

**PAGES**

**MISSING**



# THE CIVILIAN

VOL. II.

JANUARY 14th, 1910

No. 19

## The New Way and the Old.

Many newspapers, both in Ottawa and out of it, have given considerable space during the past fortnight to comment on what is termed the "Taylor case." No such special terminology is called for. The Taylor case has nothing new or special about it, but represents a perfectly normal and ordinary working out of the Act of 1908. Here are the facts—which, strange to say, neither of our Ottawa contemporaries who referred to the matter took the effort to obtain, even in elementary detail, and which *The Civilian* therefore places without comment before its readers in their true face:

A vacancy in Division III, A, (\$900-\$1,200) having been created in the Accountants' Branch of the Department of the Interior, the Deputy Minister recommended Mr. Taylor, of the Swamp Lands Branch, a clerk in Division III, B, for the promotion. The creation of the vacancy and the recommendation of the Deputy Minister happened to coincide in point of time with the process of settling a very momentous question in Ottawa Valley hockey circles as to whether Mr. Taylor, who is about the best cover point at hockey that the country has produced, should play with the City of Ottawa or the Town of Renfrew during the present winter. Mr. Taylor commands something like \$3,000 per winter for his services as a hockeyist, but an additional consideration is the private position which a community in such a case may be willing to hunt up for him. Renfrew it seems offered him \$1,200 in this way — "on the

side" as it were; at Ottawa, Mr. Taylor's position in the service was worth only a maximum of \$800. All this, however, had nothing whatever to do with the procedure as to Mr. Taylor's proposed promotion. The recommendation of his Deputy, we suspect, did not refer to his hockey but to his efficiency as a clerk. What the Commission in turn had to satisfy itself of was simply that Mr. Taylor was the best man available for the vacancy in question. This seemed to have three aspects. Mr. Taylor's promotion would have involved, in the first place, the bringing of a new man into the Accountants' Branch, with the implication that there was no one as good to be had in the branch itself. In the second place, by a similar process of reasoning, Mr. Taylor must needs have been the best available in his own branch—that of Swamp Lands. Thirdly, if the promotion was to be open to the Swamp Lands Branch, why not to all other branches in the Department, the possibility of a transfer being admitted? The problem then was to ascertain if Mr. Taylor was the best man in the Department, or if not who was. Mr. Taylor, it happened, had entered the service without examination, and his work, in so large a field, shewed to no such extraordinary advantage on the records. It was resolved, therefore, to throw the position open to competition throughout the entire Department, and notice to this effect was sent to every head of a branch desiring him to make known the fact to any members of his staff who might be interested.



### The Examination Test.

There has been so much talk of late about the examination test that it may interest the readers of *The Civilian* to see exactly what it means in a typical case like the present.

As above stated, the position thrown open was in the accountant's branch of the Department of the Interior, and was for a \$900-\$1,200 place in the Third Division. The subjects chosen for examination, therefore, were those of which a knowledge is considered necessary for anyone entering upon the work of accounting, and were of the general calibre of the lowest division in the service. As agreed upon between the Commission and the Department, the papers were six in number, on the following subjects, viz.:—penmanship, writing from dictation, spelling, letter-writing, arithmetic and elementary book-keeping. Ability to pass this test was not, of course, the sole consideration, but the departmental records, character, etc., of the candidates were also taken into account.

### The Papers.

The text of the papers follows:—

**Penmanship.** — The candidates were given half an hour to copy the following:

#### DARTMOUTH COMMON.

His Most Gracious Majesty King George the Third, by indenture bearing date the 4th day of September, 1788, transferred as a gift to the people of Dartmouth, a large tract of land in the northern part of the town, the greater portion of which is now known as the Common or Dartmouth Park. The land transferred at that time extended from Stairs street north to Lyle and Jamieson streets, and from the Harbour east to Wilson street. The part which I propose to deal with at present, is that running north from Stairs street to Lyle street, and lying between Windmill Road and the water. This large tract of land was divided into lots and sold at public auction, under the authority of an Act passed in 1841. This Act, among other things, provided that three trustees should be appointed, that the grant to the Roman Catholics for a burying ground be

confirmed, that a road sixty feet wide, now known as Upper Water street, be constructed along the shore, and that the section of the Common above described, should be divided up into lots and sold as the trustees thought fit, "and that all money derived therefrom shall be paid and applied to the improvement of the remainder of the common and the road leading to the same herebefore mentioned." Thus it will be seen that all the money and rents received were to be devoted to the improvement of the Common.

**Dictation.** — Candidates were required to write the following from dictation in half an hour:

Old-fashioned people have comforted themselves with the reflection that in spite of the overwhelming march of modern ideas some few things yet remained fixed and immovable. One of these they supposed to be the multiplication table. Even this comforting reliance is now denied them. Everything else having been reformed by the modern schoolmaster, the multiplication table itself is to be simplified, and thus better adapted to the juvenile mind. The one great object nowadays is to make everything easy and pleasant for the children. Whatever is difficult must be cut out. If they find "twelve times" hard to learn, they must not be asked to learn it. When they consider all the stumbling blocks that have been removed from the path of the modern child, the old-fashioned people must often wonder at the achievements of their own childhood. But the modern child has so many things to study—or at least to be told about—of which his parents never heard, that he really has not time to learn all of anything. Even the multiplication table must be cut down to get it into the "curriculum."

**Letter-writing.** — The paper on composition was as follows:

1. Write a letter of about 100 words to any branch of the Department of the Interior, asking for information relating to matters dealt with by that branch.
2. Write a letter of about 150 or 200 words in reply to the above, giving, with necessary details, the information asked for.

**Spelling.** — Candidates were asked to copy the following extract, correcting the errors in spelling. Five marks were deducted for each mis-spelled word in the copy:

Such being the reasons which make it imperative that human beings should be free to form opinions and to express their opinions without reserve, and such the painful consequences to the intellectual nature and through that to the moral nature of man, unless this liberty is either conceded or as-



erted in spite of prohibition; let us next examine whether the same reasons do not require that men should be free to act upon their opinions, to carry them out in their lives without hindrance, either fiscal or moral, from their fellow-men, so long as it is at there one risk and peril. This last proviso is of course indispensable. No one would pretend that actions should be as free as opinions. On the contrary, even opinions lose their immunity when the circumstances in which they are expressed are such as to constitute this expression a positive instigation to some mischievous act. Acts, of whatever kind, which without justifiable cause do harm to others, may be and in the more important cases require to be controlled by the unfavorable sentiments, and when needful by the active interference of mankind.

**Book-keeping.** — The paper on book-keeping began by reciting a number of day book entries. These questions followed:

1. (a) Make the necessary entries in a Cash Book with special columns for the bank.

(b) Close the Cash Book showing amount in safe and amount on deposit in the bank.

(c) Open the account with J. K. Watson, make the necessary entries and close the account.

(d) Write the note of the 18th, giving due date.

(e) Find the value of the note at maturity.

(f) Write the cheque of the 2nd.

(g) Give in order the different events that would likely take place in connection with the cheque.

2. The total cost of goods bought as per purchase book during the first year of a business is \$3,497.75. The total sales as per sales book amount to \$2,470.85. The goods on hand are worth \$1,875.

Open a summarized Merchandise account, make the proper entries and close the account.

3. Explain fully the following terms: — Net investment, journalizing, net solvency, bill receivable, interest, inventory, wholesale, liability, joint and several note, and acceptance.

4. What is a cheque? What are the advantages of making payments by cheques? What is the significance of the word "order" on a cheque? Why do banks generally use the word "bearer" on their cheque forms?

5. Tell clearly how you would find:

(a) The net investment.

(b) The cost of the Merchandise bought.

(c) The cost of the Merchandise unsold.

(d) The cost of the Merchandise sold.

(e) The present worth of a firm.

6. Give rules for guidance:

(a) In journalizing.

(b) In the use of red ink.

