

PAGES

MISSING

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Civil Service Reform

Address delivered by R. S. White, President of the Civil Service Federation of Canada, at the banquet tendered by Professor Shortt and Colonel LaRochelle to the delegates to the National Assembly of Civil Service Commissioners of the United States, at the Chateau Laurier, Ottawa, June 15, 1916.

Ladies and Gentlemen,—

We have in Canada in respect of the Civil Service a wholesome rule that civil servants must leave their party politics behind them when they enter the Service. If I should venture a criticism of the Governments of Canada during the past forty or fifty years, I could do so with perfect safety because both political parties in Canada are pledged to the hilt by word of mouth to Civil Service reform. But I sometimes fear that their attitude is like that of the Maine statesman who was unalterably in favour of the state prohibitory law, but against its enforcement. It has been treated by the various Governments down to a comparatively recent period as an academic question, a sort of pleasant theory to spin before the electors during a campaign as, for instance, in a constituency not a thousand miles moved from Ottawa, and to be pigeon-holed when the election was over. Something, of course, has been done. Within my time two Commissions have been appointed by the Government, not to administer a reformed Civil Service law, but to inquire into the constitution of the Service, and ascertain how best it might be improved. But so far as any practical results are concerned, they are yet to be realized. The situation reminds me of the poem of Southey's of the Battle of Blenheim, in which he introduces old Kaspar and little Peterkin. Peterkin says: "And what good came of it at last?" quoth little Peterkin. "Oh, that I cannot tell," said he, "but 'twas"—not a famous victory, but apparently a convenient way of getting rid of a more or less troublesome question.

Some years ago the Civil Service Federation of Canada was formed, with the view not of bringing pressure upon the Government of the day but of making representations to the Government of the day as to the necessity of effecting reforms in the Service by the introduction of competitive examinations for entrance and the merit system for promotion within the Service. Deputations waiting upon Ministers have always—like all other deputations—received a most courteous and kindly reception, and have been told, in the words so familiar to Canadian ears, the matter would receive serious consideration. I have heard of a foreigner living in New York who during a financial crisis there went to the bank to draw out his money. He was told that he could not have his money just then, but could have an order for it which would be exchanged for cash later on. He was asked if he quite understood and he said: "Oh, yes, I understand; if my baby wakes up at night and cries for milk, I give him a milk ticket." Unfortunately, in respect of the Outside Service we have had a good many milk tickets passed on to us, but we still await their redemption. Disraeli, in writing to a friend on the

subject of patronage, said that it ill became Ministers to decry party, who had risen by party. And so you might say to me and to other members of the Outside Service that it ill becomes us to decry a system through which we have obtained our positions in the Public Service. Why, you ask, should men who are the product of a system in force in this country since before Confederation, concern themselves about the question of Civil Service reform? You may say that we have our positions, that we have a good administration, permanence of tenure of office. The answer, it seems to me, is very obvious, from the standpoint of the Service, and more obvious, in my opinion, from the standpoint of the public. From the standpoint of the Service we desire reform in the way of competitive examinations and promotion by merit because we believe it will give a higher morale to the Service, promote efficiency, and that we, as members of that Service, will stand better in the community, and bear a higher reputation as civil servants. But more than that, by the appointment to the Civil Service through the patronage system of persons who, whether through lack of intelligence, or indolence, or irregularity of conduct, or what not, are not competent to properly discharge their duty, either an undue amount of work is imposed upon the capable, efficient, industrious civil servants, or those capable, efficient and industrious civil servants lose heart, become disgusted, and are thereby unfitted to render the service that they would be able to perform were they surrounded by competent officers. I am sorry to say that our Civil Service in Canada is literally honey-combed with anomalies and inconsistencies. A distinction is drawn between the Inside and Outside Service. Personally I have never been able to see any distinction between an officer of the Crown who happens to work in one of the public buildings at Ottawa and one who happens to serve in any other part of the country. In some branches of the Outside Service minimum and maximum salaries are provided, with statutory increases of salary until the maximum of a class is reached. In other branches of the Outside Service nothing of that kind prevails. The officers get along in a haphazard kind of way, due more or less to the disposition of the Minister who happens, for the moment, to preside over that department. Do not misunderstand me. It would be highly improper for me to venture one word of criticism in respect of the conduct of Ministers of the Crown whose servant I am. The wonder is rather that Ministers are able to give any attention whatever to the needs and the character and the condition of the Civil Service, so engaged are they with larger and more important duties. It was only some three or four years ago that the Government was able to obtain the services of a distinguished civil servant in Great Britain, Sir George Murray, who investigated the Inside Service at Ottawa; and he expressed in his report his amazement that Ministers of the Crown, having large public questions to deal with, should have a very considerable portion of their time taken up with petty questions of patronage. Two years ago the clouds seemed to be lifting. The Government of the day, that is the present Government, introduced a Bill having for its object the extension of the competitive system to the Outside Service under the jurisdiction of the Civil Service Commission, that is of our joint chairmen; and also a Bill providing for a system of superannuation. But, unfortunately, before this measure could be passed into law, war broke out, and since then the legislation of Canada has mainly consisted of war measures and such pressing questions of domestic concern as had to be dealt with willy-nilly. And now we are confronted with a new difficulty. You have heard from the Secretary of State to-night, and he is by no means the first public man who has expressed the same opinion, and we have practically the whole of Canada and its public men laying down the proposition that the men who

