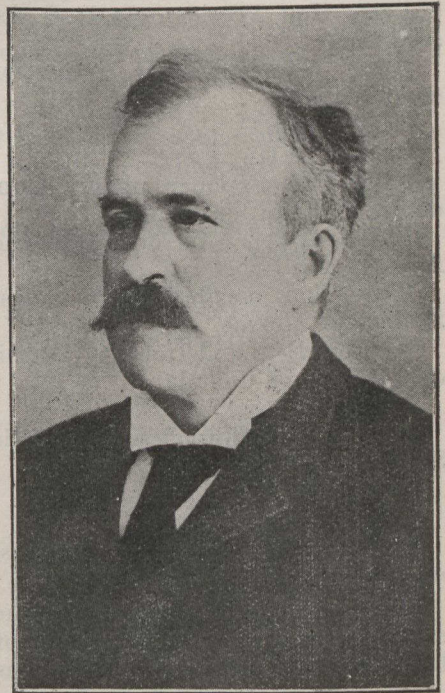
1886—Chief inspector of surveys.

1890—Chief astronomer.

1892 — Commissioner of Alaska
boundary and Passamaquoddy Bay
surveys.

1889-1899 — Boundary expert of
Joint High Commission.

1899—Re-appointed to new D.L.S.
examining board.



LATE DR. W. F. KING, C.M.G.

1899—Commissioners for demar-
cation of Alaska boundary.

1901—Commissioner of new bound-
ary survey from the Richelieu to
the St. Lawrence.

1902—Commissioner of new bound-
ary survey from Lake Superior to
the Pacific.

1903—Expert in Alaska boundary
arbitration.

1903-1907—Member International
Waterways Commission.

1903 — Commissioner for fixing Alaskan boundary under next award.

1904—Negotiated undecided section of Alaskan boundary line.

1904—LL.D., Toronto University (honoris causa).

1905—Director Dominion Observatory.

1906—Vice-President Royal Astronomical Society of Canada.

1906—Commissioner on St. Croix boundary survey.

1906—Commissioner 141st meridian survey.

1907—Hon. President D. L. S. Association.

1908 — International irrigation commissioner.

1908—F.R.S.C.

1908—C.M.G.

1908—Commissioner under boundaries delimitation treaty.

1908—Member Astronomical and Astrophysical Society.

1908—Hon. member Astronomical Society of Mexico.

1909—Fellow and Honorary President R.A.S. of Canada.

1909—Fellow A.A.A.S.

1909 — Superintendent Geodetic Survey of Canada.

1909-1910—Vice-President R.S.C.

1911—President R.S.C.

1915—H. M. Boundary Commissioner under treaty of 1908.

Dr. King may be regarded as the creator of several of the divisions of the public service with which he was connected and which, under his care and direction, attained great importance and efficiency.

In 1911 the men of the staffs under his charge presented him with a loving cup as a token of their esteem and affection, the record of his brilliant career being inscribed on the silver.

Though his life was crowded with work and achievement, he found time for church and fraternal work and was connected with different organizations in those connections.

One of his great works he did not

live to see completed—the establishment of the observatory at Victoria, B.C., with its mammoth 72-inch reflecting telescope.

His widow, two sons and a daughter mourn their great loss.

ST. JULIEN.

It is just a year since the second battle of Ypres, distinguished from the first action by the name "St. Julien," and for a time known in Canada as "Langemareke," came to an end, and the Empire was thrilled with the great story of how the First Division of Canadians had stood in the gap, facing fearful odds, and "saved the situation." Many civil servants were in the battalions and batteries of that division and some were numbered with the slain. Among those who fell were:

F. E. Carr, Vancouver post office.

J. S. Marchant, Quebec Customs (died of wounds).

P. W. Noverre, Toronto post office.

D. M. Trapnell, Forestry Branch, Montreal.

Civil servants who were wounded included:

Capt. W. D. Allen, Meteorological office, Toronto.

Edgar E. Cecil, Railway Mail Service, Calgary.

H. A. Carter, Regina post office.

A. G. Duthoit, Winnipeg post office.

Edward Hart, Railway Mail Service, Vancouver.

J. M. Hendrie, letter carrier, Lethbridge.

H. H. Lindsay, Agriculture Dept., Ottawa.

Lieut. D. E. Lothian, Agriculture Dept., Ottawa.

H. H. McElroy, Customs Dept., Ottawa.

Lieut. A. G. McLennan, Interior Dept., Ottawa.

Capt. N. C. Ogilvie, Militia Dept., Quebec.

J. W. Rogerson, Winnipeg post office.

Norman Ross, Public Works Dept., St. Andrews, Man.

Major C. H. L. Sharman, Agriculture Dept., Ottawa.

A. B. Turner, Vancouver post office.

Lieut. H. A. Thompson, Public Works Dept., Chase, B.C.

F. M. Williams, Regina post office.

These lists show that the Civil Service is taking its full measure of service and sacrifice along with other classes of the Canadian people in this struggle for world-freedom. The Service is proud of its part in the war and of what its men helped to do at St. Julien.

The names given above are marked "St. Julien" in *The Civilian's* casualty record. The record contains many names of civil servants killed or wounded in the war to which no place or date is attached. If any reader can furnish an addition or amendment to the lists above, the editors would be very glad to hear from him.

PATRIOTIC FUND CONTRIBUTORS.