(c) In debiting and crediting the interest account.

7. An error or false entry has been made in your journal. Tell how you would deal with it.

**Arithmetic.** — Two hours were allowed for the following. The work of each question was required to be given in full, and no marks were given for answers to questions 1, 2 and 3 that were not absolutely correct:

1. Add together 694,785, 749,778, 98,767, 4,897,646, 879,677, 987,678, 7,789,899, 647,285, 899,677, 4,986,738, 998,767, 7,968,579.

2. Multiply 7,689,548,769 by 8,709.

3. Divide 78,908,699,421 by 879.

4. Make out and receipt a bill for the following:—W. J. Thomas bought of T. G. Alton & Co. on 23rd May, 1909, 23¾ lbs of sugar at 5c., 18¼ lbs of tea at 37½c., 9½ lbs of coffee at 35c., 26¾ lbs of raisins at 7½c., 17¼ lbs of currants at 8½c., 38½ lbs of sage at 9½c., 68½ lbs of cheese at 12c and 47½ lbs of bacon at 13½c. (It will be sufficient to compute each item to the nearest cent.)

5. A train 80 yds. long crossed a bridge 140 yds. long in 22½ sec. Find the average speed of the train while crossing.

6. A merchant sold 19 yds of silk at \$1.86 a yard and thus gained the cost price of 12 yards. Find the cost price per yard.

7. A can do a certain piece of work in 10 days, working 8 hours per day. B can do the same work in 9 days, working 12 hours per day. They decide to work together and finish the work in 6 days. How many hours a day must they work?

8. The interest on \$270.25 for 93 days was \$4.82. To what sum would \$725 amount in 125 days at the same rate of interest.

9. Find the proceeds of the following note discounted in Ottawa on the 8th May, 1909, at 6 p c.; exchange 1-16—

\$4,786.50 Toronto, 2nd May, 1909

Three months after date I promise to pay to the order of Jno. G. Jones & Sons of Toronto, four thousand seven hundred and eighty six dollars at the Bank of Commerce.

W. G. H. Andrews.

The above papers were duly written off, five candidates having gone up. As to the papers, *The Civilian* is glad of the opportunity of being able to let civil servants judge for themselves. The Citizen calls them "sufficiently simple for a fairly intelligent child" and hauls the Commission over the



coals for them. The Free Press thinks that "only college graduates could make 60% on the papers thus far prescribed"! Where such doctors disagree (even before they see the case) far be it for an ordinary civil servant lightly to say a word.

### The Sequel.

But quite as important a part as any in this episode lies, if gossip be true, in the sequel to the above. And here the scene enlarges, including the outside service — the service where promotions are untrammelled in the good old way. Part of Mr. Taylor's price to Renfrew was a private situation at \$1,200. It is now rumoured that this "private job" may be a job in the outside civil service in the City of Ottawa! This is referred to a "joke" on the Ottawa hockey aggregation which wasted its strength on the new law while its rivals quietly took advantage of the familiar licenses of the old!

If this be true, Mr. Taylor, this time with full legality, steps in, here in Ottawa, over the heads of whomsoever it may concern, at the salary stipulated as a part of the price which Renfrew is to pay for his services as a hockeyist. If this isn't true it is at least possible under the law of the outside service and is worth citing to point the contrast between the old way and the new.

One final stroke remains to be suggested—that Mr. Taylor be appointed to the outside service, and then transferred back into the inside service at the increased salary. That would be a stroke of genius, and the law allows it.

The incident and its accompaniments emphasise anew the weaknesses that still remain in the law and the undesirability of a person in authority recommending for promotion on any other basis than for services rendered and value to the State.

## THE TOPOGRAPHICAL SURVEYOR'S STORY.

By Peter Pan.

"Have I been a surveyor long, Sir?  
Ay! fifty years or more.  
I was articled when I was six, Sir,  
And now I'm thirty-four.

"Have I had adventures? Ay, Sir! —  
Chased by bears and porcupines,  
When my life I held in hand, Sir,  
As I grasped the tightened lines.

"She was only a rancher's daughter,—  
My pretty blue-eyed Nance;  
The Redskins were gaining upon us,—  
We led them a pretty dance.

"All through that night and the next, Sir,  
For sixty hours or more  
The gopher's howl we heard, Sir,  
As they thirsted for our gore.

"In the war of eighty-five, Sir,  
Twas the enemy did flee,—  
For I raised my trusty transit  
And demolished fifty-three.



CONTROLLER E. P. HINCHEY,  
Vice-Pres. C. S. Club of Ottawa.



“ Oh, how well I can remember  
When death stared us in the face;  
It was early in November,—  
‘Twas indeed a fearful case.

“ All our stores, you see, were gone, Sir,  
Save two plugs of T. & B.  
But with wits, tho’ starving, keen, Sir,  
These we brewed in place of tea.

“ When the plugs were brewed and gone,  
We our horses fricasseed [Sir,  
Then the dog, a spotted spaniel,  
Helped our appetites to feed.

“ After that for six long months, Sir,  
Hearts we kept from blank dismay;—  
We subsisted day by day, Sir,  
On the Manual of Survey.

“ For we ate of its provisions,—  
Tho’ the fare was rather dry,—  
Every clause fulfilled its mission  
As we hunger did defy.

“ Once again that I was lost, Sir,  
Ne’er a Manual had I;

Then I felt of hungers pangs, Sir,—  
Tho’ I cried none heard my cry.

“ Home I thought of, wife and children,  
Till a lump rose in my throat,  
I was saved ! I swallowed *that*, Sir,  
Tho’ it wasn’t *table d’hôte*.

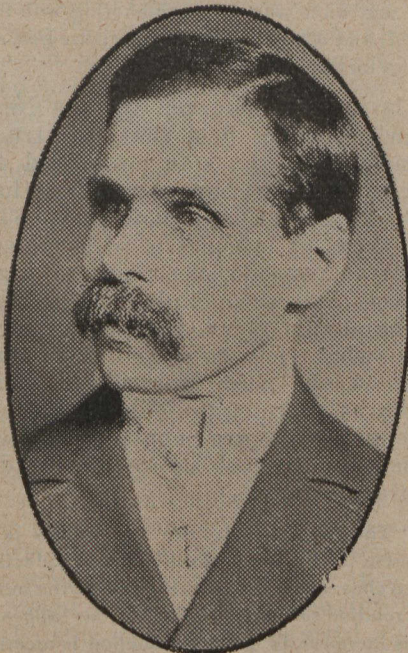
“ Talk of cold and frost and ice, Sir,  
In the wild and woolly west;  
Ofttimes whisky frozen hard, Sir,  
We have chopped and chewed with zest.

“ Talk of equinoctial blizzards ! —  
Oft’ I’ve seen big chimney stacks,—  
Wells were they blown inside out, Sir,  
By the mad Chinook’s attacks.”

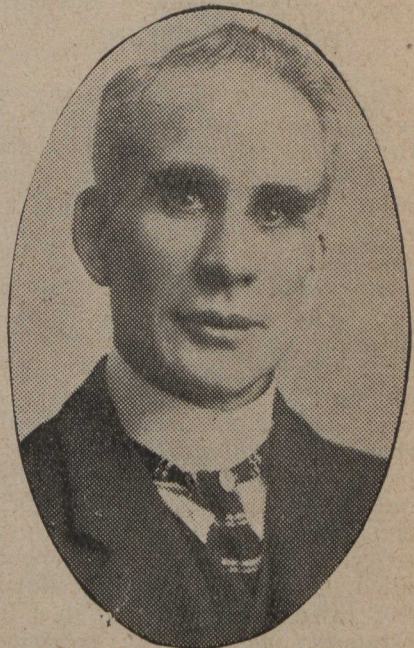
Many another high flown story,—  
Stories that would make one weep,—  
Told the Surveyor, old and hoary,—  
Some would make one’s flesh to creep.