have been willing to give their lives to the defence of the Empire shall, upon their return, have the first claim to the consideration of the country when public positions are to be filled. That is a position which appeals most strongly to the illiterate. It is a position that has much to commend it, and of course with the full power of sentimentality behind it. But are we to go through the experience that I understand you in the United States did after your Civil War, when every petty post mastership, every position, practically, in the Civil Service was filled by a member of the grand army of the Republic? That continued for several years. It may be that in Canada history will repeat itself; but if it does what is going to become of Civil Service reform? All I can say to you is this, that the Civil Service Federation of Canada will continue to press upon the Government of the day and upon the public men of Canada the desirability of reforming the Service, of the introduction of the competitive and merit system; and that, though the way be long, we shall continue to press on to that mecca of our desires until we reach it.

CIVIL SERVICE CASUALTIES.

THOMAS McKENNEL.

Thomas McKennell, C. A. M. C., who has been at the front with a Field Ambulance since the first Canadian division went overseas, has been wounded. For a time he was in the 1st Eastern General Hospital at Cambridge, England, but on July 27th he was transferred to the Canadian Divisional Convalescent Hospital, Woodcote Park, Espom. He is injured in the right arm and face. Private McKennell is a Toronto Customs officer.

J. W. GANTON.

J. W. Ganton, who enlisted in May, 1915, with the 56th Battalion, is also in the Convalescent Hospital at Espom. He is injured in the right thigh and is believed to have been wounded in June, 1916. He is a Customs officer from Calgary.

W. A. GARDNER.

Lance Corporal W. A. Gardner, a Saskatoon Customs man with the 28th Battalion, who was previously reported wounded, has been discharged from hospital.

WM. BRENNAN.

William Brennan, letter carrier, of Lethbridge, is reported wounded and missing. Brennan was a British army reservist and the outbreak of war called him back to the colors of his old regiment, the Duke of Cornwall's Light Infantry. For two years

he escaped casualty, though in many engagements, but recently his luck turned and since July 23rd he has not been located. It is hoped that he is a prisoner, and not among the undiscovered or unidentified dead.

A. E. RINTOUL.

A. E. Rintoul of the Vancouver Customs, who enlisted with the 29th Battalion in October, 1914, has been wounded. He was discharged from the Epsom Convalescent hospital some weeks ago. His injuries are described as shrapnel wounds in left knee and neck.

G. M. BEATON.

George M. Beaton, a porter in the Edmonton Post Office, who enlisted at the outbreak of war, has been seriously wounded and is in hospital in Liverpool. He was formerly in the 101st Regiment, Edmonton Fusiliers.

CHAS. PERRY.

Charles Perry, an Edmonton postal clerk, has been wounded by shrapnel in the leg.

PIERRE FOURSIN.

Pierre Foursin of the staff of the Canadian Emigration office in Paris, who has been serving in the French army, died on August 7th, 1916.

W. R. HOPE.

W. R. Hope was killed in action on June 3rd, 1916,—probably in the fierce fighting at Hooze. He was a Customs officer at Keremsos, B. C., and enlisted with the 15th Battalion in November, 1914.

