

THE CIVILIAN

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ADDRESS BY COMMISSIONER SHORTT.

Explanation and Defence of Civil Service Commission.

The People's Forum of Ottawa has proven a most useful institution by affording means by which leaders of thought and the great public in whose behalf these leaders act may get together. Never has this function of the Forum been more worthily exercised than in the meeting of Sunday, February 14th, when Dr. Adam Shortt, Civil Service Commissioner, gave an explanation of the workings of the body of which he was the first appointed member. There was a large audience, including many civil servants.

Dr. Shortt was well received by the audience. Though his address was long,—decidedly long for a popular presentation of a somewhat technical subject,—yet it may be said as a tribute to both speaker and audience that the attention was perfect throughout. This was all the more remarkable because Dr. Shortt spoke in merely conversational tone, and towards the close of his address his voice did not carry to all parts of the hall. There was a rising interest in his remarks, however, and the attention of the audience grew keener, though the speaker's voice grew less audible. In view of the great importance of the subject, and of the fact that this is the first public expression of the Commission in Ottawa outside their somewhat reticent official reports, lengthy extracts from Dr. Shortt's address are given.

Dr. Shortt said in part:—

“It might seem like carrying coals

to Newcastle to discuss the civil service in Ottawa; but an experience of some six and a half years has convinced me that even in this city there are people who do not understand a good many points about the civil service. Of course, I shall not attempt to cover the details of the subject, but there are two or three points which I should like to discuss. . . .

“One of the difficulties of the civil service as compared with other occupations is the more or less rigid definitiveness of it as a career. One who goes into an ordinary business or professional occupation is permitted to indulge hope of great possibilities. He has the possibility of becoming a millionaire; he has the possibility of becoming the most noted person in the country. But the civil servant has his career pretty definitely mapped out ahead of him.

“Many people forget when they hear a particular criticism or observe some member of the service not conducting himself in the very best way, that he is a very exceptional person; they do not see the four or five thousand in the regular service and the couple of thousand more on the fringes of it, in the irregular service, who are not showing these objectionable qualities. But it is well in looking at the service as a whole to keep this in view. Therefore, when we regard the service as a means of realization for the individual in income and position, we must recognize that its effect in this way depends also upon the individual.

The Public Interest.

“Turn to the other side. What are they doing? For whom are they working? And what is the test of their efficiency? These are questions for the public of this Dominion. The civil service is the organization necessary to carry on the work of the country. An immense proportion of that work is necessarily of a routine and humdrum character, an eternal repetition of the same thing, until it would appear that except in the highly specialised work of some departments there is no opportunity of human realization in that work. But look outside at the greater part of commercial life, and you find that the means of livelihood of most people is more or less of a humdrum and routine character.

The Commission's Initiation.

“Some years ago, the Government, in more or less of a panic considering that elections were coming on, decided that it was necessary to do something — some scandals having been unearthed and others threatened — rushed through a Civil Service Act which provided for the appointment of a Civil Service Commission. By some strange freak of nature which I have never been able to explain they fastened on me as one of the parties to run this machine. When I asked the members of the Government what it was I was to do and how they expected this system to work out, they held up their hands in astonishment and said: ‘Do not ask us; we do not know; there is an election coming on; here is a copy of the Act and you will have to work it out as best you can; no doubt it can be improved, but do the best you can and the law will be improved later.’ We have had one or two supplementary acts passed, but we are still waiting for the radical improvement of the system. We thought we were within measurable distance of it last year when the Government introduced two new bills

dealing with the system. But now the war has come on and we realize there is going to be delay in these bills which may not even now come into existence as Acts of Parliament, and we shall have to get along as best we can on the present basis.

Responsibility of the Commission.

“Let me frankly state what I find to be the position of the Civil Service Commission in the face of the realization of conditions under the act. . . . The Government can override the Commission's withholding of certificates for appointments and promotions by naming individuals in the estimates and putting them through in that way. The Government could, of course, dismiss summarily any person appointed by the Commission, at least after two months' probation, without giving any specific or definite explanation to the Commission, because the Commission is in no way responsible for dismissals. While, therefore, we have something to do with appointments up to a certain point, and with promotions up to a certain point, we have nothing to do with dismissals or with the freedom of the Government if it cares to over-ride us and is supported by Parliament in doing so. . . .

“There are a good many people who think we have not acted as we ought to have done. . . . Any action in the six years and a half we have performed we may be called upon to justify; and we have acted with that possibility before us; and we are prepared to explain our actions. If they are wrong, we may take another line, or Parliament may dispose of us; that is all within the range of possibility.

Inside Service Only.

“Having explained the machinery so far as that is concerned, the next point is, wherein does this power for the inside service find its limitation and activity? It is confined at present entirely to what is known as the

inside service. . . . But at present you cannot be sure when you see persons employed in the inside service that they necessarily come under the restrictions and limitations of the Civil Service Commission.

Limitations.

“Now, even in the case of the inside service, when we give certificates, these certificates are not always given on the basis of competition. To begin at the bottom, there is the messenger, sorter and packer class, the lowest grade in point of qualification in the service. They are paid exactly the same salary as the Third Division, whose qualifications are, when you came to balance one against the other, ten times as difficult—that is, it would require at least ten times the amount of work, study and time to qualify for the Third Division that it does to qualify for the lower grade. But in the case of the lower grade, under the interpretation given by the Justice Department, there are two ways of being appointed: one is, by taking the annual lower grade examination. After the examination a candidate goes on to the list as successful, but he may not get any further. Why? Because the departments have the right to nominate any person they please to a lower grade position which they create, and we have no right to say: ‘This person nominated cannot be appointed until those on the list are appointed in order of merit.’ All we can say is: ‘We have examined this party to see whether he or she is up to the minimum of the lower grade standard,’ and if they can get over the ‘hog line’ they go on as a matter of course, and we are required to issue the certificate. Those parties who took the regular examination, paid their fees and complied with the provisions of the act, sit waiting month after month and year after year for an appointment. They abuse us periodically for not giving them some-

thing which we have to explain we would be delighted to do if we ever had the opportunity. Well, we held one examination for the one class, and this last season fifty-seven examinations for the other class. Nine were appointed for the one section and 121 for the other. You see, then, that patronage is entirely and absolutely in control of the lower grade appointments, because of the nine who got these appointments seven at least happened to have the patronage as well as the examination.

Third Division Appointments.

“Now, we come to the Third Division. The Third Division permanent appointments are entirely in the hands of the Commission; there is no patronage there. The parties who are declared successful on those lists are guaranteed appointments. . . . The number declared successful is the number indicated to the Commission by the different departments before the examination as their needs or probable needs for the next six months. Now it is not certain that those on the list of successful candidates will be immediately appointed. They may be appointed any time during six months, because that list is supposed to last for six months. If, however, they should not all be appointed within the six months when the next list comes from the department, we deduct them from the number required and they are guaranteed to come in as preference people on the next list. But most of them get appointments in the first six months; in fact, two-thirds are usually appointed in the first six weeks.

“Now, that looks beautiful; but, unfortunately, as a matter of history these people are supposed to come in at \$500. Now, \$500 they tell me was considered a good salary to start on in Ottawa 25 years ago, but has represented rather hard lines within the last ten years. Those who were in the service at the time of the Com-

mission's appointment got what was known as the flat increase. They went up practically \$200 the first year, that is \$150 flat increase and the \$50 statutory increase. That, no doubt, helped those already in the service, and was provided on the basis of the inadequate provision which \$500 would make in view of the cost of living. Every new one brought in was supposed to come in at \$500, not with this increase. Now there is a provision in the act that an increase of anywhere from \$100 to \$300 in the lower division, or \$100 to \$500 in the upper division, may be added for exceptional merit. In many cases the new clerks were able to convince their departments that they could not very well get on on \$500, which led to many being recommended at \$600, \$700 or \$800.

Not very Popular.

"Now came one of the causes of the unpopularity of the Commission, because I admit at once we are not very popular, at least with the vocal element in the service. These persons are supposed to be appointed in order of merit and in virtue of their standing and qualifications as shown at the examinations. If we have fifty people, say, on the list, they go in as a rule at the minimum salary. But if No. 30 on the list should get \$800 because that one has prevailed on the department to ask for it, and if the sixth, seventh, eighth and ninth are all appointed at \$500, it is unfair to those people who obtained the greater percentage at the examinations that others should go in ahead of them at \$800 and they should only get \$500. Sometimes I have said to the departments: How can you know that this thirtieth person whom we sent to you in the regular course is better or more worthy than those at the top of the list? And, of course, there is no evidence, because they have not tried out the parties at the top of the list. We do not guarantee that the parties at the top of the list are, in the working out in the service,

necessarily the best people, though our experience shows they are as a rule the best people. All we ask is that those parties at the top of the list may be tried out for any special benefits that are coming. If they make good they should get it, if not they should not. That, then, is one of the reasons why the Commission is an absolute monster in the eyes of some of those who do not get \$800. These are some of the difficulties. But all who pass in the Third Division are guaranteed positions. Of course, you recognize \$500 is quite inadequate for a man, and for women, too, except those girls who are living at home and who are not required to bear the brunt of their whole individual support. There are girls in the service—and all honour to them—who are doing as much as any man in support of the household, maybe of a widowed mother, and of younger brothers or sisters. But the service does not permit us to apportion the salaries on that basis; we are required to go according to the Act and according to the standing which they show in their examinations. As between two parties absolutely equal in standing we then, of course, have an opportunity to put the favour on the side of those who are most in need; otherwise, we cannot exercise a benevolent function because the service, notwithstanding the claims of a great many, is not an eleemosynary institution; it exists for the purpose of having work done for the people of Canada in the Government of Canada. The Third Division, then, comes entirely within the competitive range.