But at last the stories ended.—  
Stories tall and stories steep,—  
Till the interest quite diminished,—  
For the listener was asleep.

### CIVIL SERVANTS IN THE OTTAWA CITY COUNCIL.



ALDERMAN A. E. CARON,  
Vice-Pres. Ottawa C. S. Association.



ALDERMAN H. S. CAMPBELL,  
Member Ottawa C. S. A. Executive.

(Cuts by courtesy of the Ottawa Evening Journal.)



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

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

Ottawa, Jan. 14th, 1910

## THE COST OF LIVING—AND THE OUTSIDE SERVICE.

One of the pet puzzles of the college professor just now, and of the others who know all about the theory of such things, is the way retail prices and the cost of living are acting. The prolonged and continuous rise which culminated in 1907 is explainable, though extraordinary. What is far more difficult of comprehension is the little or no effect produced upon this process by the panic of 1907-08. Ordinarily an occurrence of this kind,—especially when so severe and far-reaching as the one in question,—puts an effectual dampener upon the usual price augmentation of a period of prosperity. In this case it has wholly failed. For a few months during 1908 prices stood still, or, in a few instances, made slight recessions. Since then the highest mark of the previous phenomenal advance has been exceeded. The situation is on

every side admitted to be alarming and to be fraught, if further prolonged, with consequences that may easily prove disastrous to the well-being of the nation, or, for that matter, of the whole commercial world.

Perhaps the breeziest contribution to the current discussion is that of a Des Moines editor, who writes for the edification of the politicians at Washington as follows:

"Before our young men are grandfathers they will see corn selling like coffee is sold to-day—by the pound. Corn is selling for 90 cents a bushel in some parts of the West. It promises to go higher. "Why the high price?" Because the people are living too extravagantly, and have been for years. We don't wear the same kind of clothes we did 10 years ago. A \$15 suit of clothes used to be good enough for any of us, but to-day we are paying \$35 for our clothes. I remember a state senator of Iowa who went into his district with a \$15 suit of clothes on, and it precipitated an attack upon him, charging extravagance. The farmers are prosperous, of course, and in my part of the country they do not want any further tinkering with the tariff, and will not so long as they are getting \$8.50 for their stock."

It is well observed by the New York Evening Post that the truer reason why the man who used to wear a \$15 suit now pays \$35 is that the former \$15 suit now costs \$35. Anyhow, it becomes a trifle ridiculous to concede the fact of high prices and then explain it on the ground that people are paying more for what they buy, and this is as far as the Des Moines argument gets at this point. The Springfield Republican's argument is better, though a bit cock-sure on a very debatable point:

"The great cause of the high prices is of course the heavy increase in gold production and consequent fall in the value of the metal in relation to commodities. If, as appears, this increase in gold production is meeting with some check, it might safely be prophesied that the upward price movement will not go much further and that the situation of the



fixed-income classes must soon begin to fall under improving tendencies."

All this is very learned and interesting. But the individual who is being crushed to death by these conditions, while the experts are theorizing, sees only one escape—an increase in wages. Fortunately for employees at large all but a very few have received this alleviation. In the case of every employer in this country but one, that means of escape has been provided. The exception is—yes—the Government of Canada, in the case of its 5,000 employees in the outside service who amid the epoch-making and absolutely revolutionizing changes of the past dozen years are refused year in and year out the treatment that is not refused by a single private employer with the bowels of a man.

---

#### CIVIL SERVANTS AND THE MUNICIPAL ELECTIONS.

---

A number of Ottawa civil servants on presenting themselves to vote at the recent municipal elections were refused ballots on the ground that they did not pay income tax. Will someone please explain this action on other than a basis of sharp practice? Has not the question of the assessment of civil service incomes in Ottawa been settled for all practical purposes on a plan satisfactory to all? Is not the City of Ottawa about to receive the full tale of what is owing to it on this score? Why then should it adopt at this, as at almost every turn, a policy of pin-pricks towards the largest and best-paying body of employees it possesses? Contemplate in the mind's eye (if you have imagination) the handsprings this municipality would begin to throw if the government were to suggest moving with the star of empire westward a bit,—to, say, Winnipeg! *The Civilian* takes the occasion to congratulate Aldermen Caron, Baxter, Mac-

donald and Desjardins on their reelection, and Controller Hinchey and Ald. Campbell on their election, to their respective places in the council and board of control, where they will be able, as civil servants, to exert an influence for good in matters which affect the general relations of the city and the service.

---

#### *At the Sign of the Wooden Leg.*

---

##### Some Ancient History.

---

Do any of my readers remember Tom Kingrow,—Kingrow the champion checker player of Tippingham, in the old days when checkers was (or were) called draughts, when strict rules about interference were unknown and a fine strategic advantage in the double corner was often overcome by the simple expedient of kicking the board?

The people of Tippingham took great pride in Tom, on account both of the wonderful variety of his opening moves and the strength of his biceps which enabled him to look out for himself and other Tippinghammers in the argument that sometimes followed a sudden displacement of the wooden men. Draughts was a gentle name for the sport; it should have been called Blizzards.

Now, Popton was near Tippingham and hungered and thirsted after the championship which its neighbour held. How they yearned for Tom Kingrow! How they dreamed of the day when they might acquire him as a Poptonite, for on all their checker-boards was engraved the classic legend: "Delenda est Tippago," Tippago being the old Roman name for Tippingham. But Tom was loyal to his native burgh, wisely considering the half-crown a week he got as janitor of the Tippingham town hall and his percentage of the receipts at the "Rough



and Tumble" inn, where the championship games were played.

Tom was loyal to Tippingham, but this did not deter him from remarking to a Popton sport that three shillings went farther than a half-crown in buying beer and that a position at the town hall of Popton gave a man as high a social position as a similar position at Tippingham. It followed somehow that the borough of Popton, in council assembled, decided that Thomas Kingrow, now of Tippingham, was the only man duly qualified to take the position of crier of and for the said borough of Popton and that the weekly stipend to be attached to that position should hereafter be three shillings.

Excitement ran high at Tippingham when it was known that Popton was after Tom. A meeting of the council was held at once and a motion introduced to superannuate

the present town clerk and to "promote Thomas Kingrow, now Superintendent of Entrances and Exits, to the vacancy thus created, at a salary of five shillings a week."

This motion would have carried at the first session had not an old councillor, who did not know the difference between a checker board and the Board of Exchequer, but who fussed his time away among old by-laws and musty regulations, raised the point that from time immemorial in Tippingham it had been the custom to have a specimen of the handwriting of a prospective town clerk submitted to the council for comparison with certain standard styles of writing before an appointment should be made.

This caused much consternation, as Tom Kingrow had not been instructed in the art of making letters. The council was adjourned and a number of his supporters took Tom in

# JANUARY WHITE GOODS SALE

**O**UR great Annual Whitewear Sale is in full swing. There's no time like the present to buy because we've lowered our price very much while the wholesale values are advancing every day. See window displays and make up your list of White Goods "Wants" to buy from BRYSON-GRAHAM, LIMITED.

## SOME OF THE LINES OFFERED

Bleached Sheeting

Pillow Cottons

Cottons

Ladies Whitewear

Dainty Blouses

Ivory Habritai Wash Silk

# BRYSON-GRAHAM, LIMITED

Ottawa's Greatest Store.

The House that always has and gives what it advertises.

Please Patronize Our Advertisers.



hand to prepare him for the penmanship test that was set for the next month. After two weeks Tom had developed a signature that would have been accepted for a dozen collars at any Chinese laundry had such been in existence then. A week later his supporters were speaking of the Gothic massiveness of his style of penmanship, and at the end of the month Tom was able to write the word "Tippingham" so well that, except for a few councilors who had been taught to write early in life and were regarded as mere theorists and doctrinaires without appreciation of the practical side of affairs, he was pronounced the only fit person in the municipality to carry on its correspondence and compile its annals.