THE FRONTIER

(By Philip Guedalla in "The Ode Volume.")

Guns o' position is long and lean,
 And fortress guns is grey;
 Galloping guns is fast and keen,
 And the gunners they sit behind a screen,
 And never a happier man is seen
 Than a gunner with guns to lay.

Oh, Toul is a town of the High Lorraine,
 And gunners abide in Toul,
 Guns and gunners and bridging-train,
 Horse and foot in the wind and rain,
 And he is a fool and a fool again
 Who batters the Forts of Toul.

South and away in a open pass,
 Where the Vosges drop in the Gap,
 And the roads come in from beyond Alsace,
 And the guns look over the sloping grass,
 Stands Belfort, bound with a belt of brass
 And tapped with a brazen cap.

High to the north on the Paris way,
 Where the roads come over from Metz,
 Lights will dazzle and lights will play,
 And the guns will peer and the guns will bay,
 And it's Verdun Forts will say him "Nay"
 When the enemy comes from Metz.

Guns o' position is long and lean,
 And fortress guns is grey,
 Galloping guns is fast and keen,
 And the gunners they sit behind a screen,
 And never a happier man is seen
 Than a gunner with guns to lay.

H. B. SEARS.

Word has been received of the death at Vancouver, on the 11th inst., of H. B. Sears, railway mail clerk of the British Columbia district. Mr. Sears, who was born in July, 1881, first entered the Service in 1907, and had been ill of heart trouble since August.

OLDEST CIVIL SERVANT.

Halifax, N.S., Sept. 11.—Richard Power, believed to have been the oldest civil servant in Canada, died here to-night, aged 95 years. He was appointed engineer of the Halifax Post Office in 1865, and performed his duties until a few days ago.

The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.

FIFTY-FIFTH LIST.

John Freeman Kelly, Post Office Inspector's Office, Edmonton.
 Albert Kennedy, Post Office, Toronto.
 John Wm. Kirby, Post Office, Victoria, B.C.
 F. A. Attrill, Trade and Commerce, Medicine Hat, 175th Battalion.
 Sergt. E. L. Smith, Trade and Commerce, Ottawa, 74th Battery, C.F.A., C.E.F.
 Capt. R. B. Veits, Finance, 207th Battalion.
 Lieut. E. Muntz, Railways and Canals, No. 1 Construction Battalion.
 Lieut. Stanford, Interior (Emigration), Antwerp, Belgium, 34th-39th Battalion.
 J. M. Martin, Marine, St. John, N.B.
 Fred. Monteith, Marine (Meteorological), Hudson's Hoop, B.C.
 Crozier W. Burke, Marine, Kootenay, B.C., R.N.V.R.
 C. B. Trites, M.D., Marine, Liverpool, C.A.M.C.
 Wm. McCauley, Naval Service.
 Julian Parnin, Naval Service.
 W. G. Robertson, Naval Service.
 Williston Meredith Hunter, Inland Revenue, Regina, 217th Battalion.
 Donald John Smith, Inland Revenue, Montreal, R.C.H.A.
 George Henry Lerner, Railway Mail Clerk, Moose Jaw District.
 Roy Aelan Link, Post Office, Portage la Prairie.
 Harry Lock, Letter Carrier, Vancouver.
 Sidney Lovett, Post Office, Medicine Hat.
 Frederick Patrick McAvay, Letter Carrier, Fort William.
 John Joe McDonald, Letter Carrier, Sydney.
 Percival Smith McInnes, Post Office, Calgary.
 Harold McKay, Post Office, Brockville.
 David McKee, Post Office, Brandon.
 William Wallace McVicar, Railway Mail Clerk, London District.
 Gerald Mallan, Railway Mail Clerk, Moose Jaw District.
 Wilfrid Mayne, Letter Carrier, Vancouver.
 George Alexander Milne, Post Office, Fort William.
 Charles Ashworth Mills, Letter Carrier, Vancouver.
 Haddon Fell Mills, Railway Mail Clerk, Moose Jaw District.
 William Ross Morden, Railway Mail Clerk, Winnipeg District.
 Stanley Thomas Mullin, Letter Carrier, Toronto.
 Eugene Nantel, Post Office, Montreal.
 Harry Compton Neal, Post Office, Stratheona.
 William Devine Nokes, Letter Carrier, Toronto.
 Alex. Moir Pearson, Post Office, Moose Jaw.
 Cecil Eug. Putman, Post Office Dept., Ottawa.
 Benj. Bruce Reddith, Post Office, Toronto.
 William Roberts, Letter Carrier, Chatham.
 Harry Edward Roos, Railway Mail Clerk, London District.
 George Donald Russell, Post Office, Fort William.
 Fred. Scott, Letter Carrier, Moncton.
 Samuel George Scott, Mail Transfer Agent, Winnipeg District.
 John Scotton, Letter Carrier, Moose Jaw.
 Hector Eli Simpson, Railway Mail Service, London District.
 Merton Stan. Stewart, Post Office, Regina.
 Arthur Stone, Letter Carrier, Moncton.
 Leon James Sutton, Post Office, Winnipeg.
 Joseph Alphonse Thibault, Post Office, Montreal.
 Alfred Tennyson Thomson, Letter Carrier, Vancouver.
 Stephen Helge Thorson, Railway Mail Clerk, Saskatoon District.
 Joseph Albert Tousignant, Post Office, Quebec.
 C. Horace Turgeon, Letter Carrier, Sherbrooke.
 Frank James Weller, Letter Carrier, Toronto.
 James Fred. Wilkinson, Post Office, Regina.
 Frank Willard, Post Office, Medicine Hat.
 Thomas William Wilson, Letter Carrier, Winnipeg.