For the purpose of keeping a record of the various activities of civil servants in their relations to the war, the Secretary has asked that a report of the contributions to the Canadian Patriotic Fund at all points where there are members of the Outside Service be sent in. Space does not permit more than a summary of these to be published. Brief as such a statement must be, it is of interest to know what is being done by the Service as such. The following has been received since February 15, 1916:

Department of the Naval Service — Employees fish hatcheries at N. E. Margaree, Qu'Ap-

pelle and Banff; British Columbia wireless staff; fishery inspectors and overseers; various boat crews; directing staff, Halifax dockyard; employees Halifax dockyard	240 24
Department of Trade and Commerce—Trade commissioners, inspectors and members of their office staffs in Canada and abroad	623 95
Department of Customs—Collector and staff of Port of Saskatoon	72 70
Staff of and Customs stations under Abbotsford, B.C.	402 00
Department of Agriculture — From various agencies, inspectorates and representatives of the Department throughout the Dominion	702 18
Department of Marine and Fisheries — Office staff and employees of the Quebec, Montreal, Charlottetown and Victoria agencies; Victoria Canadian Government steamers; Meteorological Observatory staff, Toronto; and lightkeepers in the Nova Scotia, New Brunswick, Quebec, Prince Edward Island, Montreal, Prescott, Parry Sound and British Columbia agencies	8,656 83
Railway Mail Service, Toronto — Definite amount subscribed . . . \$6.25 per month until end of the war; and based on day's pay, percentages of salary, etc., approximately \$15 per month for a year.	1,253 95

PRECEDENT IS ESTABLISHED.

Washington, April 6.—The House Committee on Post Offices and Post Roads has announced that hearings are to be held on the Penrose-Griffin "Indefinite leave of absence" bill on Friday, April 7. This bill provides that superannuated employees in the postal service will be granted indefinite leave of absence with pay. All employees in the Railway Mail Service, Rural Free Delivery Service, the City Free Delivery Service and Post Office Clerks will be affected.

This is the first time in history that the subject has been taken up by the Post Office Committee, and indications are that the Hearings will develop the fact that a large number of Congressmen are in favor of the measure. It is expected that many Congressmen will appear before the committee in addition to the representatives of postal organizations and others.

This is a signal victory for the "Big Four" postal organizations. It seems but a short time ago that the U.N.A.P.O.C. announced the Griffin-Penrose bill as "The Paramount Issue" of the association, and now through the untiring and persevering efforts of its officers representing it here in Washington and of the officers of the Railway Mail and Letter Carriers Associations, definite action is being taken with a view to bringing about the desired legislation.

Washington, April 14.—The Penrose-Griffin Indefinite Leave of Absence Bill has been reported favorably by the House Committee.

"The sub-committee feels," says the report, "that if the present Civil Service policy is to be continued some means must be devised so that the average age of the employees in the Service will not increase beyond the point where the maximum of ser-

vice within the eight hours of employment may be expected.

"As Assistant Postmaster General Roper has expressed it, "alertness, dexterity, quickness of hand and eye and other qualities of youth are peculiarly required for the performance of post office work."

THE MESSENGERS.

In the House of Commons, on 11th April, Mr. J. A. C. Ethier, M.P. for Two Mountains, called attention to the condition of the Civil Service messengers. He read the letter signed "Humanity" which appeared in the Ottawa Journal on 17th February last, urgently demanding an increase of pay for the messengers. He also backed this with a strong plea in the course of which he said that some messengers were, in fact, performing the duties of clerks. He concluded his address as follows:

"I speak especially of the Civil Service messengers, because I am interested in their case. It was explained to me, and when I learned the facts I was surprised to find such injustice existing in Canada, the country of liberty, where all are supposed to have equal rights. These people are entitled to be paid in proportion to the duties they perform, and in proportion to the cost of living. I submit these remarks with the best of intentions, hoping that something may be done in favour of those deserving civil servants."

The reply on behalf of the Government was made by Hon. Robert Rogers who said that if people did not like to accept messengerships at \$500 to begin with they had the choice of seeking employment on Western farms or enlisting for overseas service. He proceeded:

"So, in view of present conditions, I do not think my hon. friend has much to support his statement. But

when normal conditions return no doubt there will be some force in the argument of my hon. friend. I quite agree that any individual worthy of employment in the Civil Service should be entitled to receive more than \$500 a year, but at the present time I could not promise my hon. friend that any change can be made. * * * I do not see that I can hold out any hope to my hon. friend of increasing salaries, at all events during the continuation of the war. After that, when we have had a happy restoration of the peace which we hope will come in the near future, this will be a matter for consideration, and the Civil Service will receive all the consideration they are entitled to. But at present I cannot hold out any hope of a change."

CO-OPERATIVE NOTES.

Coal.

A committee of the Civil Service Association is now securing quotations on coal for the coming season. Owing to unsettled wage conditions in the Pennsylvania mining region, prices are not yet available, but it is hoped that prices can be submitted some time in May.

Continuation Committee.

The committee appointed to arrange for the reorganization of the Co-operative supply Association met Tuesday evening, 25th inst., but *The Civilian* went to press before a report was available. The result of the meeting will appear next issue. Some interesting propositions were considered. The winding up of the old association has served the good purpose of bringing new co-operative enthusiasts to the fore.

The Law's Delay.

As reported in last issue, a court order was secured enabling the debenture holders to appoint a receiver and manager. This appointment is

to be made through the Local Master's office, but at date of writing has not been made. The stock at the O'Connor street store has been transferred to the Glebe store, pending arrangements for its final disposition.

Co-operative Possibilities.

The Guelph, Ontario, Co-operative Society has distributed \$30,000 in dividends to its members and customers during the eight years of its existence, according to the Canadian Co-operator. This shows what can be done under competent management, and should provide food for thought in the larger Civil Service centres throughout Canada.

PROGRAMME OF THE NINTH MEETING OF THE NATIONAL ASSEMBLY OF CIVIL SERVICE COMMISSIONS.

Ottawa, Canada, June 14-16, 1916.

Officers of the National Assembly.

President—F. E. Doty, Los Angeles, Cal.

Vice-Presidents — Henry Muskwitz, New York, N.Y.; Jos. G. Mulholland, Minneapolis, Minn.; J. E. Campbell, Pueblo, Colo.

Executive Committee — James H. Burdett, Chicago, Ill.; William Foran, Ottawa, Can.; Joseph J. Reilly, Boston, Mass.

Secretary-Treasurer — John T. Doyle, 1724 F. Street, N.W., Washington, D.C.