The old objector who had blocked the appointment at first was of the opinion that "Tippingham" did not begin with a G, and that the third and fourth letters in Tom's specimen did not have that degree of similarity which even popular speech ascribed to two p's. He was overruled, however, and Tom entered upon his duties as town clerk, the position of janitor going to a young man from Oxford who had distinguished himself at his college by writing a thesis entitled, "Your Move Next."

As I once remarked to Mr. Boffin when he himself was in doubt about his ability to conquer the alphabet,

"The heights of great men won and I kept,  
Mr. Boffin,

Were not attained by sudden flight ;

But they while their companions slept, Mr.  
Boffin,

Were playing checkers through the night."

SILAS WEGG.

### With Faithful Hearts.

*O Thou Who art ever the same, grant us so to pass through the coming year with faithful hearts, that we may be able in all things to please Thy loving eyes.—Amen.*

Zarabic 700 A. D.

### From a Woman's Standpoint

Quite recently, at a gathering of the Women's Republican Club of New York, the question of woman's work and pay was discussed in an able manner by Dr. William Allen, secretary of the Bureau of Municipal Research. He set aside the theory of "equal pay for equal work"—the principle which has become the acknowledged basis of agitation among many women's organizations—and said that the matter of pay cannot be regulated along the line of strict justice, but that it is subject to the law of supply and demand. Wages are not determined altogether by the quality of the work done. One important factor is the relation between the work that is to be done and the number of those who are willing to do it. Another is the needs of those who are bidding for the work. A man with a family dependent upon him cannot work for the same wages as a woman who has no one dependent upon her, and although in individual cases the woman is the family's bread-winner, yet the average woman is not. The average man, therefore, needs higher pay than the average woman.

When women first entered the trades and occupations from which they have largely crowded out the men, the reason that they got such positions was because they were willing to work for less pay. And now, Dr. Allen pointed out, were the principle of 'equal pay for equal work' enforced, the ever-increasing competition of the many women eager to get men's pay, would make the reign of this principle very short indeed.

The whole argument advanced by Dr. Allen shows that when women step out into the business world, they must submit to the same conditions to which men have submitted, must recognize, indeed, the fact that the principles which have gained sway in the business world cannot be disregarded. I think, though, that



there might be added another factor which has always affected woman's work and pay, and that is that the average woman's love of money is not as great as that of the average man's,—so that, especially in the more ordinary trades and occupations, a woman will work for even less than she needs, when unable to maintain her stand against her employer's attempt to beat her in a bargain. But when a man meets a man, there is a greater likelihood of justice.

The law of supply and demand affects women often very seriously, from the fact that there is, and always has been a tendency among women to crowd into the same professions. This arises probably from woman's lack of initiative — the ordinary woman is not willing to risk all by advancing into untrodden paths,—and so women crowd into such professions as teaching, until the cry of the 'feminization of education' is heard. A few years ago, Ontario presented a fine example of the effect on salaries of competition. Men were practically driven from their positions as teachers in the rural sections, salaries decreased to such an extent that it was necessary for the government to place them on a certain basis. But there is another aspect of this same law—that there arises sometimes competition for men among professions — and this has been of great advantage to the women who teach in the Ontario High Schools. In Canada just now the profession of engineer offers greater attractions and greater opportunities than that of teaching in a High School; consequently the men rush to the scenes of railway building and electrical development. The percentage of men in the Ontario High Schools has therefore decreased to such an extent that while the percentage of women has increased, the average salary has increased also. And were it not for the deplorable custom of crowding into the same branch of the profession,

the salaries of women would be still higher.

It looks, then, as if the profession of High School teacher would continue to be attractive to the university women of Ontario—so attractive that the old cry against the higher education of women might be resumed—were it not that the educated woman can best be trusted to place the highest value on the real things in life which cannot be expressed in money.

For women engaged in the lower trades and occupations, the outlook is not so optimistic. Wages will remain low as long as the number of trades and occupations into which women can go remains limited. Possibly, Western Canada will begin to attract the women in as great numbers as it has the men. And yet, perhaps, there is a better remedy than that of opening up new spheres of labor—a remedy similar to that of attracting the young men back to the land. If the daughter in a home were made to feel that her services as homemaker were worth as much—and more—than those of the stenographer in her father's office, she would not be tempted to go out into the business world; if it were worth as much to make life pleasant for those about us as it is to make money, then the field of labor would be left open for the women who are wholly dependent on their wages, competition would diminish, and wages would become more just.

\* \* \*

Every woman, interested in women's achievements, is proud of the fact that the 1909 Nobel prize for literature has been won by a woman. Madame Selma Lagerlof, the Swedish authoress, has been honored as the greatest writer of the day, and receives a medal and about \$40,000 in cash. Her success is due largely to her determination to be original, and the infinite pains which she took with her work. Her geographies have been pronounced unique, her





**“The Marquis”**

Made in all Leathers

They Speak for themselves  
They have  
**Quality, Style and  
Durability.**

Add a big dash of COMFORT  
and you at once have the  
recipe of our Fitwell  
**\$4.00 Shoes.**

**The 2 Macs, Limited**

ON THE BUSY CORNER  
OUTFITTERS FOR MEN AND BOYS

Telephones 288 @ 290  
4248 - 4249 Rideau Street

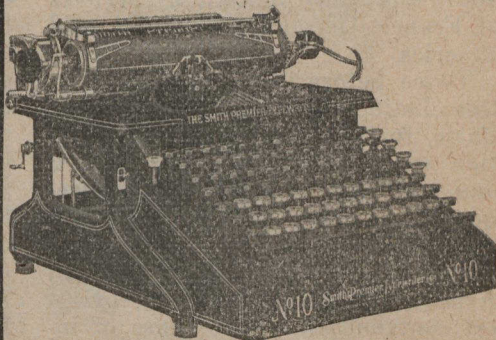
TEA and COFFEE WAREHOUSE  
**Walter Cunningham**  
LIMITED  
Grocer & Wine Merchant

**What you have waited for?**

*The No. 10 Model*

**“SMITH PREMIER” Typewriter**

Complete key board and absolute  
**VISIBLE WRITING.** Back spacer  
and many other improvements.  
Call and inspect



**EDWARD R. McNEILL,**  
Phone 1267. 166 Sparks Street.

IF YOU WANT.....

**WALL PAPER**

don't wait until you get your increase (it  
would be too long). Come now to

**P. STEWART**

224-226 Bank St. cor Somerset St.

**HOTEL CECIL**

Ottawa's Most  
Modern Hotel.

WALTER B. WALBY, PROP.

**DAVIS &  
HENDERSON**

TORONTO

MANUFACTURING STATIONERS,  
ENVELOPE MAKERS, Etc., Etc.



short stories and books, expressing as they do the mysticism and love of nature characteristic of the northern countries, are regarded as so great a contribution to the world's literature that she has been honored above the many well-known writers of France, Germany, England and America.

Twice before has a woman won this distinction. In 1903, Madame Curie, for her discoveries in connection with the radium ray, shared one with her husband and M. Becquerel; in 1905 the Baroness von Suttner, an Australian lady, was awarded one, her book, "Ground Arms," being regarded as the greatest contribution to the cause of international peace.

FREA CANNAIAD.

## Book Reviews.

### Catalogue of Canadian Birds.

Every lover of birds should possess himself of a copy of the "Catalogue of Canadian Birds," compiled by Prof. John Macoun, naturalist to the Geographical Survey, and Mr. James M. Macoun, assistant naturalist, and recently published by the King's Printer. Every bird known to reside in, migrate to, or visit, the northern half of the continent, is included. The notes on each bird are succinct but very complete, relating chiefly to the habitat and breeding habits of the several species. The authors are to be sincerely congratulated not only by their fellow civil servants but by the Canadian public on the completion of a monumental task — embodying the fruits of a lifetime of research, and of permanent and indeed final value to science.