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Ottawa, September 15, 1916

THE NATIONAL DUTY.

Now the man's work for his own home is . . . to secure its maintenance, progress and defence; the woman's to secure its order, comfort and loveliness.

Expand both these functions. The man's duty as a member of a commonwealth is to assist in the maintenance, in the advance, in the defence of the state. The woman's duty as a member of the commonwealth is to assist in the ordering, in the comforting and in the beautiful adornment of the state.

What the man is at his own gates, defending it, if need be, against insult and spoil, that also, not in a less but in a more devoted measure, he is to be at the gate of his country, leaving his home, if need be, even to the spoiler, to do his more incumbent work there.

And, in like manner, what the woman is to be within her gates, as the centre of order, the balm of distress, and the mirror of beauty; that she is also to be without her gates, where order is more difficult, distress more imminent, loveliness more rare.

—John Ruskin.

In this war the soul of the Empire has put on its armor and gone forth to conquer or to perish.

—Lord Curzon.

OUR BOYS

Previously reported:—

Dead	78
Wounded	128
Prisoners	12

DEAD.

W. R. HOPE
PIERRE FOURSIN.

WOUNDED.

THOMAS McKENNEL, J. W. GANTON,
A. E. RINTOUL,
GEO. M. BEATON,
CHAS. PERRY,
WM. BRENNAN.

ON RECRUITING.

The Government is taking hold of the recruiting problem in a new way, and one of the best results likely to follow will be uniformity of recruiting methods throughout the Dominion. That some cities have shown up splendidly in the enlistment returns and others have appeared to lag sadly has been due, in some measure, to the different systems of solicitation followed. Toronto has been "fine combed" for eligible men, and the slacker's life has been made a burden to him in that city. In Ottawa, on the other hand, recruiting sergeants have hesitated to approach the well-dressed saunterers on Sparks street and, if they did so at all, assumed an almost apologetic manner.

(Of course, when a bunch of sergeants stormed the Government buildings and tried to bully the civil servants the method followed was quite different,—but that is another story.)

Now, it is anticipated, a proper system will be inaugurated, eligible men will be looked for and everyone asked to do his duty to his country

and to those who look to him for protection. The "hit or miss" style of approaching one man a dozen times and not seeing another at all will be abandoned. Buttons for rejected and exempted men will assist the work materially.

The men of the Ottawa Civil Service will come within the scope of the new system in the Capital. There have been a fair number of enlistments from the Service during the last six weeks, but the rate of enlistment which followed bad methods, threats and abuse early in the summer has, to some extent, passed away, and, by the determination of deputy heads and chiefs of branches in many departments, the appointment of outside slackers to the vacancies left by civil servants who join the army have ceased. The Government could greatly encourage enlistment in the Service by passing an order-in-council in this regard. The evidence that there are a number of young men, fit for the army, hanging around Ottawa in the expectation of getting the Civil Service jobs of men who go to the front is one of the greatest possible deterrents to enlisting. If the work of a man who wants to don the khaki cannot be done by a female "temporary" or by a returned soldier, then that man should be forbidden to enlist and given a badge or button signifying the fact. When the Service is fully protected from the inroads of the outside slacker, recruiting among its members will greatly improve.