Programme Planning Committee— James H. Burdett, Chicago, Ill.; C. L. Baxter, Seattle, Wash.; William Foran, Ottawa, Can.; George T. Keyes, New York, N.Y.; Chas. Wesley Read, San Francisco, Cal.

Campaign Committee — William Foran, Ottawa, Can.; George T. Keyes, New York, N.Y.; Robert Catherwood, Chicago, Ill.; Hugo L. Pitts, Chicago, Ill.; G. L. Snyder, San Francisco, Cal.

Sub-committees Designated by Progress Planning Committee.

1. Efficiency Records and Readings and Their Use—Thomas C. Murray, New York, N.Y., chairman; W. R. Robinson, Springfield, Ill.; M. G. Holding, Chicago, Ill.; John A. Hazelwood.

2. Superannuation—Wm. Foran, Ottawa, Can., chairman; John T. Doyle, Washington, D.C.; C. L. Baxter, Seattle, Wash.

3. Co-operation Among Commissions on Examination Standards—F. E. Doty, Los Angeles, Cal., chairman; H. N. Caxton, Albany, N.Y.; J. E. Whitman, Sacramento, Cal.

4. The Model Law—John T. Doyle, Washington, D.C., chairman; Robert Catherwood, Chicago, Ill.; Charles G. Morris, New Haven, Conn.; C. H. Bryson, Athens, O.; William B. Moulton, Chicago, Ill.; Ralph L. Peek, Chicago, Ill.

PROGRAMME.

TUESDAY EVENING, JUNE 13.

Reception tendered to delegates and friends at the Chateau Laurier by the Canadian Civil Service Commissioners.

WEDNESDAY MORNING, JUNE 14, 10 O'CLOCK.

Address of welcome by His Worship the Mayor of Ottawa.

Response of the President (or Vice-President.)

Report of Secretary-Treasurer.

Appointment of Committee on Resolutions, Auditing, Nominations, Campaign and Place of Meeting.

12.30 P.M.

Luncheon at the Chateau Laurier, tendered to the delegates and friends by the City of Ottawa.

WEDNESDAY AFTERNOON, 2 O'CLOCK.

Efficiency records.

Report of committee, presented by

Thomas C. Murray, chairman, (15 minutes).

Address by W. R. Robinson in support of the report (15 minutes).

Philip Steels, Chicago Civil Service League (10 minutes).

Geo. T. Keyes, National Civil Service Reform League (10 minutes).

Open discussion—questions and answers—(60 minutes).

THURSDAY MORNING, JUNE 15, 10 O'CLOCK.

Report on Superannuation presented by William Foran, chairman, (30 minutes).

Address in support of the report, C. L. Baxter (60 minutes).

Two members of employees' organization (10 minutes each).

Open discussion—questions and answers—(60 minutes).

THURSDAY AFTERNOON, 2 O'CLOCK.

Report on Model Law by Robert Catherwood (30 minutes).

Address in support of the report, Richard H. Dana, William B. Moulton.

Open discussion—questions and answers.

8 P.M.

Complimentary dinner to delegates at Chateau Laurier.

FRIDAY MORNING, JUNE 16, 10 O'CLOCK.

Examination Standards. Report by

(similar arrangements as for other sessions.)

FRIDAY AFTERNOON, 4 O'CLOCK.

Automobile drive around the city and to principal points of interest, ending at the Central Experimental Farm, where the delegates will be entertained at a garden party.

Photographs, charts and literature illustrative of the work of the Commissions will be exhibited.

On Saturday, June 17, private automobiles will be placed at the disposal of any delegates who may care to remain over to enable them to visit various points of interest in and around the city. A guide will accompany each party. Delegates will also be entertained at the spring meet of the Connaught Park Jockey Club, and those who prefer a game of golf will be given an opportunity of playing over the links of the Royal Ottawa and Rivermead Golf Clubs.

Personals.

Appointments.

Agriculture Dept.—Stanley J. Hunt, Div. 2B.
 Customs Dept.—Hugh Creighton, sub-collector, South Porcupine.
 Finance Dept.—Elmer Armstrong, messenger.
 Indian Affairs—Marion O. Neilson, Div. 3B; M. Christianson, Indian agent, Pelly Agency.
 Inland Revenue—Joseph Pariseau, 3rd class exciseman, Joliette; Leonard H. Hall, 3rd class exciseman, Moosejaw; Edmund J. Morgan, special exciseman, Vancouver.
 Post Office Dept.—Marie A. E. Richardson, Div. 3B; H. M. Richardson, sorter; F. H. Oxley, Postmaster, Halifax.
 Public Works—C. J. E. Garry, Div. 2B.
 Secretary of State—David J. Shuttleworth, Div. 3B.

Transfers.

Jas. F. Kineaid to Div. 2B, Customs Dept., from Outside Service.
 Earl J. Donnen to Div. 2B, Customs Dept., from Outside Service.

Superannuations.

Edward Fahey, exciseman, Kingston.
 Arthur H. Whitcher, Div. 2A, Interior Dept.
 Matthew D. Kelly, Div. 2A, Marine Dept.

Resignations.

Customs Dept.—D. J. E. Davies, preventive officer, Winnipeg; Wm. Weis, preventive officer, St. Catharines; Ed. L. Blamire, preventive officer, Montreal.
 Inland Revenue Dept.—Jos. A. Laliberte, Div. 2B; Bruce B. Jones, asst. inspector, gas and electricity, London; W. M. Cruthers, asst. inspector, gas and electricity, Belleville; Wm. A. Dennis, asst. inspector, gas and electricity, Hamilton.

Marine and Fisheries—Mrs. A. Lamouche, Div. 3A.

Naval—R. C. Proctor, Div. 2B.

Post Office Dept.—Beatrice LaRoque, Div. 3A; F. E. Davis, class 3A, London.

Public Works Dept.—A. Kastella, Div. 1B.

Railways and Canals—Jock McKay, Div. 3A.