(To be concluded in the next number)

A guaranteed cure for the blues—
an errand of mercy or helpfulness for
someone, accompanied, if possible, by
a walk in the fresh air.

Fear to do base, unworthy things
is valor.—*Ben Jonson.*



“THE WOMAN WHO UNDERSTANDS.”

Somewhere throughout this barren land there waits you with outstretched hands
 The woman to mould your life anew, the woman who understands.
 You may never perhaps have met her, and though fate still holds you apart,
 There lingers in North, South, East or West this glorious glowing heart.
 She may be of comely beauty or even severely plain,
 She may live in a gorgeous palace or down in a backwoods lane,
 She may be a child of fortune or pauper in worldly wealth,
 She may be a buxom creature or cursed with a failing health:
 But somewhere there waits to welcome you, her lover from distant lands,
 This glorious, God-like creature, the woman who understands.
 And so if you wander friendless, though year after year slide by,
 If you sail like a human derelict, with never a harbor nigh,
 If fate should buffet you harshly and the outlook all seem blue,
 Remember this noble woman is somewhere a-watch for you.
 Ready to kiss the forehead that aches with the strife of things,
 Ready by sweet encouragement to soothe all the bitter stings,
 Ready by noble promptings to spur you toward your goal,
 Ready to cheer, encourage, condone, forgive, console.
 Willing to share your burden and shoulder the major part,
 Ready to brighten up your life and cheer the despondent heart:
 Ready to share your glory, and kinder, when 'neath defeat
 You struggle beyond one pit-fall to others you'll have to meet.
 So hasten your weary footsteps and lighten your air of gloom,
 Somewhere you'll yet encounter, this flower is all a-bloom:
 Fragrant and sweet and perfumed with a love that is most divine
 There waits to encircle the sturdy oak, this beautiful winding vine.
 And then as it trestles 'round you—the glorious rose-hued hours
 Will bring to the vine its beauty, its quota of buds and flowers;
 So leap with a joy unbounded and wrestle with luring fate,
 Triumph, succeed and conquer, by purging yourself of hate:
 Gaze on the silver lining, which, hidden in every cloud
 Brightens the dewy morning and tears from the night its shroud,
 For how, but with face a-smiling and heart that is lithe and true
 Could you dare to approach this heaven, with gate that's ajar for you?
 I see her, she's waiting for you, with suppliant outstretched hands,
 This gift of the gods, this angel, the woman who understands.

THE CIVILIAN

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of Canada.

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

Ottawa, March 5, 1915.

SIR ROBERT BORDEN IN HALIFAX PLATFORM.

A thorough and complete re-formation of the laws relating to the Civil Service should be put into effect, so that future appointments shall be made by an independent commission acting upon the report of examiners after competitive examination. I am convinced that we shall perform a great public duty by establishing in this country that system which prevails in Great Britain, under which a member of Parliament has practically no voice in or control over any appointment to the Civil Service.

To use the power of filling positions in the public service as a reward for party service and without regard to the character and capacity of the individual selected is a gross breach of a solemn public trust. A private trustee so dishonouring his office would be subject to punishment by the criminal law.

OUR BOYS

DEAD

LOUIS DE NOAILLES,

Killed at the Yser,
November, 1914.

PAUL HUMBERT,

Killed at Perthes-les-Hurlus,
Jan. 8, 1915.

A. NICHOLSON,

Killed Jan. 26, 1915.

CHESTER S. FRASER,

Died Feby. 5, 1915.

WOUNDED

M. DORGAS,

At St. Feri, Sept. 18, 1914.

GEORGES P. HUGUET,

At Ville-sur-Turbe,
Sept. 25, 1914.

PRISONER

YVES RIOUX.

DISFRANCHISEMENT.

Nothing could be finer than the patriotic spirit in which the members of the Service have bowed to the decision of the Government that the two bills would not be introduced this session. We are in the way of hearing considerable expression of opinion on this subject and we have yet to hear the first discordant note from the members of the Service. It has remained for a Member of Parliament to commit the first breach of the unsigned contract of "no legislation." Sir Robert Borden in the Halifax Platform in 1907, and the Hon. Mr. White in the two bills 217 and 229 offered us bread; Mr. Andrew Broder in his bill No. 47 offers us a stone.

Bill No. 47 has been introduced into the House of Commons having for its object the disfranchisement of Civil Servants. The bill is not before us but the author of the bill has given out an interview to the Ottawa Jour-

nal. The Service, he states, is to be disfranchised both inside and outside, so that the contemplated surgical operation is to be all embracing and complete. The author tells the Journal that he is going to prevent Civil Servants from voting not only at federal elections, but also at provincial (Oh provincial rights!), municipal, school board elections, etc. He denies that there is any intention to restrict the rights of Civil Servants to buy yellow tickets on the street cars, or to read the author's speeches in Hansard; nor yet to sup with their wives so long as they do it in the presence of witnesses.

"The bill also proposes to eliminate the influence of patronage," Mr. Broder tells the Journal. No need now to implement the Halifax platform, no need now for the Hon. Mr. White to introduce the Merit System, for the honorable member for Dundas has discovered that the way to cure the foot-and-mouth disease is to cut off the goat's tail.

Halting between two opinions for the moment, hesitating between the humoristic and the pragmatist blend of thought, the author of the bill now throws off all reserve and modesty, and declares himself a devotee of the cult of the ancient and honorable school of Hermetical Philisophy. For he states in the Journal that he is "to make the Civil Service a body which political partisanship will not affect."

The Horoscope is the concise record of the *Patronage Machine* since July 1st, 1867 until the Ides of March, 1914. The Planisphere is based upon the speech, made in the Chamber of Justice by the sitting member for the royal constituency of Kings and Albert. The prediction is that the *Beautiful Lady* who sent out her faithful stewards in the year of Our Lord 1867 shall, from her lofty station, discover at last the consummation of her heart's desire in the setting up of a perfect system of Political

cal Economy. This great renaissance is to be achieved by the simple process of depriving Civil Servants of their one remaining claim to citizenship,—the right to vote.

Civil Servants will watch with no slight interest the course of the Government in regard to this proposed legislation. Its passage into the statute books will, if we mistake not, witness the immediate attempt of all good men and true at present in their King's service to leave that service at as early a date as possible. It will also present one more obstacle to the entrance to the service of men, good and true, who may at some future time contemplate entering a service bereft of all civil and political rights.

IS THE SERVICE OVER-MANNED?

The Civilian to-day prints the first instalment of the address delivered before the People's Forum at Ottawa by Dr. Shortt. The address will be found illuminating and is being published as fully as possible especially for the edification of our friends outside of Ottawa, who will now more fully appreciate some of the difficulties confronting the Merit System and the commissioners in charge of its administration.

Our editorial space does not permit any complete discussion of the many valuable points brought out in this address, but on a later occasion we will comment thereupon. The address embodies one statement, however, to which we will briefly refer for the reason that it has been the subject of discussion in the House of Commons on several different occasions, the most important of which is reported in our news column to-day.

Dr. Shortt, quoting from a return laid on the table of the House during the previous week, stated that there had been 2,000 dismissals from the

service since 1911 and 10,000 appointments. The Hon. Mr. Rogers challenged the accuracy of the statement on the ground that no allowance was made for retirements. Unfortunately the published report of the return did not deal with retirements and to that extent the statistics available to Dr. Shortt were incomplete and will bear revision in order to exhibit the net result. There is another element outstanding in these figures, however, due to the fact that the returns from the Post Office and Marine Departments are not included. Now the numerical strength of these two departments is probably nearly equal to that of all the other departments included in the return, so that the Government should be thankful to Dr. Shortt for drawing their attention to the fact that the pot-hunters of public office have obtained full control of the patronage bread wagon and have all but run away with the commissariat.