A PRESIDENT ELOQUENT.

The speech of Robert S. White, President of the Civil Service Federation of Canada, before the National Assembly of Civil Service Commissioners, was one of the notable events of the recent convention. Mr. White spoke with the fire and eloquence for which he was noted when he sat in

the Commons, twenty odd years ago, and he handled the patronage system in a way that rejoiced the hearts of all lovers of reform in his audience. As one who dispensed patronage in past times, who secured his present position through patronage, and who has administered a large service cursed with the patronage handicap, Mr. White spoke with authority such as few men can claim. He scorned platitudes and evasions, handled facts and conditions as he knows them to exist and pictured in striking fashion that state of weakness in the Canadian public service which nothing but a complete merit system of administration can remedy. He likewise took up the matter of public employment of returned soldiers and demonstrated the dangers that lie in a sentimental rather than a business-like handling of the problem. President White, by his bold declaration of a most progressive policy, has demonstrated his fitness for the proud position of Canada's premier civil servant. It is to be hoped that the time is not far distant when he will have opportunity to represent the Federation before the Government and impress upon the ministers those truths of which he is so able an exponent.

The "T. R." Button is slow in making its appearance. It is to be hoped that the delay will not be prolonged.

* * *

"No slackers need apply" is a good motto. A good many departmental officials have adopted it. Ministers and the Civil Service Commission should follow suit.

* * *

The number of "Our Boys" reported wounded is still disproportionate to the list of dead. Scores of wounded men have not been reported to *The Civilian*. The editors should not have to beg for casualty reports.

* * *

Correspondents are still favouring

the editors with enlistment lists from Customs ports, post offices, postal clerks' association branches and other units of the service. Thanks to every one! Every list is useful.

* * *

The idea of having an illuminated Roll of Honour hung in the entrance or principal corridor of a Department or Branch seems to be gaining favour. It is said that several departments will so honor the names of their men at the front soon.

* * *

"The Germans killed my Daddy, so I want this used to buy chiclets for some other boy's daddy" said a six-year-old boy as he shoved five coppers across the desk of a soldiers' relief booth at the Toronto exhibition. Out of the mouths of babes!

* * *

Just pause to consider the attractions of a Dominion government domestic war-loan bond as compared with those of fine clothes, jewellery or other luxuries! The coupons will give pleasure periodically and the principal invested will be a resource for the "rainy day" that may come. Think it over.

* * *

It is now time to plan the Christmas presents for the boys at the front, in the hospitals and in German prisons. It takes many weeks for parcels to reach the enemy's internment camps. The numbers of prisoners, of invalids and of active fighting men have increased enormously since this time a year ago and provision for Christmas cheer must be increased proportionately. When you pack a parcel for *your* boy at the front, pack another for someone-else's boy who may not receive one otherwise. The Red Cross or any relief organization will see that it goes into proper hands.

A whine has been heard that *The Civilian* is too hard on the men who do not enlist. *The Civilian* is hard on none but slackers. The man who really cannot enlist has the sincere

sympathy of this journal. He should let the reasons for his inability to don khaki be known and then no one will misjudge him. But for the man who could enlist if he wanted to but who simply will not, *The Civilian* has no soft words. If something published in these columns has made a coward or a super-selfish shirker squirm, the editors are glad. May the tender spot in his hide be found again!

It is stated that the monogram "C.A.S.C." which adorns the Ottawa association membership cards does not stand for "Canada Army Service Corps," but that it should be read "C.S.A.C.," and represents "Civil Service Association of Canada" which was the name of the organization some years ago, before "Ottawa" replaced "Canada" in its title.

POPULAR EXHIBIT.

The Canadian exhibit at San Diego is meeting with great success, says a statement issued by the Department of Agriculture. When the Panama Pacific Exposition at San Francisco closed last December, Hon. Martin Burrell was urged to transfer the whole of the Canadian exhibit to San Diego, where the directors of the Panama California Exposition had decided to continue their Exposition for another year. The Canadian exhibit is, as a result, now housed in the finest building on the grounds which overlook the beautiful bay at San Diego, and is one of the centres of attraction.