Secretary of State—Jos. Labelle, messenger.

Promotions.

Inland Revenue Dept.—To special class exciseman: Adam Ballantine, Hamilton; E. J. A. Johnston, Toronto; Geo. E. Dunbar, Toronto; Jos. O. Bousquet, Montreal; Edgar A. McPherson, Prescott.

Post Office Dept.—Div. 3A to 2B: M. T. Hobart, F. J. O'Connor, J. B. Campbell; W. S. Fultz to class 1A, Halifax; C. W. Martin to class 1A, Ottawa; A. J. McRobie to class 1A, Montreal; U. Rondeau to class 1A, Montreal; J. Hebert to class 1A, Montreal; O. Lorange to class 1A, Montreal; Phileas Carriere to class 1A, Montreal; W. J. A. Boulet to class 1B, Quebec; G. C. Avery to class 1B, Ottawa; J. Coffey, E. C. Dowd, A. Langevin, J. C. H. Barcelo and R. P. Bennett to class 1B, Montreal; L. J. Giroux to class 2A, Toronto; J. H. McCready to class 2A, London; Joseph O. Dion to class 2A, Quebec; B. T. Sangster to class 2A, Toronto; G. E. Nightingale to class 2A, Brantford; G. H. Boecher, H. S. Lyon, A. E. Davidson, J. H. Beckett, F. H. Middlemiss and Thos. Anderson to class 2A, Vancouver; W. Q. Ketchum to class 2A, Ottawa; J. J. Hare, J. A. Edkins, P. H. Pridham, W. A. Strachan, W. Sands, A. G. Mansell, R. A. Sargeant, J. Bloomfield, T. A. Rutledge to class 2A, Winnipeg; A. W. Dingle, J. McIntyre, W. L. Tuck, J. T. Brown, W. E. Hives, C. B. Stirrup, A. P. Aitkin, W. R. Brown and O. Good to class 2A, Calgary; W. H. Bracher to class 2B, New Westminster; N. Reed, W. H. Mogk, W. A. Little and F. J. Cabeldu to class 2B, Guelph; Joseph N. N. D. Fortin, Joseph R. A. Santerre and Pierre A. Guerin to class 2B, Quebec; Edwin Gibson to class 2B, Ottawa; F. J. Hauser to class 2B, Moosejaw; E. Whatmough to class 2B, Winnipeg; T. J. Rielly, H. V. McNaughton, M. L. Moffit and W. R. Hale to class 2B, Edmonton; Miss D. I. Bailey and Miss M. J. J. Champagne to class 2B, Winnipeg; John Charlton to class 2B, Windsor; E. H. Whitehead, A. Learmonth, C. S. Ogilvy, F. Evans, C. F. W. Greenwood, A. W. P. Walker, F. Thompson, F. L. Woolridge, H. Sciarini, A. S. Black, J. J. Murray, J. A. Charbonneau, R. Clements, Geo. Ellam, F. S. Parker, T. H. Haworth, Jas. Renwick, F. W. Lemesurier, A. J. Oben, E. C. Murray, N. Williamson, R. McLeod, F. M. Davidson and J.

D. Ronald to class 2B, Vancouver; Miss M. M. Egan to class 2B, Kingston; A. J. Genest and L. C. Lesage to class 2B, Montreal; Achille Robert to class 2B, Ottawa; H. D. Fiset to class 2B, Quebec; W. Fridfinson, Jean Chisholm, H. C. Harvey, J. W. Green, L. J. Sutton, W. T. Barclay, J. A. Doyle, F. Watkins, Jas. Thompson, J. Macaulay, J. Henderson, Wm. Scott, J. T. Gladstone, E. P. Butterworth, R. R. Buchan, W. Menzies, A. Shadford, H. C. Lonsdale, D. A. McIntosh, A. M. Morrison, R. Sterland, R. McKenzie, L. M. Barbour, J. Earn, J. E. Culverwell, S. H. Tease and G. J. Gorrell to class 2B, Winnipeg; R. C. Hill, Wm. Pennell, R. T. W. Fowler, D. A. Riddell, F. Packman, H. G. Curliss, A. Braunberg, J. J. Connors and A. Beveridge to class 2B, Calgary; J. Parker, W. Vermilyea and C. E. Trevena to class 2B, Regina; T. R. Snodgrass to class 2B, Brantford; H. M. Bruce to class 2B, Calgary; D. C. Bain to class 3A, Windsor; F. C. Bartlett, W. D. Jones, C. T. Webster, Fred Parker, G. W. Calhoun, T. H. Loney, C. W. Hall, G. S. Martin, S. W. Reid, F. R. Anderson and G. W. Robertson to class 3A, London; Ludger F. Gignae, Oswald Paquet, Joseph L. O. Nadeau, Joseph W. Tremblay, Joseph A. Beaudoin, C. R. Pelletier, J. B. Morin and L. A. Tremblay to class 3A, Quebec; G. A. Gauthier, Mrs. C. Metherel, E. Richard, O. Brazeau, M. T. Thomas, H. G. Boyce, A. C. Bryans, A. Rodier, A. W. R. Moxon and Mrs. M. A. M. Peat to class 3A, Ottawa; Miss M. L. Tierney, Mrs. E. Chabot, Miss I. A. Munro, Miss S. Derby, R. Landriau, Miss C. C. Myers, Miss D. Laveille, Miss L. McCrudden, Miss O. E. Hoare, R. Godbout and Miss Gladys Walsh to class 3A, Toronto; G. G. Rickaby, J. McMichan, J. E. Holden, J. Hogg, A. B. Turner, G. A. Hutchinson, A. F. N. Carlyon, H. Laird, A. B. Francis, A. Brook, J. Lytham, S. Livingston, D. McCullough, R. Nutt, W. Ellis, J. T. Pirie, J. Cunningham, F. Morrison, J. Linsen, Thos. Kendall and R. Gray to class 3A, Vancouver; V. M. Milo, H. Nicholson and G. C. McGowan to class 3A, Kingston; Miss E. Gregoire to class 3A, Quebec; Miss N. A. Smith to class 3A, Ottawa; J. H. Boivin, P. E. Paradis, Alcide Bourassa, P. E. Parent, F. X. E. Moreau, J. C. Martineau, J. R. P. Lacerte, J. L. A. Pouilou and J. A. Lockwell to class 3A, Quebec; J. A. Caron to class 3A, Sherbrooke; M. L. Marion to class 3A, Montreal; A. Spicer, C. A. Johnson, R. Henderson, E. H. Martin, H. G. Andrews, J. G. Nicolson, A. Wright, W. J. Holloway, J. Burness, C. G. Rees, G. Ardoino, J. W. Rogerson, S. E. Parker, R. I. Kennedy, Jas. Hopkinson, Jas. Brown, H. G. Long, A. McIntyre, B. Thompson, P. F. Ruegg, A. E. Davies, N. McDonald, A. H. Clark, A. Trute, G. M. Williamson, E. I.