We have nothing to do with appraising the blame or glory of Civil Service administration as between the two parties in Parliament. But we have a responsibility as to the members of the organized and indeed of the unorganized service as well. This responsibility prompts us, as a positive duty, to point out that the public service is overmanned to a remarkable degree and on account of this overmanning, of inefficient organization, of duplications and other kinds of waste, there is a loss, conservatively estimated, of over \$5,000,000 a year. A minister of the present administration once asked a delegation of Civil Servants what necessity existed for any communications between a committee of Council and the Civil Service Commissioners. Herein is the answer. The Commissioners could have informed the ministry of this overmanning and of a number of other weaknesses in the system of government as such come under their observation. The Government must

set up a wireless system of communication between Council and the Commissioners, and also the president of the Federation so that the danger signal may be shown before the inevitable *impassé* develops. Notwithstanding the war, to the demands of which we bow, it is desirable that the Government appoint a permanent ministerial body to survey as a whole the problems involved in the employment of 50,000 people; for otherwise the Halifax platform will have to be re-written in words of fire.

THE PLEASURES OF CIVILITY.

In the House of Commons, the Hon. Mr. Lemieux has entered a protest against the contemplated testimonial to the Hon. L. P. Pelletier. We do not attempt to extract from the words of Mr. Lemieux what may have been his animating impulse in condemning this movement on the part of Civil Servants, and in branding a great body of men and women as "sycophants." No more objectionable term could have been employed in this instance and no word more untrue under the circumstances. Mr. Pelletier has passed from public life and has no longer the power to dispense favors. An immature movement to express appreciation, in a practical way, of the Hon. Mr. Pelletier while he was yet in office was halted by the abrupt veto of that gentleman himself. If Mr. Lemieux may absolve himself as immaculately from the imputation of obsequious flattery in all times and places as may the gentlemen who are instituting this presentation, he will be forever immune from any possible charge of parasitical servility. Like many other non-Post Office officials the editors of *The Civilian* are sympathetic to the proposal to pass a civil "thank you" to Mr. Pelletier, and we will not retaliate upon Mr. Lemieux by suggesting the possibility of "invidious distinction" as occurring to his mind.

Instead of that we introduce the term for the express purpose of pointing a moral at one of Mr. Lemieux's political opponents. We would that the Hon. Dr. Reid might see invidiousness in the demonstration in honor of Mr. Pelletier. The Customs service may, at the present time, be likened to the Post Office service prior to the Pelletier regeneration. Not that more money is required but a more equitable adjustment,—fewer men and better service. The abuses of the "Preventive" system in itself places the Customs branch of the service on a lower level than the Post Office was prior to 1911. Dr. Reid did not invent the "Preventive" system, but we all hope and pray that he may consider the Pelletier presentation as an "invidious distinction" and endeavor to re-adjust his great revenue-getting department and thereby acquire the greatest honorable distinction for himself no less than for the King and country whose business he is administering.

THE OTTAWA CIVIL SERVICE CORPS.

The Militia Department is so busily engaged in consummating the many problems in connection with the contingents for foreign service that there is little likelihood of any action being taken in behalf of the 400 Ottawa Civil Servants who volunteered their services. The officers of the Federation have sent a communication to the Secretary of the Civil Service Association of Ottawa suggesting that, in the meantime, the machinery of the Inside Association be utilized in order to bring our 400 volunteers on the parade ground as two companies attached to one of the established units having "Home Guard" Companies in affiliation. It is desirable that some such action be taken so that the object of this co-operation on the part of these 400 patriotic Civil Ser-

vants of the Crown may not be wholly in vain.

EDITORIAL NOTES.

One more Civil Servant has died for the Empire. Elsewhere in this issue particulars are given of the death of Chester S. Fraser, Assistant Inspector of Customs for Saskatchewan, while training, at Winnipeg, with a battalion of the Second Contingent. Though he died of disease in a hospital thousands of miles from the seat of war, he nevertheless died for his country as surely as do those who fall on the field of battle. A young, robust man, Mr. Fraser would probably have lived many years had he remained in easy safety, at his civil pursuits. But his country called him and he went,—and because he went he died. We place his name in honor among "Our Boys" who have suffered for us.

* * *

The Civil Service Mutual Benefit Society is launching its campaign for membership this week. To the young men of the Service the Society's proposition should be argument enough without any urging to induce them to join.

* * *

The Civilian has received a letter from a subscriber, four years in arrears, to the effect that he "told the messenger of _____ Department three years ago to notify *The Civilian* that he did not wish to take the magazine any longer." He considered this instruction to an official of the Department a cleanittance of liability to *The Civilian*, although he received a copy each fortnight thereafter. It is a cause for regret that this is no unusual occurrence; hundreds of dollars legally contracted for by Civil Servants being lost by *The Civilian* each year of its existence. Language both proper and improper might be directed against the conduct of those of our mess-mates who are guilty of

these misdeeds. It will be sufficient now to point out that *The Civilian* is not inclined to resort to legal processes of collection, but at the same time it is but just to remark that the transaction, in the case of a family affair such as *The Civilian*, is indefensible, dishonest and extremely bad form.

* * *

The Civilian desires to draw attention to the notice in the Women's Column of the Recreation Club as a fine instance of enterprise and enthusiasm. The example set by Mrs. Blackburn, Miss LaFleur and the convenors of the many committees is worthy of emulation and the greatest success will be attained, we feel sure, by their noble efforts to achieve physical fitness and to foster a desirable esprit de corps in the service.

CIVIL SERVICE COMMISSION OF CANADA.

The Civil Service Commissioners hereby give public notice that applications will be received from candidates qualified to fill the following positions in the Inside Division of the Civil Service of Canada.

1. A Draughtsman in the Hydrographic Survey Branch of the Department of the Naval Service, Sub-division B of the Second Division, at an initial salary of \$1,200 per annum.

2. A Clerk for service in the Radiotelegraph Branch of the Department of the Naval Service, Sub-division B of the Second Division, initial salary \$800 per annum.

Application forms must be filed in the office of the Civil Service Commission not later than the 15th day of March next.

Also:—

1. An Assistant Wet Plate Photographer and Zinc Printer for temporary employment in the Geological Survey Branch of the Depart-

ment of Mines, at a salary at the rate of \$80.00 per month.

2. A Clay Technologist in the Mines Branch of the Department of Mines, Subdivision A of the Second Division, initial salary \$1,600 per annum.

Application forms must be filed in the office of the Civil Service Commission not later than the 8th day of March next.

WM. FORAN,
Secretary.

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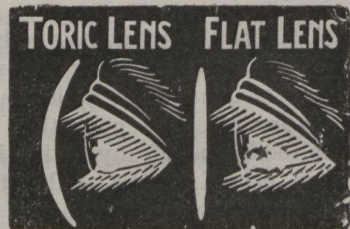
408 Wellington St., Ottawa, Ont.

SALISBURY PLAIN

"Last March I began your courses in Latin and French, but after sending you some of my work I was obliged to discontinue my studies. I would now like to finish my courses and ask you to kindly send me again the first books, as I left mine behind me in Canada."

LIEUT. M. (Nova Scotia Highlanders),
Salisbury, England.

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



ACTO, AMETHYST OR AMBER LENSES

Are the most comfort-giving lenses that can be worn by anyone whose duties require that they work under artificial light. They will also take away the glare from the snow which is so harmful to sensitive eyes. These lenses subdue the light to such a degree that it is pleasant.

THE OTTAWA OPTICAL PARLORS

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

It is well to have money, but there is no sadder combination in life than a swollen bank account and a shrivelled soul.

The Roll of Honour.

The Fifteenth List of the Roll of Honor is devoted to men of the Outside Service of the Department of Customs in Western Canada. The Customs Outside Service has been called "an army of young men." The large number of volunteers for active service which has been furnished by this civilian "army" shows that its men are not only young but that they are of good physique, of fine spirit and highly patriotic. Previous lists have contained the names of many Customs men and there are a lot more names in hand for future lists. Officials of the Department have furnished *The Civilian* with much information in regard to the volunteers, an example which the editors would be glad to have officials of other departments follow.

Names of volunteers for all three contingents are wanted. There are a lot of Civil Servants in the ranks of the third contingent but not many names have been sent in by their friends.

Have you a friend in the army?

FIFTEENTH LIST.

First Contingent.

- J. L. Stevens, Customs, Winnipeg, 90th Winnipeg Rifles.
- John Hay, Customs, Winnipeg, 90th Winnipeg Rifles.
- Orville Huston, Customs, Winnipeg, 79th Cameron Highlanders.
- H. J. Sparks, Customs, Winnipeg, 106th Regiment.
- J. F. Blurton, Customs, Winnipeg, 90th Winnipeg Rifles.
- C. G. Kenny, Customs, Moose Jaw, 27th Light Horse.
- D. S. Hindle, Customs, Regina, 95th Saskatchewan Rifles.
- Chas. Parry, Customs, Saskatoon, Royal Canadian Navy.
- J. W. Burton, Customs, Winnipeg, Canadian Army Veterinary Corps.
- Capt. L. R. Rowe, Customs, Winnipeg, 34th Fort Garry Horse.