### Farm Weeds of Canada.

A work of kindred interest, though in another field, is that of

Mr. George H. Clark and the late Dr. Fletcher on the "Farm Weeds of Canada," a second and splendidly illustrated edition of which has recently been issued under the auspices of the Department of Agriculture. While the primary object of the volume is strictly utilitarian, the amateur botanizer will rejoice in its carefully written descriptive matter and the coloured plates which it contains of the best known field flowers. A pleasant literary flavour is imparted by the quotations from the poets and old writers which conclude each article. For the gardener, whether large or small, the work should be invaluable. Mr. Clark on whom has devolved the revision and enlargement of the present edition has produced a book which is at once a manual for practical use and a work of art.

### A Growing Service. — From the Postmaster General's Report.

#### INCREASES

In number of offices .....	656
"    P. N. offices .....	680
"    M. O. offices .....	196
"    S B. offices .....	18

An increase of 2,034 miles is recorded in the extend of the system over which mails are carried by railway.

The total number of miles over which mails have been carried on all routes is greater by 1,312,073 miles than it was last year.

The estimated increase in the number of letters and postcards sent out during the year is 18,805,000.

Owing to extensions of routes and increasing the frequency of routes the expenditure was increased by \$586,456.69, but in spite of this there remained the handsome surplus of \$809,237.53.

Free Letter Carrier service was extended to eight cities.

The total issue of postage stamps for the year ending March 31st, 1909, was \$6,216,011, an increase of \$530,641.



# The Ottawa Sanitary Laundry Co.

WOULD LIKE YOUR WORK

Phones 122 or 577

## BROWN BROS.

LIMITED

Manufacturers of

Account Books, Loose-Leaf  
Ldgers, Binders, Etc.

Leather Goods, Stationery, Office Supplies

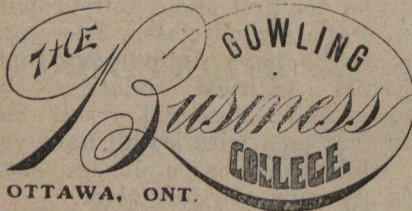
**DIARIES,** OFFICE and  
POCKET

Dealers in all kinds of

**Paper,** PRINTERS'  
SUPPLIES, Etc.

51-53 Wellington St., TORONTO

Distinguished for its  
thoroughness



OTTAWA, ONT.

174 Wellington St.

Is one of the most reliable and thorough  
business training schools in Canada. It  
makes a specialty of good work. Students  
are admitted anytime. Ask for information.

W. E. Gowling, Principal

We Manufacture **FURS**  
A Call Solicited.



**COTE & CO.**

114-116 Rideau St.

P. S. **HATS**



"I have taught Latin and French for 40  
years, using Fasquelle, Otto, Ahn, Worman,  
Berlitz, etc., but I believe the De Brisay  
Method is the only one that is really effective  
for French."

G. C. LONEY, Atlanta, Ga

**L'ACADEMIE De BRISAY**

414 Bank St., OTTAWA.

The R. J. Devlin Co. Limited

Importers of

**HIGH GRADE HATS**

Manufacturers of

**FINE FURS**

76 Sparks St.

Phone 1198

Please Patronize Our Advertisers.



### ***Printer's Ink.***

#### **The Kingston Whig Rises to Remark:**

Why should civil servants not be moved about, as the work suggests, like the bank and railway officials? The dismissal of certain Yukon officials, because there is no work for them, does not seem right.

#### **To Which The Toronto Star Adds:**

William Smith, the bank clerk, and John Jones, the railway employee, expect to stay in the service of their employers if they make good. They serve their employers well, not only from a sense of duty, but because they know that there is something ahead of them. When a vacancy occurs, the bank or the railway fills the position with the best man available. It probably brings him from its offices in a distant town. It sends its men from place to place as occasion requires, promoting one and lessening the responsibilities of another. The Kingston Whig suggests that civil servants should be moved about, as the work suggests, like bank and railway officials, and there is something in the idea to commend it. Such a plan would lend permanency to the service and would encourage efficiency.

The trouble with Government positions at present is that promotions are few and far between. There is a feeling in the outside civil service that appointments carry with them no hope of better things in the case of duty well done, and but little fear of dismissal, except in the event of gross incompetency or dishonesty. The idea of transferring officials from place to place seems to provide at least a partial solution to the problem. The man holding the best Government position in a town

would certainly work the harder if he thought promotion to a better position in a city would result. The nearer the Government can come to adopting business principles in its management if the civil service, the more it will add to the many improvements which it has made in that service since taking it over.

#### **Longer Hours at Toronto, too, Says The Telegram:**

The office hours of the provincial civil service at Toronto hereafter are to be from 9 o'clock till 5. The order will probably take effect next week.

At present the hours are from 9.30 till 5, but it is said some wide-awake clerks arrive on the job nearer 10 o'clock than 9.30, while their behaviour at 5 o'clock can be described as the acme of punctuality.

On more than one occasion Sir James Whitney is said to have had thrust upon his notice the dilatoriness of many members of departmental staffs.

#### **The Kingston Standard Has Been Hearing Things:**

The civil service at Ottawa is a vast Hive, in which the Bees and Drones live side by side. There are many of the first and a fair proportion of the second class. There are others who have slight work and powerful political relatives or friends, and the sordid result has been that men with a pull have got on, while worthier employees have been set aside and forgotten.

It is no exaggeration to say that this degraded condition exists in every Department of the service, and the costly Civil Service Commission seems powerless to point to an error or suggest a remedy for abuses, no matter how glaring such may be.

Ever since Confederation, the blight of political influence has been pricking and goading the civil ser-



**Linoleum                      Window Shades**

**Cleghorn & Beattie**  
**CARPETS, CURTAINS**

OTTAWA                      :                      :                      CANADA

Phone 1772

**36-38                                      O'Connor St.**

**McKinley & Northwood**

PLUMBERS, GAS &  
STEAMFITTERS. . .

HARDWARE MERCHANTS

55-58 Rideau St. - Ottawa, Ont.

**R. MCGIFFIN**

MEN'S FINE FURNISHINGS

**2 STORES                      24 RIDEAU ST.  
106 SPARKS ST.**

**Butterworth & Co. Ltd**

A full line of Stoves, Ranges and  
Hardware of every description.

179 Sparks St.                      -                      Phone 271

**R. H. MILLAR**

LADIES' TAILOR, HABIT MAKER  
AND FURRIER.

216 BANK ST.,                      -                      OTTAWA

**The Royal Bank of Canada**

Paid-up Capital \$5,000,000  
Reserve                      -                      \$5,700,000

**Solicits Your Deposit Account.**

**OTTAWA BRANCHES:**

Sparks and Elgin Sts.,                      -                      Geo. Kydd, Mgr.  
York and Dalhousie Sts.,                      -                      J. G. Ogilvy, Mgr.  
Bank and Somerset Sts.,                      -                      C. F. Sherwood, Mgr.

**The Pritchard & Andrews**  
**Company of Ottawa, Limited.**

GENERAL ENGRAVERS  
AND BRASS WORKS

264 Sparks Street, Ottawa

**Cunningham & Co.**

104 Sparks St. (Holbrook Chambers)

Telephone 2173

Agents for Northern, Phoenix of London and  
Mercantile Fire Insurance Companies.  
Also Accident, Plate Glass and Burglary  
Insurance.

**Beament & Johnson**  
**MEN'S OUTFITTERS**

60 Sparks St.

....AND....

SEMI-READY CLOTHING

112 Sparks St.,                      -                      -                      Ottawa

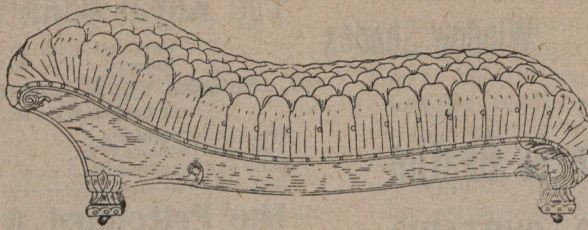
PHONE 1700

**Canadian House**  
**Furnishing Co.**

69-71-73-75 Rideau St.