Evans, D. S. Phillips, R. Bowman, T. G. Low, A. G. Dutoit, S. F. Duplantier and E. Kelly to class 3A, Winnipeg; Mary Ward and Margaret McDirmit to class 3A, Vancouver; G. M. Jenkins and M. E. McDonald to class 3A, Calgary; F. M. Finns, J. F. Wilkinson, R. C. Martin, E. Senior, A. J. Thompson, H. P. Pethrick, A. Henderson, W. J. Calhoun, E. G. Tindal, H. Selby, F. J. Jackson, J. C. Cunningham, A. E. Smith, G. W. Bragg, J. T. Smith, Thos. Jones, F. T. C. Godbolt, C. Gardner, K. Hand and J. Hopkins to class 3A, Regina; T. W. Sheane, T. E. Bell, G. A. Malcolm, R. B. Strange, J. Seymour, A. Braun, W. Botting, D. McKinnon, H. Webber, H. F. Packman, Wm. McLaughlan, W. E. Haley, C. H. Davies, A. Moughton, C. L. French, J. H. Richardson, E. King and F. E. Veilleux to class 3A, Calgary.

General.

W. J. Beatty, of the Staff Branch, Post Office Department, is seriously ill.

Lieut. H. Maingy, of the 8th Mounted Rifles, has returned from England.

The marriage of Albert E. Watterson, of the Department of Militia and Defence, to Miss Gertrude E. Prenter, formerly of the same department, was celebrated at St. Alban's church on the morning of April 15th. Rev. T. J. Stiles performed the ceremony.

Lieut. A. P. Dowling, son of D. B. Dowling, of the Geological Survey, was reported wounded in a recent casualty list. He went overseas as a sergeant in the Sifton Battery and was given a commission in England.

Members of the Railways and Canals engineering staff at Port Colborne presented L. B. Adams, who has been their associate for the past three years, with a wrist watch on the eve of his joining the Canadian Engineers for overseas service.

L. D. Wilgress, of the Department of Trade and Commerce, left on April 22nd for Omsk, Siberia, where he will take up the duties of trade commissioner.

Lieut. Edmund Newcombe, of the P.P.C. L.L., son of the Deputy Minister of Justice, has arrived in Ottawa, convalescent from four wounds.

Charles F. Radford, a railway mail clerk of the London district, lost a leg and sustained serious injuries to the head and shoulders when the auto in which he was riding with a friend collided with a street car at Niagara Falls, N.Y. The auto turned over and Radford was thrown under the trolley car. His leg was amputated in hospital. Radford is thirty-one years old, has a wife and two children, and entered the Railway Mail Service in 1911.

Obituary.

Thomas Farrow, father of R. R. Farrow, assistant commissioner of Customs, died in Collingwood on April 16th. Deceased was member of the Commons for Huron from 1872 to 1888.

Margaret Gibson, wife of Andrew Holland, official reporter of the Senate, passed away recently at the age of sixty-eight years. Her four sons are all on the firing line in France, and anxiety for their safety was the chief cause of the failure of the aged mother's health. Three daughters also survive.

David Cleveland Chamberlain, formerly chief accountant of the House of Commons, died on April 19th, aged seventy-eight years. He was born at Point Fortune, Que., and was engaged for many years in the lumber business. In 1892 he was appointed accountant of the House of Commons and occupied that post until his superannuation a year ago. His widow, two sons and a daughter survive.

Women's Column.

The luncheon-lecture referred to in the last issue of *The Civilian* to be given under the auspices of the Women's Branch of the Civil Service Association, will take place at the Chateau Laurier on Saturday, May the sixth, at 1.15 p.m. Tickets for same may be obtained from any member of the Executive or of the Advisory Board or at the Chateau Laurier until the preceding Thursday for 75c, and after that date at the Chateau Laurier only at \$1.00. Professor Carrie Derrick, the lecturer on the occasion, who has chosen for her subject, "War, Women and Industry," will be in Ottawa during the week attending the convention of the National Council of Women, of which the Countess of Aberdeen, who will also be in attendance, is the President.

At the election of officers, on Saturday the 15th of April, for the Executive of the Women's Canadian Club for the year 1916-17, Miss Florence M. Burt, the President of the Women's Branch of the Civil Service Association, was elected as a member

of the committee. The women of the Civil Service may well be proud of Miss Burt as their representative on the Executive of the Women's Canadian Club, and as the representative of the self-supporting women of Ottawa. Miss Burt, while not a native of Ottawa, has been resident here for the past ten or twelve years, and is ranked as a clerk and sugar tester in the Inside Service of the Customs Department.

Through the Civil Service Red Cross rooms in the Hope Building a very creditable amount of work passes to the Red Cross Society for distribution. The following is a list of articles which have been made between the eighteenth of February and the twentieth of April:

Sheets, 3; pillow slips, 30 $\frac{3}{4}$ dozen; hospital shirts, 45; fracture shirts, 25; socks, 107 pairs; wristlets, 13 pairs; pyjamas, 24 suits; sponges, 1,020; bandages, 81; scarves, 4; towels, 7 dozen; wash cloth, 1.