Second Contingent.

- S. Pearson, Customs, Winnipeg, 90th Winnipeg Rifles.
- C. S. Fraser, Customs, Regina, 95th Saskatchewan Rifles.
- Arthur Hubbard, Customs, Regina, No. 2 Co., C.A.S.C.
- W. B. Burnett, Customs, Lethbridge, 20th Battery, C.F.A.
- W. R. Hope, Customs, Greenwood, B.C., 29th (Overseas) Battalion.
- John Cargill, Customs, Prince Rupert, B.C., British Columbia Horse.
- J. S. H. Munro, Customs, Revelstoke, B.C., 102nd Rocky Mountain Rangers.
- C. H. Cross, Customs, Revelstoke, B.C., British Columbia Horse.
- M. W. Manson, Customs, Vancouver, Corps of Guides.
- T. H. Mackinlay, Customs, Vancouver, 29th (Overseas) Battalion.
- A. E. Rintoul, Customs, Vancouver, 29th (Overseas) Battalion.
- L. W. Raines, Customs, Vancouver, Corps of Guides.

DIED ON DUTY.

Chester S. Fraser, Assistant Inspector of Customs for Saskatchewan, died at the Winnipeg hospital of pneumonia and scarlet fever on February 5, 1915, at the age of 27 years. He was born at St. Thomas, Ont., and educated at the public schools and collegiate institute of that city. Going West at an early age, he settled at Regina, where he was employed as clerk; after living a few years in Regina, he spent some years in Colorado, California and other Western States. Returning to Canada about ten years ago, he entered the Customs service at Medicine Hat as preventive officer and two years later was appointed sub-collector of the out-port. In 1912 he was promoted to assistant to A. C. Paterson, inspector at Regina, where he remained until Nov. 1, 1914, when he joined the Second Contingent, Overseas Forces, and was stationed at Winnipeg, where his death took place. Mr. Fraser was a most popular official, widely known in the service in Saskatchewan and Alberta, and his death at such an early age is deeply regretted by all. In the death of Mr. Fraser the Department has lost a most efficient officer and a gentleman, who always did credit to the service and honor to his country.

LETTER CONCERNING LATE LOUIS NOAILLES.

The editors have received the following letter from Dr. Flint, Clerk of the House of Commons. The letter is a translation of one from the father of the late Louis Noailles in response to the sympathetic letter sent him by the Hon. Mr. Sproule, Speaker of the House of Commons:—

Quinsac, France, 10th Jan., 1915.

Sir,—

My family and myself are very

sensible to the sentiments of sympathy which you have been good enough to express not only in your own name but in that of the Honourable Speaker of the House of Commons and of the official staff of the House on the occasion of the death of my son Louis.

These marks of kindness and esteem towards him coming from persons so high in authority can only but soften the sorrow caused by his premature death.

We had the pleasure of seeing and embracing him between his arrival in France and his departure for the front and to see his manly energy and perfect serenity with which he was to sacrifice his life in the defence of his country and civilization.

It was with real enthusiasm that he went to join his efforts to those of his comrades of the allied armies in which the sons of Canada occupy such a distinguished place by their numbers and their valor.

Pray transmit to the Honorable the Speaker of the House of Commons all our gratitude for the sentiments of kindness and esteem which he expresses towards my son and for his delicate regards towards us.

Kindly accept and express to the official staff of the House of Commons our most sincere thanks and accept the assurance of my most distinguished sentiments.

A. NOAILLES.

The Clerk of the
House of Commons,
Ottawa.

A TRAGEDY OF WAR.

Madame Estelle Joron Huguet died on Sunday, February 28th, in an Ottawa hospital, aged thirty-one years.

Deceased was the wife of Georges P. Huguet of the Georgian Bay Canal Branch of the Department of Public Works, an officer of the reserve of the First Regiment of Col-

onial Infantry of the French army. At the outbreak of war he joined the colors and on September 25th, at Ville-sur-Tourbe, on the Aisne, was shot through the hip while leading his section in a charge against a German position defended by machine guns. For two days he lay, unattended, under German fire, and at length escaped to the French lines by a miracle. Now, partially recovered from his wound, but still racked with pain, he is engaged in training recruits at Cherbourg.

By the death of Madame Huguet, five children, the eldest of less than five years and the youngest but a few weeks old, are left motherless. To add, if possible, to the tragedy of the case, Madame Huguet's mother, Madame Joron, of Valleyfield, was called from her husband's grave-side to be at the death-bed of her daughter.

Of such are the fruits of war.

UNE TRAGÉDIE DE LA GUERRE.

Madame Estelle Joron Huguet, est décédée dimanche, le 28 février, dans un hôpital d'Ottawa, âgée de trente et un ans.

La défunte était la femme de Georges P. Huguet, de la Division du Canal de la Baie Georgienne, du Ministère des Travaux Publics. Officier de la réserve du premier Régiment d'Infanterie Coloniale de l'armée française, il fut appelé sous les drapeaux aussitôt la guerre déclarée; et le 25 septembre, à Ville-sur-Tourbe, sur l'Aisne, il fut blessé à la hanche en dirigeant, à la tête de sa section, une charge contre une position allemande défendue par des mitrailleuses. Pendant deux jours il demeura, sans soins, sous le feu allemand, et ce n'est que par miracle qu'il parvint à la longue à se sauver aux lignes françaises. Maintenant que sa blessure est en partie guérie, mais souffrant encore beau-

coup, il est occupé à l'entraînement des recrues à Cherbourg.

Par la mort de Madame Huguet, cinq enfants, l'aîné de moins de cinq ans et le plus jeune âgé de quelques semaines seulement, perdent leur mère. Pour ajouter, s'il est possible, à cette tragédie, la mère de Madame Huguet, Madame Joron, de Valleyfield, fut appelé d'auprès de la fosse de son mari pour assister à la mort de sa fille.

Tels sont les fruits de la guerre.

LES DERNIERS MOMENTS DE M. L. NOAILLES.

Les nombreux amis que M. Louis Noailles a laissés à Ottawa, liront avec un intérêt ému la lettre suivante, adressée à un ami du brave tombé au champ d'honneur par un camarade de régiment, M. Edmond Rozet, sergent au 144me territorial.

C'est bien là le langage des héros, racontant les actes les plus sublimes de dévouement avec un laconisme qui étonne et que l'on admire: Moncher ami.

J'ai une pénible nouvelle à annoncer à la famille Noailles, aussi je m'adresse à vous pour lui apprendre la mort du Sergent Louis Noailles du 144me territorial, mort le 14 octobre à 7.30 heures.

Anciens camarades de Sainte-Marie, nous nous étions retrouvés avec plaisir et j'étais heureux d'avoir un ami avec lequel je pouvais causer. Nous nous battions depuis trois jours. Hier au soir, en rentrant au cantonnement, j'ai appris la lugubre nouvelle. A la nuit, je suis parti en auto avec deux hommes de bonne volonté. Nous avons été au village de Noyelle, près de Noeux-les-Mines, lieu le plus proche de l'endroit où il était tombé. Nous avons dû faire cinq cents mètres sous les balles, pour aller le chercher. Vous ne sauriez vous imaginer le calvaire du retour avec le corps, sous

le feu ennemi. Toutes les cinq minutes, nous étions obligés de nous arrêter pour repaître de nouveau.

Noailles est mort en brave, face en avant, tué d'une balle dans la bouche en entraînant ses hommes pour passer un endroit dangereux. C'est la mort d'un héros.

Ayant déposé son corps à la mairie, je me suis occupé moi-même de l'inhumation et l'ai mis dans sa bière, afin d'éviter les erreurs: cercueil en chêne fait spécialement pour lui, sur le couvercle duquel j'ai inscrit son nom avec des petits clous, ce qui ne peut disparaître. Une croix, placée au-dessus, indique l'emplacement du corps; enfin, j'ai le plan du cimetière et j'ai gravé son initiale: "N", sur l'arbre près de sa tombe. Impossible de donner d'autres détails; nous partons.

Signé, EDMOND ROZET,
Sergent au 144e Territorial.

THE LATE M. G. DICKIESON.

Matthew George Dickieson died on February 21st at his residence in Ottawa, aged sixty-seven years. Deceased was born at New Glasgow, Prince Edward Island, and received his early education in the vicinity of his birthplace. When a young man he went to the Canadian West as private secretary to Governor Laird, subsequently taking a position as Indian Agent, which he held at the time of the Riel Rebellion. After holding that position for about four years he came to Ottawa and entered the Finance Department and, at the time of his superannuation was Dominion book-keeper. During his service in the Finance Department he carried out certain important improvements in the methods of work in his branch, the benefits of which remain a permanent monument to his memory. Too intense an application to his work resulted in his forced retirement be-

cause of ill-health. He leaves a widow, one son and two daughters. Miss Ella Dickieson of the Civil Service Commission staff is a daughter.