OTTAWA





## A Comfortable Couch

Full Spring Seat, upholstered in imitation or genuine  
Leather, quartered oak frame, and suitable  
for any room in the house.

Easy Chairs and Rockers to match Couch.

**CASH OR CREDIT.**

**S. A. LUKE, 59-61 Rideau St.**

vice, and at no time in the history of Canada has this evil been more apparent than at the present day, if what we hear from Ottawa is true.

### The Vancouver News-Advertiser Wants the Act of 1908 Extended:

The evils that spring from the adoption of the patronage system in the appointment of members of the public service, have been recently referred to by Mr. McVeagh, the Secretary of the Treasury in Mr. Taft's Cabinet, in connection with the discoveries of the frauds on the revenue by Government officials in relation to the payments of the duties on sugar. While the Secretary of the Treasury does not pretend to mention all the causes for this notorious breakdown of the Government service, he names political interference as the chief cause. It is clear, he says, that the influence of politics and politicians upon the Customs

Service has been mostly deleterious and has promoted that laxity and low tone which prepare and furnish an inviting and congenial soil for dishonesty and fraud. Mr. McVeagh insists that no real improvement in the service can be expected until its members are removed from the political influence on which at present both their entrance to and continuance in it depend. Probably in no country in the world that claims to be civilized, and to have a regularly organized administration, are the members of a civil service as dependent as those in the United States on political influence and patronage for their appointments. Although Mr. Cleveland made an earnest effort to bring about civil service reform, and some of the succeeding administrations have moved in a similar direction, thousands of Federal officials in the United States are dependent for their positions on party grounds and liable to lose them should a change occur in the political complexion of the administra-



tion. In Canada there is still a section of the civil service that is dependent more or less on political influence for the appointment of its members, and which has not been brought under the regulations that govern the larger number of the Federal civil servants. Although there has not, as far as we are aware, been any instance in that branch of the service of evils like those which have been disclosed recently in some departments of the administration in the United States, it would seem that the interests of a very deserving and capable number of Federal officials as well as those of the administration would be served by the establishment of uniformity in regard to all appointments to the civil service of the Dominion.

---

### Correspondence.

---

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

---

#### Some Plain Talk From a Candid Friend.

---

To the Editors of *The Civilian*:

While not a regular reader and subscriber of *The Civilian*, I have scanned its pages sufficiently to appreciate what it has accomplished for the civil service of Ottawa. It has championed through thick and thin the many phases connected with the improvement of the service, and, last, but not least, the Memorial presented to the Prime Minister and Members of his Cabinet on the 4th December, 1909, which dealt with classification, organization, age limit, superannuation, insurance and sanitation.

No one appreciates more than the writer the importance of this work and the great interest taken in it by *The Civilian*. I do think, however, that less importance should be given to all the "supposed grievances"

and more importance to the fact that, in comparison with other large institutions, the civil service is receiving most liberal treatment from the present Administration. The employees in the service should be stimulated with satisfaction and encouragement and not embittered with dissatisfaction and discontent. The writer considers it high time to start a campaign urging the civil service to appreciate this, and not bore them with the supposition that they are the most abused-body in existence.

I do feel that the civil service, as a body, is under-paid, but there are individual cases of both sexes who are over-paid, and who, by their conduct and lack of interest in their work, are burdens for the conscientious and hard-working civil servants to carry. I refer to the clerks who are perpetually breaking the regulations of the various Departments. For instance, morning after morning, signing the book under the "line," or signing the book and then leaving the Department to do their daily shopping, or leaving at noon and at night twenty or thirty minutes before office closing.

WEAR



Masson's Shoes



Clerks who devote half their time reading newspapers, or running up and down the corridors, or (in the case of men) going on periodical drunks. These drones may be few, but they are numerous enough to completely discredit the whole service and particularly the Divisions in which they are classified. When disciplined, they immediately try to move Heaven and earth to see their comfortable chair is kept securely under them.

My contention is that the Civil Service Association and your *Civilian* should immediately take this question up and try and devise some scheme for remedying this evil, either by a Penalty Attendance Book or "University" Roll of Honour Committee, or by publishing in *The Civilian* the names of those suspended or dismissed from time to time in the various Departments,

and the cause. If something is not done, the time is not far distant when a general order will be issued asking each Department to establish a uniform system of signing-the-book-four-times-a-day. This would mean that the "many faithful" would have to suffer for the sins of the "few faithless."

Yours very truly,  
CANDID.

\* \* \*

#### A Lost Identity.

To the Editors of *The Civilian*:

Referring to your account of the Printing Bureau banquet, may I be permitted to say that I have sufficiently recovered from my mix-up with "A. T. Gunn" as to remember that almost immediately after the musical effort in question I was warned by the gentleman who con-

## THE CROWN LITHOGRAPHING CO. LIMITED

ENGRAVERS, LITHOGRAPHERS, PRINTERS AND EMBOSSEERS.

Effective Stationery for your personal correspondence

180 to 190 WELLINGTON ST., OTTAWA, ONT.

## The Civil Service School, 148-152 Bank Street

is prepared to assist Candidates in any or all of the subjects of **PROMOTION WORK** for the **SECOND DIVISION**.

Or to prepare you for the **Competitive Examination** in either **Second or Third Division Work**.

Classes are now in progress for May and for November Examinations—Day and Evening Courses.

Candidates are requested to interview the Principal, Mr. W. C. EWING, M.A., at as early a date as possible, for terms, etc.

**The Dier-Ewing Civil Service School** BANK STREET OTTAWA



coeted your print that I was "going to be killed"; and though for some days I naturally went about in fear and trembling I must say I was surprised (if one may so express it) at being eventually despatched with a gun(n). I put it to you, Mr. Editor, whether, in my humble attempt to make it impossible for the future to truthfully say "The cat came back," the use of those innocent lines—

"One day the cat strolled down the town quite near the G. P. B.

And saw some clerks just sallying forth in a sort of ecstasy.

'What's the matter?' cried the cat, and what do you think they said?

'We have been *re-organized*'— whereupon the cat dropped dead"—

should have condemned me to such sanguinary disposal?

Yours for peaceful domesticity, and with apologies,

A. T. SNOW.

**More Kind Words.**

To the Editors of *The Civilian*:

Dear Sirs,—

Herewith please find fifty cents, being my first half-year's subscription to your very interesting and valuable magazine. That it "may live long and prosper, and your shadows never grow less," is the sincere wish of

Yours very truly,

O. FITZALWYN WILKINS.

Bridgeburg, Ont.

\*\*\*

To the Editors of *The Civilian*:

Dear Sirs,

Enclosed find one dollar, subscription to *The Civilian* for one year. I like your paper very much.

Yours truly,

W. J. PARKHILL.

Midland, Ont.

\*\*\*

To the Editors of *The Civilian*:

Dear Sirs,—

Enclosed you will find postal note for \$1.00, the same being payment for one year's subscription to *The Civilian*. Thanking you for the magazine.

Yours very truly,

A. J. JEFFREY.

Stratford, Ont.

**The Disgust of Von Ludwig.**

We must sign every time we *come out or go in*,  
And all our small faults are writ down as a sin,  
In a manner to gall him, each is put in a column,

Arranged to exhibit him naked and solemn.  
Some day we expect we will all carry pass-  
es,

And each Monday morn, at sound of a horn,  
We'll line up for a dose of sulphuretted mol-  
asses,

And get a badge of red tape,—

To show any ape

That we're all in good shape!

**We Dispensed over..... 25,000 Prescriptions in the Past Year**

Strong proof that physicians and public alike have confidence in us.