In addition to the foregoing, 6 pairs of socks, 4 pairs of wristlets and 6 handkerchiefs have been donated.

Miss Grace Reynolds, the convenor of the Civil Service Red Cross Society, is indefatigable in her work, and the keen interest she takes is a worthy example for many of us to follow.

Those who can give even an hour once a week to this noble work are urgently asked to come to the Civil Service Red Cross rooms on Thursday and Friday afternoons between five and six o'clock. On those two days the rooms could accommodate many more workers.

"In doing is this knowledge won,
To see what yet remains undone.
With this our pride repress,
And give us grace, a growing
store,
That day by day we may do more,
And may esteem it less."

R. C. TRENCH.

SANDWICHES,
TEA, COFFEE,
SERVED AFTER
10.30 A.M.

Murphy-Gamble Limited

BUSINESS
MAN'S
LUNCH,
SPECIAL, 50c.

BUSINESS HOURS 8.30 A.M. TO 6 P.M.

PHONE QUEEN 6201

New Summer Dresses } Extra Special In Leading Styles & Qualities } **\$8.75**

The range of styles in this splendid line is fascinating. The qualities include Striped Voiles, Floral Voiles, Plain Indian Heads and other leading wash fabrics. The quaint flounce styles, the semi-tailored coat effects and the one-piece types are all in evidence. The methods of arranging the stripes are three-fold—bias, perpendicular and Bayadere—horizontal, or running in a transverse line around the garment; bias as a trimming or vertical, running in a straight line from top to bottom. These stripes come in military, awning, hair line and pencil widths, in floral Dresden and plain color tones in harmonious combinations on white or colored grounds. The rose posey patterns on yellow, pink and blue grounds are quaintly pretty and the narrow flounces add to the old-timey air. Much more modern in style are the coat and skirt models, mounted on a net foundation and having a girdle of cord or fancy plaited lacings in sash or girdle effect. The heavier fabrics in plain shades of Helio, Blue, Pink, White, etc., come with the flare skirt and blousey waist trimmed with military or cotton soustache braids in military curves and finished with a tie. They are trig, smart and sure to retain a fresh appearance. The value is wonderful for such a limited price **\$8.75**

See them at once.

AFTERNOON
TEA
FROM 4.30
TO 6 P.M.
ORCHESTRA

Murphy-Gamble Limited

SPECIAL
ROOMS
FOR
PRIVATE
PARTIES

Please Patronise Our Advertisers.

THE POSTAL JOURNAL

VOL. I.

APRIL 28, 1916

No. 15

*Edited under the auspices of
The Postal Clerks' Association of the Dominion of Canada.*

Executive Board of the Postal Clerks' Association.

President	A. S. Black, Vancouver.
Vice-President	C. Gardner, Regina.
Secretary	J. W. Green, Winnipeg.
Treasurer	E. Simms, Calgary.
Vice-President for Manitoba	S. C. Berridge, Brandon.
Vice-President for Saskatchewan	H. S. Bell, Moose Jaw.
Vice-President for Alberta	E. H. Mitchell, Edmonton.
Vice-President for British Columbia.....	J. B. Sinclair, Victoria.

The Association Aims.

1. To obtain for all Post Office clerks one day in each week for a day of rest.
2. To impress upon the Government our desire that eight hours shall constitute a day's work, such eight hours to be completed within twelve hours and to consist of not more than two attendances.
3. That seven hours constitute a day's work between the hours of 10 p.m. and 7 a.m.
4. To obtain time off for all overtime worked or payment in lieu thereof.
5. To secure equal conditions for all Post Office clerks, whether employed in semi-staff or city offices.
6. To abolish, by any and every means in its power, the patronage system, at the same time bringing all possible pressure to bear upon the Government in order to obtain the adoption of the merit system throughout the entire Civil Service.
7. To secure, as a reward for merit and long and faithful service, the higher positions in the Postal Service, knowing that such positions can be filled more advantageously from the rank and file of the service than by the appointment of individuals having no knowledge of Postal work.
8. To stimulate and foster organization among Post Office clerks, believing, as we do, that by this method only is it possible to obtain justice at the hands of the Department and equal rights for all.

All correspondence, matter for publication, etc., should be addressed to the Editor, A. Venables, Calgary, Alberta.

PUBLIC OPINION.

The man who says that he does not care a jot about public opinion is either a fool or speaks not the truth. Public opinion, whether it happens to be right or wrong, it matters not, is the greatest force in the world of to-day. Public opinion sent Kitchener to the British war office at the commencement of the present war. Public opinion alone enables a man like "Charlie Chaplin" for ex-

ample to draw the fabulous salary that he does. The same force drove Prince Louis of Battenburg from the Navy and sent Bruce Ismay into retirement in a remote Irish village. As individuals are affected by this great force, so are Institutions, Governments and Associations like our own. Realizing then, as we must do, that such a lot depends upon the opinion of the general public, when we consider how ignorant they are regarding the existing conditions in

the Civil Service, we must at once see that to enlighten this public as to the true status of a Government employee and his working conditions should be one of the main aims of this association of ours. However it is the press, of course, which has the privilege of controlling public opinion to a very considerable extent and, unfortunately, newspapers as a rule are purely and simply a business enterprise, and as such know which side their bread is buttered on, so that very often they hesitate to tell their readers the naked truth as it might very possibly hurt the interests of the powers that be. We don't hesitate to say that when a newspaper pursues such a course it grossly abuses the great privilege that is its birth-right. On several occasions this association has experienced the greatest difficulty in enlightening the public on some matter or another through the medium of the daily press, but recently we have had one or two successes in this direction. When a controversy takes place in the papers concerning the Civil Service, the letters written by the public show unmistakably how terribly ignorant the public are regarding the status of the men whom they employ. It is the duty of the press as well as the duty of good associationalists, and these latter can do no little to enlighten the public upon these matters whenever the opportunity occurs. When the public knows and realizes just how the Outside Civil Service is conducted and governed, then and only then will a reformation come about.