DISCUSSIONS ON THE SERVICE

In the Forum and in the House.

Public service problems have rarely been honored with so much publicity as they have during the past two or three weeks. The opening scene occurred at the People's Forum weekly gathering on Feb. 14th in the Imperial Theater when Commissioner Shortt gave an address on the Service and the Commission. Following that on the following week in the House of Commons, while Mr. Fripp moved a resolution in favor of votes for electors on active service, Mr. Brodeur introduced a bill to disfranchise all Federal Civil Servants.

On Feb. 23rd Mr. Maclean, continuing the budget debate, paid a great deal of attention to the enormous growth and cost of the public service which he claimed to be unnecessary and extravagant. As an instance of Mr. Maclean's treatment of this subject the growth in civil government as cited by him may be quoted. In 1911-12 the expenditure on this account was \$4,774,678 while the estimate for the year 1915-16 is \$7,024,253.41, an increase of \$2,300,000 in four years.

On February 25th, in the House, Mr. Pugsley quoted a statement used by Commissioner Shortt at the People's Forum to the following effect:

"I have not that familiarity with the Civil Service that Professor Shortt, chairman of the Civil Service Commission, necessarily has. He has made the statement, made it publicly, made it with deliberation, that under this Government the appointments to the Civil Service in the lower grades are entirely a matter

of patronage and he says that, whereas there have been something like 2,000 dismissals from the Civil Service, there have been some 10,000 appointments, making a difference of some 8,000."

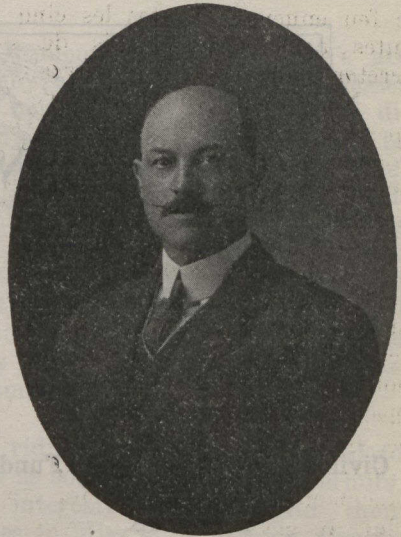
It having transpired that Dr. Shortt was quoting a return laid on the table of the House, Mr. Rogers spoke to this effect:

Mr. ROGERS: I am sure my hon. friend does not wish to make an unfair statement. He has surely not read the return himself or he would not venture to make that statement. The return shows nothing of the kind. Take the return of my own department for instance; in it 507 dismissals are credited and there are 700 odd resignations which Professor Shortt never takes into account. The same is true of every department of the Government which makes the fact absolutely clear as against Professor Shortt's statement.

Mr. A. K. MACLEAN: We will find out more about that another day.

Mr. ROGERS: I shall be very glad to make my statement good.

Again the Service was brought to the public notice as regards the members of the Post Office Department by Mr. Lemieux, who read a letter from a mail clerk protesting against a contribution for a testimonial to the Hon. L. P. Pelletier. The Premier replied that the petition passing amongst the postal clerks had no official status and that no officer would suffer prejudice by refusing to subscribe.



F. D. SHARMAN,
Of Railway Mail Service, London, Ont., one of the busy delegates at the Convention and a warm friend of The Civilian.



LIEUT. G. A. MACDONALD,
Of the Railway Mail Service Association, London, Ont., accepted for service with the 7th Mounted Rifles.

BEAL BROS., Limited,
Harness and Horse Collar Mfrs
SADDLERY HARDWARE
Shoe Leather and Findings.
52 Wellington Street E., TORONTO, ONT.

Are you a member of the Civil Service Recreation Club? Please read page 677.



Women's Column

Civil Service Emergency Fund.

RECEIPTS.

Already reported	\$548.69
Audit Office	7.12
Justice (Penitentiary Branch)....	1.44
House of Commons	1.05
Post Office Department.....	11.84
Interior	17.00
Printing Bureau	13.05
Archives.....	1.50
Customs	1.05
Mines.....	2.00
Agriculture	11.55
Indian Affairs	2.62
Trade and Commerce (including Census)	1.86
Public Works	19.00
Secretary of State.....	1.04
Finance50
Insurance.....	.84
Inland Revenue....	2.25
Civil Service Commission.....	1.40
Donation from Mr. Ross, Marine Dept., for Red Cross.....	3.00
	<hr/>
	\$648.80

DISBURSEMENTS.

Already reported.....	\$525.20
Groceries.....	5.40
Medicine.....	1.25
Loan towards rent.....	5.00
Stenographer, Welfare Bureau (two weeks).....	10.00
Clerk to assist at Welfare Bureau, ½ week.....	2.50
Sewing Relief Committee.....	25.00
Underclothing and Stockings.....	3.00
Boots and rubbers.....	10.75
	<hr/>
	\$588.10

has been handed out weekly to about ten women, and in all \$24.25 has been paid for sewing alone; the same prices prevailing as at the Women's Canadian Club. One hundred and eighty-five yards of material has been purchased and made up into approximately 300 garments for children; 293 articles of clothing have been distributed. At the present moment the greatest need is for boots and rubbers for the children old enough to go to school. A special collection was taken up in the Post Office Department and 17 pairs of rubbers purchased. In several cases the needs of heads of families have been attended to in order that they may take up the work provided by the City Relief.

As with the advent of warmer weather the urgency of this work will diminish considerably, it has been decided to CALL IN THE EMERGENCY BOXES ON APRIL 1ST. Between now and April 1st contributions are urgently needed to meet the demands which have been made, and it is hoped that everyone will remember the poor. Too much cannot be said of the generous response which Civil Servants in general have made to this appeal for help since October last, and if those who have contributed could only know the number of sad and distressing cases which we have been able to reach at first hand—in many

The room in the Birks Building is open five days a week for Red Cross purposes, and on Saturdays for relief work. Since January 30th work

cases families who had for the first time in their lives made such an appeal—they would feel amply repaid.

No one not actually connected with the work can realize how much energy and time have been devoted cheerfully and faithfully by the various committees.

Consider the Recreation Club!

During the past two weeks a printed circular advertising the Civil Service Recreation Club has been sent to practically every woman in the Service. For the benefit of any who may have inadvertently been overlooked the circular is here reproduced:—

CIVIL SERVICE RECREATION CLUB.

This Club was organized under the authority of the Women's Branch of the C.S.A., and the following officers elected:

President—Ina Blackburn,
Forestry Branch, Journal Bldg.

Vice-President—Milly LaFleur,
Marine Dept., Rea Bldg.

Secretary-Treasurer—Mildred Kinsman,
Insurance Dept., East Block.

The object is to provide recreation for girls interested in the same sports,—skating, skiing, snowshoeing, riding, tobogganing, cross-country tramps, paddling, boat picnics, etc.

Members will be notified by post card of all outings in which they are interested. This expense will be defrayed by the annual fee of the Club, which is 50 cents.

MEMBERSHIP may be obtained on application to the President, and acceptance of same will be a notice of the first outing following such application. Application should be accompanied by annual fee and notice in writing of the various sports in which the applicant is interested.

MEN whose names are endorsed by two members of the Women's Branch will be received as members on application, accompanied by annual fee, to the President.

You are cordially invited to become a member of the Civil Service Recreation Club.

INA BLACKBURN,
President.

Journal Building,
Ottawa, Feb. 15, 1915.

* * *

All members and wouldbe's are hereby notified that dancing classes are being formed to commence directly after Easter. Classes will be held for beginners and advanced pupils in both the standard and modern dances. The best professionals will be engaged. The cost of these classes will, of course, be regulated by the number participating. All names should be sent in at once to Miss Noel, Secretary of State Department.

* * *

A riding class is being formed to start as soon as the weather permits. All interested should send their names to Miss F. A. Brown, Census Department, Canadian Building, as soon as possible.

Her Own Caller.

Recently an imposing matron employed a new domestic named Norah. A couple of afternoons later she went downtown shopping, leaving Norah in charge of the house.

"Norah," said the mistress, as she removed her wraps on her return three hours later, "were there any callers while I was out?"

"Yis, m'am," was the quiet rejoinder of Norah. "Mrs. Cassady called."

"Mrs. Cassady!" wonderingly repeated the mistress, pausing a moment to commune with herself. "Why, I don't know any Mrs. Cassady!"

"Quite loikely, ma'am," came back the calm response of Norah. "Oi'll interduce yez the nixt toime she comes around."

There are three kinds of trouble—yesterday's, today's and tomorrow's. Never entertain more than one at a time.

You cannot make a dollar go far by making it go quickly.

RAILWAY MAIL CLERKS' ASSOCIATION, MANITOBA.