Some one of our 4 stores must be fairly convenient to you, but if it is not convenient for you to bring or send your prescriptions to us, phone any of our stores, or ask your doctor to phone them in to us—  
**WE DELIVER ANYWHERE.**

**Allen & Cochrane,** The Red Cross Druggists. **[Four Stores]**

Please Patronize Our Advertisers.



### POT-POURRI.

Mr. Herbert Paul, M. P. for Northampton, Eng., whose appointment as Commissioner of the British Civil Service was recently announced, is noted as a most versatile and accomplished man. Long ago he established his reputation as a writer on political and historical subjects, the most important of his works in this connection being a "History of Modern England" which appeared in three volumes in 1904. He also issued "Men and Letters," "Stray Leaves," and the lives of Lord Acton, Queen Anne Froude, Matthew Arnold, and Gladstone. As a parliamentarian he sat for South Edinburgh from 1892-1895, and for Northampton since 1906. He was born in 1853, and had a notable college career at Eton and at Oxford, at which latter place he was President of the Union, a position since held by his son. He is a biting satirist, and unmercifully quizzed Disraeli on his return from the Berlin Congress. He goes to his new office with a reputation which cannot be readily unmade.

\* \* \*

Says London, Eng., *Truth* :—

An organisation has been recently formed among Civil Servants under the title of the Civil Servants General Association, the members of which are enabled to obtain special terms from various retail tradesmen whose names are listed. In some cases they get a special discount when making their purchases, in others they get a periodical rebate proportionate to the amount of their transactions during that period. I received the other day a very indignant letter from a gentleman who seems to think that this is a most unprincipled and objectionable arrangement, but for the life of me I cannot see how it concerns anybody but the parties to it. If tradesmen choose to give special terms under any arrangement of this kind, it is presumably because they think it worth while to do so, and it is easy to understand that it may be worth their while. Why I mention the matter is because, presumably, any number of people might get up an association among themselves in the same way and get similar advantages. Perhaps somebody may think it worth while to organise such an association. Of course, Civil Servants have special facilities for organising themselves,

and I suppose that is what makes other people jealous of them.

\* \* \*

From 1816, when the first roster of government employees in the United States was made, to 1897, the decennial increase in the number of names averaged about 50 per cent. From 1851 to 1871, notwithstanding the great enlargement of the central government as a consequence of the civil war, the registered employees of the government increased only from 33,352 to 53,917, an increase for 20 years of little over 60 per cent. or something over 30 per cent. per decade. From 1871 to 1891, however, the increase went on with much greater rapidity. Then there came a check, and from 1891 to 1897 the government roster expanded at the rate of only from 10 to 40 per cent. every 10 years—the two-year intervals between published registers showing increases of 8 per cent. in one case, 6 per cent. in another and less than 2 per cent. in another.

From 1899 to 1901, with the Spanish war out of the way, the Blue Book showed an increase of 23 per cent. in number of names; in the next two years the increase was 18 per cent., and in the next two years 16 per cent. Now for the last two years, the two years increase rises to 20 per cent. or at the rate of 100 per cent. decennially.

\* \* \*

A few weeks ago THE CIVILIAN reprinted William Watson's "Woman with the Serpents' Tongue" which has created so much stir in London. Since then the parodist has been busy. The last of his efforts is the following in the New York Times under the heading, "The Sandwich with the Potted Tongue" :

It's always old, it's never young,  
The Sandwich with the Potted Tongue.  
The Benzoate, the spices strong  
That dull the sense of Something Wrong,  
The chunks of skin, the bits of hair,  
That, unabashed, still linger there,  
The grave suspicion of its Youth,  
The dread we feel to probe the truth —  
In truthful numbers be it sung,  
The Sandwich with the Potted Tongue.

Concerning whom, Acquaintance brings  
A certitude of Divers Things.  
Ambitious it, and void of Fear,



On Sunday, meet it with thy Beer,  
 The Knockout Drops to Conscience sent,  
 Its ghastly form is gladly lent.  
 If half you should consume to-day,  
 To-morrow you'd be laid away.  
 Filled up within by that strange hash  
 Of Tabby, Dobbin, Boss, and Dash,  
 Malodorous, unkind, untrue,  
 Past all excuse long overdue,  
 Consuming which, you're always stung—  
 The Sandwich with the Potted Tongue.

To think that such as it should fill  
 Stomachs that erstwhile knew no ill,  
 That rank preservatives should claw  
 At vitals once without a flaw.  
 That to such Vileness we have clung,—  
 The Sandwich with the Potted Tongue.

---

### JUST JINGLES.

By *St. Kitts*.

The Limerick tea craze is past  
 With its volumes of verses amassed,  
 And as for Tom Lipton,  
 He sure should be dipped in  
 The place where the tea once was cast.

For months and months during the past  
 The papers of Roosevelt have gassed;  
 But that fad the "bear Teddy"  
 Is over already,  
 Let us hope the oblivion will last.

Now Peary and Cook hold the stage  
 And froth at each other in rage;  
 What odds to a soul  
 Who discovered the pole?  
 They both should be put in a cage.

The cry now on most people's lips  
 Is, "Oh for some guns and some ships";  
 But getting the gravy  
 To build us a navy,  
 Means digging down deep in our dips.

N. L. has the latest thing yet,  
 Tongue lashing no doubt he will get,  
 Or hit with a mallet;  
 "No baby no ballot",  
 Will stir up the fierce suffragette.

That increase, though, seems to be slow,  
 And to look like it never would go;!

It's making us nervous,  
 Poor outside C. Service,  
 Ye gods—hurry up with the dough!

---

### Athletics.

#### Ten Pin Bowling.

The bowling race goes merrily on with Interior and Mint struggling for the premier position, the Bureau and Public Works and Railways coming strong in third position. The "Works" team have been recently strengthened by the return of Mr. S. L. McKnight, who has been absent on sick leave all season. Mr. McKnight is one of the best bowlers in the service, and his timely return greatly enhances his team's chances for the championship. On Jan. 17th the last game of the first half of the season's schedule will be played. From the standing at this point individual averages will be compiled, and a system of handicaps arranged for the remainder of the season. This will be so adjusted that the man with an average of 400 stands an equal chance for the prizes with his more skillful confrere who is able to "hit the wood" for 500 or better.

A smoking concert is to be held in the O.A.A.C. rooms on Friday, Jan. 21st, in aid of the Prize Fund. A splendid programme is being arranged for the occasion and an enjoyable evening is anticipated. C. S. bowlers have the reputation of being grand entertainers, and this concert promises to be no exception. The second half of the schedule is in the hands of the printer and the games scheduled after Jan. 17th are not available at the time of writing. The team standing to Jan. 10th follows. Our next issue will contain a complete review of the first half of the season, giving team and individual averages.



	W.	L.	
1. Interior ... ..	10	1	The historical setting of the change is worth stating in some detail.
2. Mint ... ..	9	1	The State Department, in the United States, has control of the diplomatic and consular services.
3. Bureau ... ..	10	1	The reform of the latter came first.
4. P. Works & Railways	9	3	About three years ago a bill was passed which placed this branch of the service on a permanent footing, and President Roosevelt by a later order established the principle of appointments for fitness and after examination.
5. Customs Statistics...	5	4	
6. Agriculture ... ..	6	5	
7. Customs, &c. ... ..	4	5	
8. Interior Outside ... ..	4	5	
9. P. O. Dept. ... ..	4	6	
10. E. Blk. and Audit...	4	8	
11. Militia ... ..	2	9	
12. Ry. Commission ... ..	1	9	
13. Savings Bank ... ..	0	11	

### THE SPREAD OF CIVIL SERVICE REFORM.

#### Recent Progress in the United States — President Taft Extends its Scope in the Diplomatic Service.

“To the victor belong the spoils” was long a political battle-cry in the United States. A politician’s power lay in his control of political perquisites. When a man went to Congress, his district expected two things of him: first, a slice of the “pork barrel” in the shape of liberal appropriations for public buildings or river and harbor improvements; second, the control of certain appointments in the civil service.