NOTES BY THE WAY.

Should this issue appear not up to standard, official business, which always comes first, is our excuse. We have had to burn the candle at both ends in order to get anything prepared at all.

"Jack Canuck" wants to know whether there isn't a lot of work now being done in our post offices by men of military age and which could be performed equally as well by girls. Well, Jack always was an inquisitive individual, and although we are not able to enlighten him on that point, if his eye catches this by any chance he'll learn that, as near as we can tell at the moment, nearly a third of the members of this association are with the colors.

This year is the most critical one which this organization of ours will ever see. It's "make good" or "bust." Which is it to be! Answers need not be by word of mouth, actions are much more appreciated.

Secretary Green has recently written the Department on the advisability of supplying civil servants anxious to enlist and yet held at their posts, with an armlet, so that they may have the opportunity of walking around town without blushing. This is surely a most reasonable proposition.

"Government Positions Filled by Germans and Austrians" is the rather startling heading in one of the leading evening newspapers of the country. Doesn't look very good to us!

When the summer time comes along and you see the letter carriers enjoying a half-day's holiday, you'll wish that you had an association like theirs.

Vancouver has been enquiring after the spring poets. It will be noticed that the undaunted "Heb" obliges in this issue.

SASKATOON SPECIALS.

The monthly meeting was held over one week to allow those members to get down who had been unable to attend for some time owing to the meetings falling on nights during which they were on duty.

The vote taken on the delegate for convention at Regina resulted in our genial Secretary, S. W. Foster, being chosen to represent Saskatoon.

A discussion on the order from the Department re smoking in public buildings was interesting and, in parts, amusing. One member pointed out that Deputy Ministers had had—as he put it—to cut out the smoking. Which brought the growl, “But I’m not a Deputy Minister.” It was felt that, in the case of a man working a straight eight hours, the order came hard, as most men were in the habit of having a pipe after a meal and to forego this was decidedly rough. The fact remains, however, that “orders is orders,” and the only thing is to make a virtue of necessity by following the example of the above mentioned D.M.’s

With the departure of W. K. Upton, enlisted in the 196th University Battalion, we are short one more jolly good fellow. He is the third member of his family to answer the call. The staff presented him with a wrist watch on his departure. Good luck, Billy, old sock, and a safe return.

The suggestion of “Rambler” in the issue of March 31st is a good one, viz., the exchanging of visits by officers, and in fact some such scheme was brought forward at one of our recent meetings, being laid over for consideration in the near future.

Surely P. A. & Sask. are near enough to exchange visits, while there is no reason why Regina and even M. J. should not be visited if the idea takes hold. There is not the slightest doubt that such visits would be productive of much good, in a clearer understanding and binding together of the association.

This enlisting business is getting fierce. Seems to be like measles, contagious. Three more of ’em have done it. J. Johnson of the despatch

staff and D. Moody of the carriers have joined the Saskatchewan Hospital unit, while Bill Williams, also of the carriers, has enlisted with the 65th Battalion. Bill, by the way, is a veteran of the South African war, and a more popular fellow was never connected with this office.

Pat Murphy has been strutting around the office, apparently under the impression that he is the P.M.G. Latest reports are that Miss Murphy is a fine young lady with great vocal powers.

Those who didn’t turn up on the evening of April 5th certainly missed a good time, Mr. and Mrs. Rippingale having invited the members of the association to their home on this date. Some 14 men turned up and a most delightful time was spent. During the evening a dainty supper was served and if it were needed to show proof as to how this was enjoyed it would be sufficient to say that if things went with a swing before supper, after they simply bubbled. The good time like everything else had to come to an end, so after singing God Save the King and He’s a Jolly Good Fellow, and she ditto, the party broke up amid cheers and good mornings. Syd at the piano was great stuff, playing everything and anything that was needed. Among the artists were Mrs. Rippingale, Miss Boyte, Messrs. Rosson, Gibson, Bale, Torbett and Anderson.

BRANCH NOTES.

Brandon.

We wish the best of luck and a safe return to four more members who have recently answered the call of duty, viz., Messrs. Munn, McKellar, Lang and Goodman. Our General Secretary has also enlisted for “active service,” but in another direction, having joined the noble army of benedicts. Here’s wishing you and your wife all the

good things of life and, say, Clifford, may all your troubles be . . .

Prince Albert.

The alterations in this office are going on apace, and we hope to be in our new quarters shortly. The new addition will give us more breathing space.

One of our members, while under the influence of chloroform recently, was very free with his secrets. The writer, known to the doctors in attendance, gleaned the information that the patient rendered "The Dear Little Woodpile" in a fine voice. In view of certain facts, this is interesting. Buy your own woodpile, Hugh!

Jas. Harris is back from Leicester Farm. The cows, James says, made too much noise.

By the way, hospitals appear to be particularly attractive to our clerks just now. Who's next? A. M. C.'s fate awaits you.

From the point of view of attendance, business transacted and interest shown by members, the April meeting of this branch was a pronounced success. The question of delayed salaries was taken up and it was decided that the managers of the branch be left to deal with the question. Jack Oliver showed his appreciation of the efforts of the association by joining up.

An important announcement is expected shortly from one of our members. When a man buys furniture and declares "sure I'll marry her," it's a surething that one may expect something. In your estimates, Jim, allow for the cigars.

H. L. Doyle was elected at the recent meeting to represent this office at the coming convention.

Victoria.

The following members of this branch are at present on active service: Messrs. Bloomfield, Cormick, Petch, Wilkinson, Slater, F. M. Wil-

kinson, Goddard and McCallum. The three last mentioned are sergeants in the Postal Corps.

Edmonton.