The regular monthly meeting of the Association was held on Saturday, the 6th inst., the President in the chair. The Secretary read the correspondence, also the minutes of the Concert Committee, and explained the matters taken up with Mr. Kavanagh recently. Mr. W. McPherson read his report of the business done at the Civil Service Federation Annual Convention, held in Ottawa Jan. 7, 8 and 9, and gave extensive explanatory remarks on the various subjects of interest to our service, taken up at the convention. Mr. McPherson also read and explained the business done at the Federation meeting in Moose Jaw recently. A vote of thanks was passed by the meeting to Mr. McPherson for his services at these conventions. It was moved by Mr. W. McPherson, seconded by Mr. Cyr, That a committee of three be formed to analyze the Government annuities and the proposed superannuation, and find if the former cannot be applied to us as a body or individually to our advantage. The following members were nominated a committee: Messrs. Dennehy, Gardiner, and Cyr. It was moved by Mr. R. L. Curtis, and seconded by Mr. Taylor, "That the Secretary write Mr. Kavanagh regarding the position of mail cars on trains and endeavor to always have the working end of mail cars placed the farthest from the engine."

* * *

Mail Clerks Have Fine Concert.

The concert, social and dance held Wednesday, Feb. 10, by the Railway Mail Clerks' Association of Winnipeg, in the I. O. O. F. Temple, was an unqualified success. The chair was occupied by the president of the association, T. J. Kneebone, and there were also on the platform W. Macpherson, President of the

Western Federation, R.M.C.; Mr. Sutton, President of the Postal Clerks' Association, and Mr. Wright, representing the Letter Carriers' Association. The programme was well received by the good sized audience and was supported by Miss Rowden, Miss Nowell, Mr. Robinson, Miss Davidson, Miss Miller, and Mr. McKay. The Highland Fling was danced by Miss Morrison. An adjournment was made down stairs, where supper was served, after which dancing was indulged in for about two hours, to the strains of Pickering's orchestra. The jolly party broke up at about 1 a.m., all being pleased with the evening. The success of the entertainment and dance was due to the untiring efforts of the Social Committee, Messrs. W. Pickup, A. G. McDonald, D. McNab, P. Theobald, A. Hammill, G. Davidson, and E. A. Hives.

TORONTO CUSTOMS NOTES.

Death has lately been busy among relatives of the staff. Mr. Joe Tobin mourns the loss of his father, who died unexpectedly last week. Mr. W. Finucan suffered the loss of a sister this week.

* * *

Mr. Andrew Scott, an Assistant Appraiser in the Dry Goods Department, is laid up with blood poisoning. He is something of a chicken fancier, and while feeding them was pecked on the hand; the injury seemed very slight, but blood poisoning ensued. This is a literal case of being hen-pecked, but we sincerely hope it may not be serious.

* * *

After stepping off an eastbound Dundas car at Royce Avenue Wednesday afternoon, George Kirk, Customs Locker, walked behind it and directly in front of a westbound car, and was thrown several feet.

He was picked up in a semi-conscious condition, but after receiving medical attention soon recovered, and beyond some severe bruises and a shaking up, was uninjured.

* * *

The sacrifice made by James Watts, who heroically allowed transfusion of his blood to his mother, in order to save her life, was unsuccessful, we regret to say, as Mrs. Watts passed away last week.

* * *

Mr. Thomas Costello, Dominion Textile expert, who makes his headquarters here, has gone to North Carolina for a brief rest. His health has been slightly impaired and he thought a change and rest would do him good. His many friends all over the Dominion will be glad to know it is having the desired effect.

* * *

The Bench and Bar of Montreal united last week in doing honor to Sir Charles Peers Davidson, who has just retired from the Superior Court Bench, of which he had of late years been Chief Justice, and for nearly 30 years a judge. He is a brother of Mr. J. J. Davidson, Dry Goods Appraiser, Toronto Customs.

* * *

An equity of \$5,000 in his late residence, 181 Grenadier road, a lot in Mount Pleasant Cemetery, \$25; cash \$55, and personal effects \$500, make up the estate of Henry James Kelly, Customs Officer, whose death occurred January 20.

CIVIL SERVICE ASSOCIATION OF OTTAWA.

The regular meeting of the Executive was held on the evening of Tuesday, the 16th instant, in the Club Rooms, the attendance being somewhat less than usual.

Definite announcement having

been received that the Bills would not be presented this session, the Executive was able to plan its work for the rest of the year.

It was decided to continue the work in hand and to endeavor to prepare a report on the Civil Service Bill, not as the final opinion of the Inside Service, but as a basis for discussion and criticism, when the Government should decide to proceed with it. The intention is to deal with the report of the Superannuation Committee in the same way.

Further discussion on reorganization took place, but without a final decision being reached. All are agreed that a reorganization is absolutely necessary, as indeed such has been requested by the Executives from the earliest days of the Association. It is also agreed that a commission is required to carry such a reorganization into effect. The Executive has not yet been able to decide as to what the composition of this commission should be.

OTTAWA CIVIL SERVICE CLUB.

The following Candidates for membership were balloted for on Monday, March 1st, and elected:—

ORDINARY MEMBER.

J. F. Richards, Customs Dept.

ASSOCIATE MEMBERS.

Yang Shu Wen, Chinese Consul-General.

W. H. Storey.

SAVINGS AND LOAN SOCIETY, OTTAWA.

The Civil Service Savings and Loan Society in War-Time.

During the American War of Independence a prominent leader among the rebels wrote: "These are the times that try men's souls." Al-

though the compensations from wars are somewhat dismal and inadequate, wars do at least test men and all human institutions. It cannot be denied that many sound and worthy institutions prove unequal to the gruelling trial to which they are put by war. It will in any event be a matter of interest to the members of the C. S. S. & L. Society to know how their society is weathering the storm brought about by the war, which has so summarily brought to terms so many financial institutions.

At the end of our last fiscal year, the war had been on for three months. Those familiar with the financial statement issued at that time and the reports presented at the annual meeting will recall that the standing of the Society was, if possible, better than at any previous term. The following statement for the first three months of the present fiscal year shows that we have had "business as usual" without adopting the motto or talking over-much about it:

Receipts.

Paid on shares.....	\$1,872.00
Deposits made.....	993.95
Loans repaid	3,177.06
Total	\$5,043.01

Disbursements.

Shares withdrawn	\$ 142.25
Deposits	219.33
Loans made.....	4,841.36
Total	\$6,043.01

During the current year 25 new members have been admitted. It may be mentioned that membership is open to every worthy Civil Servant. There are no undue formalities in becoming a member and no expense whatever. Each member must hold at least one share (\$5.00) and for that one share he is entitled to full benefits of membership, which are, (1) the right to purchase more

shares; (2) to place money on deposit with the Society, and (3) to procure a loan for any worthy purpose. The Society pays 5% interest on shares and 4% on deposits. Deposits are withdrawable at any time and shares on 30 days notice. So far this notice has never been required. The Society only lends to its own members and does not accept money from anyone but members. It borrows from its members and lends to its members—a purely family affair.

The society has been operating for seven years and so far has not lost one cent. At the time of organization there were many wiseacres who stood aside and shook their heads. The thing was too small for some, and anyway Civil Servants couldn't do it. There were some few who remembered reading "Despise not the days of small things," and decided to see the thing through. The result is that today it is no exaggeration to say that the whole service—heads of departments, chiefs of branches and the rank and file—are the Society. Some cold doubters have become ardent supporters. How could it be otherwise? The Society set out to do good, and has "made good." It has hurt no one but the money shark and he is dead now.

If you desire to become a member communicate with the manager, Mr. F. S. James, office of the Auditor-General, Journal Building.

LONDON POSTAL CLERKS' ASSOCIATION.

A brand new Postal Clerks' Association has been formed at London and the Secretary, Mr. Robt. Marley, has already remitted to the Secretary of the Federation the fees for membership in the national body.

We never live; we are always in the expectation of living.—*Voltaire.*

Correspondence.

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

COMPLIMENTS MISS JESSIE SMITH.

Editors of *The Civilian*:

I have heard a good deal of favorable comment regarding the poem in your last issue entitled "I'm Helping," by Miss Jessie M. Smith.

I understand that this young lady is an ex-employee of the Census Department and is at present living at Kemptville, Ont.

I hope that Miss Smith will again favor your columns with her work.

Yours truly,
"ADMIRER."

STATUTORY INCREASES.

Editors of *The Civilian*:

There is a persistent rumor that the Government intend to suspend annual *statutory* increases this year.

There are several reasons to be invoked against this drastic measure, and the Government's attention is respectfully called to them.

First of all, it is a *statutory* increase, that is to say, a civil servant is entitled to it by law, unless he is reported as undeserving (C. S. Andt. Act, 1908, sec. 37).