After long prodding, Congress in 1883 dealt a death-blow to the old system by passing a civil service law putting a considerable portion of the service on the merit system. As Congress also authorized the Executive to prescribe regulations for admission into the civil service, various Presidents have availed themselves of the opportunity to extend the scope of this beneficent legislation.

The latest triumph of the general cause of reform in the United States is to be laid to the credit of President Taft, who has by a recent order extended its principles in a new way over the diplomatic service.

During the Roosevelt régime the same principle was applied in the diplomatic service as far as possible by Secretaries Hay and Root. In 1905 President Roosevelt’s executive order provided for examinations for entrance into the lower diplomatic grades. As to promotions, the Hay-Root practise was one of appointment to the higher grades from the lower whenever possible.

The subject of reform divides itself here as everywhere into the features of examinations and promotions. The action of President Taft under each of these headings in the diplomatic service may be summarized as follows:

I. As to examinations. Similar examinations to those established by Secretary Root in the consular service and confirmed by President Roosevelt, but more extended, have now been established by Secretary Knox in the diplomatic service, and confirmed by President Taft. Both the Examining Board and the number of subjects for the written examinations have been enlarged. An oral and a physical examination have been added.

Transfers from one branch of the Foreign Service to another are not to be made except upon the successful passing of a prescribed examination. Thus the co-operation between the diplomatic and consular services is evidently intended to become closer.

II. As to the promotion feature. The department’s new policy will



not alone be to promote deserving men, as in the Hay-Root administration. A plan inaugurated by Mr. Huntington Wilson, Assistant Secretary of State, to whom much of the credit is said to be due for recent developments of the merit system, has now the President's authority. First of all, secretaryships in the diplomatic service are to be classified according to their relative importance. Second, an efficiency record is to be kept of every officer in the service, so that there may be no promotion except upon well-established efficiency, and that there may be no retention except upon the maintenance of an average high standard of efficiency. Moreover, the Secretary of State is directed to report from time to time to the President the names of those who have shown special capacity. Third, the initial appointments to secretaryships are to be made only to the lowest grades — that is to say, to the third secretaryship of an embassy, second secretaryship of a legation, or secretaryship where the legation has but one secretary. Vacancies in the higher classes are henceforth to be filled solely by promotion.

With such rules for examinations and promotions the U. S. diplomatic service should henceforth have a character of professional excellence. For this reason the administration is expecting the entrance into it, as into a permanent profession, of many more serious and efficient young men than those who, largely because of the spoils system, once encumbered the service.

---

### THE VENTILATION QUESTION.

---

One of the chief complaints voiced in the sanitation portion of the memorial recently presented to the Government by the Inside service had reference to the ventilation — or rather lack of ventilation — of

the government buildings. On ventilation merely as a problem in mechanics, the last word has not been said by any means. The following remarks from "National Construction" may be of interest in this connection at the present moment:

Ventilation should be as nature intended it, a gradual change of the air in every nook and corner of the room, without perceptible draft, but often enough to furnish each and every occupant of the room with pure air at all times.

The question of humidity is a question that must not be overlooked. Everyone has at some time or another sat around a stove, register or radiator with his coat on, and complained because the house was cold when the thermometer showed 70 degrees or above. At the same time any one will go out-doors in the spring or summer time with his coat and hat both off and enjoy life when the thermometer registers 62 or 63 degrees. Why? Because the out-door air contains from 65 to 75 degrees of humidity, which is needed for comfort, while indoor air probably by hygrodeik test would only show from 25 to 40.

While there are many different ventilating systems there are only three systems of ventilation: mechanical or fan ventilation, semi-mechanical, and natural. A complete mechanical or fan system consists in removing the foul air and introducing the fresh air by fans, while the natural system depends upon the laws of nature, aided by heat, to positively withdraw the foul air, while the fresh ozone comes in naturally through properly equipped devices spread around the room to fill the place of the foul air so withdrawn. In very few office buildings has there been or can there be a complete mechanical system installed. From the very construction of office buildings, the building of conduits and of the vent flues are impracticable above the ground floors, and in fact, very few of our office buildings in this country have made any effort toward ventilation outside of the basement or banking floors, managers leaving it to the tenants to suffocate or furnish their own ventilation in their offices. While we do not depreciate, and are as willing to engineer and lay out a plenum system of ventilation as we are the natural system, still when our advice is asked and taken, we recommend the



natural system of ventilation for the following reasons:

The theory of the mechanical system is that by forcing air into the rooms by mechanical means we create an air pressure in the rooms of from three to four ounces, thereby sealing the windows against the inrush of air, and furnish pure air to the occupants. While this theory looks good and sounds good, we have never found it, although it may have been found by others, to work out satisfactorily in practice. We have taken numbers of carbacidometer tests, and while we have always found pure air in contact with the air coming in from the fan, we have invariably found foul air outside of this direct line. These tests of course were made in schools and offices where the occupants were more numerous than the cubic contents called for. On the other hand, in buildings of every description fitted with a natural ventilation, so that there is a positive withdrawal of foul air, there must be and will be an inrush of fresh air to take its place at all times. The old idea of ventilation was a blast of fresh air blown in on one side of a room and out through the other side or through the doors or transoms or that to rid the room of foul air all you had to do was to lower a window or punch a hole in the ceiling. This idea has proved to be one of the greatest of fallacies.

---

### *Personals.*

---

#### **Appointments.**

Post Office:—W. J. Walsh and Eugene Pelletier to Division 3B.

#### **Superannuations.**

Post Office:—A. Madore, P. O. Inspector's Office, Montreal; D. Bayne, P. O. Inspector's Office, Vancouver, and W. C. McNair, Toronto P. O., have retired on superannuation.

Marine and Fisheries:—Walter Erwin, keeper of the light at Port Atkinson, B.C., and Jos. Samson, Inspector of boilers, Quebec, have retired on superannuation.

Agriculture:—Arthur Tache has retired on superannuation from July 1st, 1910.

Customs:—Thos. Foster, Collector of the Port of Brantford, has retired on superannuation.

### **Deaths.**

John Wynn, superannuation officer of the Royal Mail Service, died on Nov. 6th.

John Pringer, superannuated officer of the Customs, Picton, Ont., died on Nov. 26th.

J. B. Coalier, superannuated officer of the Customs, Montreal, died on Dec. 3rd.

C. J. H. Winstanley, P. O. Inspector at Toronto, who had retired on superannuation, died on Dec. 10.

G. F. Baillairge, who was once Deputy Minister of Public Works, and who had retired on superannuation, died on Dec. 7th.

Chas. Latimer, light keeper at Cap La Ronde, N.S., died on Nov. 9th.

---

### **THE KING AS MINISTERIAL ADVISER.**

Apropos of recent gossip as to the interest taken by the King in the Budget situation in Great Britain, the London Spectator says:—

“For the last hundred years and more, the advice tendered to the Sovereign, if Ministers have persisted in it, has been obligatory in its nature, subject to the fact that a Ministry might resign or even be dismissed and another substituted for it. As long as Ministers are Ministers, their advice, formally tendered and persisted in, is final.

“But with this change has come another change of great importance. The King, entirely free from responsibility for his Ministers' acts, has taken to advising his advisers. The late Queen did this throughout the latter part of her reign, and the King has followed her example. Lord Salisbury stated this fact very plainly in his speech on the Queen's death.

“Ministers, of course, are not obliged to follow the King's advice, but they know if they reject it they are rejecting advice which is certain to be sympathetic. The King is never a partisan, and is always exceedingly loyal to his Ministers, be their opinions what they may. They know that his advice is never given light-heartedly or with any 'arrière pensée', and that that it is the advice of a very shrewd man of the world, who hears all sides and judges with remarkable mental detachment.”