There are signs of the coming convention in our office, as many of our stalwarts are having pipe-dreams of their powers of argumentation and oratorical ability, with a hope of journeying Regina-wards next July.

Quite a few of these would-be delegates have been besetting our Secretary with sundry questions connected with the "Con."

The most hardworking member in this direction is one of our Gen. Del. boys, and already he has rubbed up every subject of interest from the "Alien Question" right down to "The Postal Clerks' Eyesight Saving Bill" resolution. May the best man win!

We made an error in our last notes regarding the announcement of Harry Neal's enlistment. We gave the colonel of the regiment's name as Bowen. It should have been Lieutenant-Colonel Arnott.

"Billy" Warne, another of our old-timers, has succeeded in convincing the medical man of the 138th Regiment of his fitness. This is Bill's third try at enlistment. We'll miss your angelic arguments, Bill. Use them to good advantage on the Huns.

MUSINGS OF "HEB."

I have been greatly amused. It happened thus: I received my copy of the Journal, dated the 31st of March, and proceeded to make myself comfortable by the stove. The first item that caught my eye was a sorrowful one. I read with regret that so and so had just left this earthly sphere, having entered the Government service in February, 188, A.D. or B.C. is not stated. I wept as I read the foregoing, and

between tears mused "Well done, thou good and faithful servant."

You know some postal clerks are merely wasting their time in post offices. There are lots who possess broad streaks of humour. I nearly fell from my chair as I read the following: "R. F. Duke has left his sorting case and gone HOME-STEADING." Ye Gods! We are progressing!! Of course the writer of the article was too fond of the bald truth; what he meant to imply was that R.F. had gone for a vacation on a farm. When I think of Homesteading I am always reminded of shacks. A well known authority has defined shacks thus: Shacks—Considered by some people a place of abode, really intended to keep cows from the dining table, if properly chinked up with mud may keep birds and gophers out. Anyway, R.F. should know. Personally I spent three days farming; that was three days after I had paid my 10 bones.

I took a homestead, paid ten bones
with glee,
To raise cows and wheat was my intention
you see;
But when I arrived on the new
Promised Land
And saw all the forest I had at command
I thought that my sorting case was
by far my best stand;
To —— with the New Promised
Land.

However, let us glance over the branch notes,—this is where you meet Wisdom and Mirth. From Calgary we learn that big things are going in the Eating and Entertainment business; in the latter section singers are getting scarce. Looking at this in the right light, it's rather a compliment to the singers. It is pleasing to learn that the audience is fairly plentiful. Edmonton, the "Mecca" of postal musical world, we find here that "a military at-

mosphere is permeating the vicinity." For the love of Mike, how dare it! By the way, this is the place where Donald vanquished Gungha Din; nothing has been heard of Don since, that is outside of Edmonton. Saskatoon informs us they have been asleep, snoring they tell us. That sounds familiar, a primary sorter once told me the same.

HEB.

RESOLUTION FOR THE CONSIDERATION OF THE NEXT CONVENTION.

Whereas, one of the most vitally important matters to our association is that of thorough organization in every city throughout the Dominion of Canada; and,

Whereas, it does not become us to expect the general secretary to be responsible for this work; and,

Whereas, it is not expedient for this association to have too many officers, owing to the expense incurred in bringing them together in convention; and,

Whereas, all monies received by the association for dues, etc., are, under section 2, Secretary, Article 7 of our constitution, payable to the secretary who in turn forwards them on to the Treasurer; and,

Whereas, the secretary is the person who expends most money during the year and could be bonded to better advantage than the treasurer;

Be it resolved, that this association do away with the office of treasurer and the general secretary be made secretary-treasurer and that in place of the office of treasurer this association appoint an organizing secretary.

A. M. VENABLES,
Editor 'Postal Journal,'
President, Calgary P.C.A.

Not Built for Speed.

He was wandering aimlessly around in a department store when the floor-walker approached him.

"Looking for something?" he asked.

"Yes, my wife," replied the man.

"Describe her."

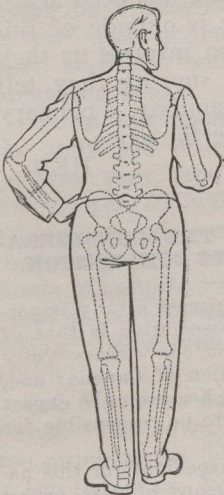
"Well, she's a sort of a limousine, with a heavy tread and usually runs on low."

—Ohio Motorist.

SUITS AND OVERCOATS

Made in 4 days

\$18



A Special Order Suit can be made to your exact measure without a try-on necessary—in four days.

Semi-ready physique type photographs enable us to give you custom-made service with a great deal less trouble.

Let us show \$15 Semi-ready Tailoring—wonderfully neat and clever work.

BEAMENT & JOHNSON
OTTAWA

A Semi-ready Store in every town and city.



**WOULD
YOU
HAVE
THE BEST
SERVICE?**

We offer you the best equipped optical parlors fitted with every scientific appliance for correction of defects of vision. Our long and successful experience is at your service at any time. The charge is right, the results always satisfactory.

THE OTTAWA OPTICAL PARLORS

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

NOT AS ADVERTISED

"I find the course excellent, even better than the advertisement led me to suppose. It is certainly a splendid thing for the student who cannot attend an Academy."
PERRY McG. KNOX, 341
Riversdale, N.S.

LATIN, FRENCH, GERMAN, [SPANISH,
by Mail

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

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

PELLISSON

Le Cognac par Excellence.

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

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

Always
EVERYWHERE IN CANADA
Use Eddy's
Matches

TETRAULT SHOE Mf'g Co.

MONTREAL, QUE.

LARGEST MEN'S GOODYEAR WELT
MANUFACTURERS OF CANADA

BAR NONE

STILENFIT CLOTHING Ltd.

Manufacturers of

**HAND MADE CLOTHING
FOR GENTLEMEN**

MILITARY SUPPLIES

Please Patronise Our Advertisers.