It necessarily follows that a civil servant, entering the service has a *right* to expect an annual increase, and may have made, in this expectation, the basis of certain ventures or investments, for instance, marriage, insurance or the purchase of a home; relying on the said increase to provide for any addition to his family, the payment of premiums on his insurance or of instalments on his purchase.

Then, there is the eternal question of the high cost of living coupled with the innumerable appeals from Patriotic, Belgian, Hospital, Relief and

other funds, besides demands from our local poor, concerts, bridges, euchres, &c., not to speak of one day's pay deducted from their salaries.

It may safely be stated that the *statutory* increase has been, or will be, before this war is over, discounted in such subscriptions and deduction, and that they will be minus \$200 or \$100 as the case may be, that is to say, \$100 or \$50 in subscriptions and \$100 or \$50 lost by the suspension of the increase.

We have subscribed and worked cheerfully, but, on the other hand, we must think of our own families. The Government is voting 150 millions for war purposes. We heartily approve.

We must not, either, lose sight of the new tariff, which will increase the price of several commodities and necessaries. The government will be getting back the depreciation in revenue in a very short time and we cannot conceive how the granting, as usual, of a few thousand dollars in increases to the Service will impoverish the country.

Then, what is to prevent the Government, if they stop it this year, from stopping it next year or indefinitely?

It certainly would cruelly embarrass the Service and, as a consequence, seriously injure those who do business with them.

C. S.

Ottawa, Feb. 20, 1915.

CIVIL SERVICE FRANCHISE AND GERMAN KULTUR.

War has brought out to intelligent readers information of a surprising nature regarding the Germans' method of dealing with their home problems; if, as a result, those readers do not feel more sympathy with the Germans in the unholy war they are waging, they might very well be excused from believing that they might be worse off than under Ger-

man rule, and that is under certain of our Canadian politicians' rule should they become strong enough to impose it on our country.

Some time ago we learned with surprise that the teaching of the French language to the French children of Alsace was not quite so surrounded with vexatious restrictions as it is in some portions of our supposedly enlightened country. Now the following abstract from an article written by an Alsatian ex-member of the Reichstag will no doubt come as a rude shock to a lot of our people who think that the height of statesmanship is to assimilate civil servants to criminals and insane. The original article may be found in the excellent French magazine "Les Annales" under date of January 31st, 1915:—

"One of the peculiarities of the Reichstag and of the local legislatures of the confederated States, is that Civil Servants may be and are often elected as deputies. In all parties, the Socialist party excepted, there are several Civil Servants so elected. Among them may be found prefects, magistrates, excise and post office employees, university professors and school teachers, mayors, all in active service.

"The above statement requires the following explanation: The German state employee is guaranteed by statute a full and complete independence with regard to his political opinions. As soon as his appointment is made definite, he becomes the owner of his position and cannot be dispossessed of it except for grave professional faults. He has recourse against any disciplinary measure, and may appeal to a superior administrative tribunal whose decisions are without further appeal, and this tribunal endeavors, as far as possible, to safeguard the appellants' rights.

"In a country where discipline is supreme, it is obvious that in his

official capacity the state employee must submit strictly to his superiors' instructions. But immediately after office hours, when he has locked his office, he becomes, at least in the theory, the citizen free to think, to speak and to act as he pleases.

"German state employes are therefore admitted in the committees of the various political parties, and deliver speeches to the public meetings organized by the Conservatives, the Centrists, the Democrats and the Liberals. They do express opinions directly opposed to those of the Chancellor and of the States Ministers. That may prevent his advancement in so far as it is not automatic, but his acquired position is in no way compromised. On the other hand, all administrative positions being obtained only through special examinations and by promotions from the lowest to the top grades, the Civil Servant is immune from injustice due to favoritism.

"The German constitutions allow state employees of all ranks and grades to accept election to legislatures. If elected, the law requires his superiors to grant him a regular leave for the whole duration of the parliamentary sessions and to provide for the fulfilment of his duties by others without any deduction from his salary. The employee member of Parliament is then invited to resume his duties at the close of the sessions. Yesterday he was in a controlling position towards his superiors, to-day he is subject to their control.

"Military men in active service are neither electors, nor eligible to parliamentary honors. . . .

"The state employee who is a member is generally the leading mind,—*la tête forte*—of his party. He has practical attainments which his colleagues do not possess. . . ."

FRANÇOIS.

Personals.

The following list includes changes in the personnel of the Service during the month of December, 1914, as far as obtainable. Division (Div.) refers to Inside Service only:—

Appointments.

Agriculture.—D. F. Patterson, Ethel Buckels, Dora A. Argue, Reg. R. McKibbin, Div. 3B.

Leslie A. Browne, R. A. Nicholson, Div. 2B.

Conservation Com.—Oliver Master, asst. secy.

Customs.—J. E. C. Holmes, Bd. of Customs; Louis J. H. Guevremont, Jno. G. Hickson, P. McCausland, Div. 2B.; A. B. Johnson, messenger, Ottawa.

Finance.—E. T. Langdon, C. T. McClenan, Div. 3B.; Wm. G. Smith, Div. 2B.; H. O. Bompas, messenger.

Inland Revenue.—P. R. Rutledge, Div. 2B.; J. H. Baron, messenger, Ott.

Insurance.—O. E. Sharpe, C. A. Ranson, Div. 2B.

Indian Affairs.—Alph. E. St. Louis, Div. 2B.

Interior.—N. T. Allan, Div. 2B., Water Power; Oliver Neff, insp. Dom. Lds. Agencies; R. G. Mackay, agent Dom. Lds., Humboldt; W. F. Carstairs, agent Dom. Lds., Grouard; Chas. Ewen, Div. B., Geog. Beh.; A. L. Joliffe, Dom. Imm. agent, Vancouver; A. E. Smith, Bertha Girard, W. J. Cross, Div. 3B.; N. A. Thompson, Jas. Lawler, W. K. Thompson, Chas. Ewen, Div. 2B.

Labor.—W. J. Killins, Div. 3B.

Marine.—Isabella Cowie, Div. 3B.

Militia.—F. P. Brown, Div. 3B.

Mines.—E. S. Malloch, A. O. Hayes, J. H. H. Nicolls, Thos. W. Hardy, Div. 2A.; Jas. Hill, Mabel G. Brown, C. M. Sternberg, Div. 2B.

Naval Service.—The following to Div. 3B.:—Mary L. McKay, S. C. Clarke, A. B. Coulter, Jas. Benson, A. E. Corrigan, L. M. Cumming, H. J. Mathewson, A. R. DuBray, J. P. L. Pelletier, G. M. Seeber, R. E. Hall, Harry Vechler, J. N. Morin, E. Dion, Lena M. Davis.

Post Office.—E. J. Lee, Ry. M. S., Ottawa (recalled); V. K. Meades, Ry. M. S., Winnipeg; H. Blanchard, Jos. Dugnay, E. Desjardins, A. A. Rheume, Ry. M. S., Montreal; T. H. Watt, Calgary; Jas. B. Ryan, Div. 2B.

Public Works.—Antonio Boucher, S. G. Tackaberry, Div. 2B.; Jos. C. G. Brault, Div. 2A.; Wm. L. McLean, E. M. Dunham, Div. 3B.

Privy Council.—E. A. Bryenton, Div. 2B.

Railways and Canals.—A. A. Pelletier, messenger, Ott.

Secretary of State.—Edith B. Coughlan, Div. 3B.

Promotions.

Agriculture.—J. H. Young, patents, to Div. 2A.

Indian Affairs.—H. N. Awrey, to Div. 2A.

Interior.—F. C. Capreol, to Div. 2A.

Inland Revenue.—A. C. Morrison to insp. gas. and elec., Ottawa; Emile Jean, to Div. 1B.; Miss M. E. E. McKell, to Div. 3A.; J. A. Bernier, to district insp., Montreal; J. D. Fox, to coll., Montreal; H. Longtin, to acct., Montreal.

Interior.—The following to Div. 2A:—Alex. Gillies, Imm.; E. R. Eastman, B. C. Lands; G. Lemieux, J. M. Caldwell, H. Ackland, Lands Patents; J. H. Ashfield, Regis.; F. W. H. Jacombe, Forestry.

Marine.—Miss N. H. Frerichs, to Div. 3A.

Post Office (Outside).—A. E. Pouliot, Quebec, to Class 2A; Mrs. M. Gelinas, Moose Jaw, to Class 3A; J. H. De Rinzy, Ottawa, to Class 3A; Miss A. M. Crough, Edmonton, to Class 3A.

The following at Montreal:—A. Ouellette, to 2B; J. A. Longpre, to 3A; J. W. Ouellette, to 2A; Sylvio Gauvin, to 3A.

The following at Toronto to 3A:—F. A. Walker, J. E. Newton, E. F. Hanbridge, H. F. Busby, E. A. Richardson, C. F. Jones, H. R. Mornton, G. B. Hazelton, H. Dibble, M. A. Davis, T. H. Westervelt, J. B. Manson, G. S. Kaiser, E. W. Brown, J. G. Ford, A. C. Alderson, D. Simon, W. H. Pooler, E. P. Bourinot, M. J. Sinclair, R. Elsam, R. E. Copeland, S. J. Lindsay, A. Kennedy, J. Beecroft, C. A. Lown, D. P. Curtis, Thos. Allen, F. H. Barry, W. J. Tench, R. Bell, J. P. McKerry, P. J. Kelly, H. V. N. Motton, J. J. Ryan, W. H. Monaghan, H. Tugenhaf, A. F. Wallace, H. Davis, C. A. Gordon, F. C. Ward, J. L. Price, J. P. Millan, Geo. Rowe, W. J. McNair, D. S. Garfinkle, T. H. Ratcliffe, A. J. Dwyer, N. W. Froud, E. A. Stiff, V. R. Perry, C. H. Knowlton, F. N. O'Reilly, J. C. Deasy, H. J. Hughes, G. E. Brennan, T. J. Shea, T. Sherman, E. L. Rice, R. D. Ennis.

Post Office (Inside).—Miss A. D. O'Farrell to Div. 2A.

Transfers.

The following officers from the Outside to Inside Customs:—R. E. Bennett, H. O. Fillion, G. W. Perrier, M. Rheume, S. M. Smith, H. B. Timlock.

Percy Reid from Outside to Inside Interior Div. 1B.

Miss M. Doucet from Inside P. O. D. to Outside Wgths. and Measures.

A. W. Christie from P. O. D., Winnipeg to Regina.

G. H. Hughes, Customs, Estevan to Ottawa.

J. P. Forde, Public Works, Revelstoke to Nelson.

E. W. Shewell, Ry. M. Ser., Calgary to Saskatoon.

Superannuations.

J. D. Anderson, Ry. M. Ser., Montreal; J. Woodhouse, porter, Jno. L. Scott, carrier, Toronto P. O. D.; C. O'Gorman, Canal Service.

Resignations.

Post Office.—Miss C. G. Bates, Saskatoon; Miss J. H. Macleod, Ry. M. S., Vancouver.

Interior.—J. J. Sammon, Topa. Sur.

Indian Affairs.—David Morin.

Post Office.—E. Couture, Quebec.

General.

Edward D. P. Corridan, formerly an Ottawa Civil Servant, lies in the French Military Hospital at St. Nazaire with a fractured thigh. He went to the front from Vancouver with the 7th Battalion, Canadian Expeditionary Force.

M. J. P. Colonnier, translator, of the Department of Trade and Commerce, is recovering after an operation for appendicitis.

Obituary.

Winnifred Florence, daughter of Dr. W. F. King (Dominion Astronomer) and Mrs. King, died at her parents' home, Observatory House, Ottawa, on March 1st.

John George Hess, Collector of Customs at Stratford, passed away on February 27th. Deceased was born in Germany seventy-seven years ago but had spent most of his life in Canada. He was elected member of the Ontario Legislature for North Perth in 1883 and occupied the seat until 1890. In 1893 he was appointed Collector of Customs at Stratford.

The death occurred in Ottawa on February 27th of the widow of the late Thomas Patterson, some time Appraiser of Customs. Mrs. Patterson had reached the great age of almost eighty-nine years. She leaves one son, T. B. Patterson.

Athletics.

It looks as though the Post Office team had won the Ottawa Civil Service hockey championship. Many of the best players in the League either had gone to the war or are under enlistment.

At this writing (Mar. 3) the standing of the League was as follows:

	Won.	Lost.	Tied.	Points.
Post Office	3	0	4	10
Customs . .	2	2	3	7
Observ't'y	1	4	1	3

Although there were but three teams in the League, the games were well played, and clean, and the season may well be called a success.

The Ottawa Civil Service Hockey Club is an organization independent of the C. S. series. On Jan. 29th they visited Carleton Place and defeated the home team by 2-1.

On Friday night, Mar. 5, the Civil Service team play Hull for the championship of the Ottawa district and the same night the Aberdeens play Ottawa College. The winners of these two matches play off for the championship.

The Civil Service line up will be as follows:—

Goal—L. Durocher, Post Office Department.

Point—Rollie Graham, Government Printing Bureau.

C. Point—Sid Fawcett, Interior Top. Surveys.

Rover—Art. Gagne, Royal Mint.

Centre—Tommie Ritchie, Militia.

Left Wing—Alex. McPhail, Interior, Immig. Branch.

Right Wing—Don. Batterton, Printing Bureau.

Subs.—L. Wallace, Int. Registration; Bunel, Post Office; F. Dewhurst, Int. Registration.

Manager of Civil Service, Eddie Williams.

Immigration Branch Match.

A most interesting hockey match took place at Dey's Arena, Ottawa,

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The new season Blouses are captivating all who come in contact with them. As the complement of the Tailor-Made Suit they are of necessity popular, and sure of a long innings, but owing to the fact that there is a radical change in styles the interest they have awakened and the demand they have created is remarkably acute for so early in the season, and Manufacturers the country over are working overtime to produce them. This is comforting news, is it not? The most impressive fact about the new Blouses, apart from their newness, is that they are washable. Evolved from Jap Silk, Silk Crepe de Chine, Wash Satins and White Cotton textiles of many varieties the element of personal daintiness is inseparable from them. Following our usual early season procedure we have provided Specials in the different grades, and for the information of the uninitiated (if there be any) we wish to explain that the term Special is here applied to merchandise that embodies more value than the patron is asked to pay for; in short merchandise far above the standard usually prescribed by price. These Specials are as follows:—

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Beautifully Trimmed Embroideries and Laces.

All the New Collar Effects.

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White, Black & Light Shades

Priced at—

\$2.95 \$3.48 \$4.48

Jap Silk Blouses

Semi-Tailored and Military Styles.

White and Black.

Priced at—

\$2.48 \$2.95 \$3.75

New Middy Blouses

And Admiral Nelson Sport Blouses.

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Please Patronise Our Advertisers.

on Monday afternoon, March 1st. It was a contest between teams representing the East and West sides of the Immigration Branch quarters. The play was fast and furious but no gore was shed. The work of the referee was impartial.

At the start the East Side scored three goals before their opponents got their stride. Macphail and Anderson did good work. Then the West Side got busy and netted three. Play now became strenuous. The East got in a goal by a rush from Macphail. Just before time was called Daley for the West made a long shot and scored. Thus the game ended in a draw, 4—4.

The two teams were as follows:

East side—Goal, Butterworth; point, Browne; cover-point, Pelle-tier; forwards, Anderson, Macphail, Graham, Morin, Ferguson.

West Side—Goal, Corkery; point, Gray; cover-point, Fegan; forwards, Holmes, Daly, Morgan, Usher.

For the East Side, Macphail, Anderson and Morin showed up well, while for the West, Fegan, Daley, Usher and Holmes were to the fore.

Another match will likely take place soon.

OBSERVATORY BOWLING LEAGUE.

Estate James Davidson Cup Series.

Team standing to Feb. 27th:—

Captain.	Won.	Lost.	Average.
Clendinnen	17	4	1408
McDiarmid	13	5	1366
Motherwell	12	9	1327
Dennis	11	10	1343
Swinburne	9	9	1338
DePuyjalon	7	11	1307
French	5	10	1224
Fairbairn	5	13	1249
Shore	5	13	1308

AVERAGES.

Group 1.

French	528
Clendinnen	523
McDiarmid	513
Fairbairn	486

Swinburne	486
Shore	478
Dennis	474
Motherwell	469
DePuyjalon	462

Group 2.

Raley	483
Menzies	459
Parker	456
Harper	455
Gagnon	447
Cannon	445
Nugent	438
Stewart	420
McClenahan	414
Fraser	397
Ratz	346

Group 3.

Young	465
Steers	437
Steadworthy	420
McMillan	410
Sutcliffe	410
Jamieson	398
Dalton	392
Robertson	378
Reynolds	356
Grant	346
Smith	299

Trust No Lawyer.

An old coloured man, charged with stealing chickens, was arraigned in court and was incriminating himself when the judge said:

“You ought to have a lawyer. Where is your lawyer?”

“Ah ain’t got no lawyer, judge,” said the old man.

“Very well, then,” said his honour. “I’ll assign a lawyer to defend you.”

“Oh, no, suh; no suh! Please don’t do dat!” the darky begged.

“Why not?” asked the judge. “It won’t cost you anything. Why don’t you want a lawyer?”

“Well, judge, Ah’ll tell you, suh,” said the old man, waving his tattered old hat confidentially. “Hit’s jest dis way—Ah wan’ tuh enjoy dem chickens mase’f!”

Are you a member of the Civil Service Recreation Club? Please read page-677.



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