The following telegram was received last week by Mr. Burrell from Commissioner Hutchison, who is in charge:

"Had the pleasure of a visit to the Canadian building of Charles Evans Hughes, Mrs. Hughes, secretaries and press representatives to-day. All expressed themselves as highly delighted with the exhibit, especially Mr. Hughes. Enormous crowds in the grounds, the building being packed to the limit."

HONORS AND REWARDS.

Captain P. P. Acland, who recently won the Military Cross, has received his majority.

Lieut. James Joseph Stock, who has received the Military Cross, belongs to the topographical surveys branch and was in Saskatchewan on field work when war broke out, but came to Ottawa and enlisted with the Canadian Engineers. He went to the front with the second Canadian Division. The deed for which he was given the M.C. was carrying out preparations for three assaults with great judgment under heavy fire, and for carrying on, although he was hit in the chest by a bomb which failed to explode. He has a brother, Sergt.-Maj. Frank J. Stock, now at the front with the 38th Battalion. The Stock family lived formerly in Stratford.

More details have been received concerning the special services of Flight Sub.-Lieutenant Horwood James Arnold, R. N. A. S., during the operations against the "Konigsberg," for which he was awarded the D. S. O. The Admiralty announcement in the *Times* reads, in part, as follows:—

"Flight Commander Cull and Sub-Lieut. Arnold were spotting on the 11th of July under fire in a biplane, when the enemy's fire damaged it so that it descended in a quarter of an hour from 3,200 feet to 2,000 feet. During this time no attempt was made to return to headquarters at Mafia, although it was obvious that this could not be done unless a start was made at once.

*"Flight Sub-Lieut. Arnold continued his spotting signals the whole time, and when a quarter of an hour later the machine was again hit and forced to descend, Flight Commander Cull controlled the machine and Flight Sub-Lieut. Arnold continued to send spotting corrections to the last, after warning the monitors that they were coming down and would endeavour to land near them. The aeroplane finally came down in the river, turning over and over. Flight Commander Cull was nearly drowned, but was assisted by Flight Sub-Lieut. Arnold, and both were rescued by a boat from the *Mersey*."*

Readers of *The Civilian* are already aware that Flight Sub-Lieut. Arnold is

a civil servant,—a wireless operator of the Radiotelegraphs Branch of the Department of the Naval Service. The kind of stuff that is in him was demonstrated before the war gave opportunity for such distinguished service as that for which he has now been decorated. When he was an operator at Triangle Island, B. C., a gale carried away the aerial halyards and he "shinned" up a 200 feet mast to replace them. He was at Ikeda, on the Queen Charlotte Islands, when the war broke out and immediately he conceived the ambition of "wirelessing" from an aeroplane. Accepted for service, he crossed Hecate Strait and Queen Charlotte Sound alone in a 16-foot motor boat in order to make connections with a ship for England. He is only twenty-three years of age.

Major Hector B. Verret has been appointed a lieutenant-colonel. News of his promotion on the battlefield has been received in Ottawa. He is with the 4th Entrenching Regiment of the 4th Division.

THE 74th BATTERY.

In the last issue of the *Civilian*, announcement was made of the initial steps being taken by, and on behalf of, the recruiting agency of the 74th Battery Canadian Field Artillery. This campaign, conducted in a manner that has reflected credit upon all concerned therein, has been a fruitful one and the results thereof are in themselves a striking tribute to the methods employed.

To go out into Ottawa at this stage of the war game and secure as recruits forty of the very best of the Capital's young manhood is in itself no mean task. All honour to the splendid chaps who have made it possible; all honour too, to those who in the next few days make the 74th up to full strength. Petewawa is a pretty good place for a MAN to spend a few weeks in, preparatory to taking the greatest trip to the old lands that it has ever been any Canadian's privilege to take.

AUTUMN.

Summer will soon be fitting from the land,
 When all her usefulness to us is passed,
 And joyful Autumn with her bounteous hand
 Will scatter fruit before the wintry blast
 Shall sweep the earth and cover deep in snow
 The living carpet Summer bade to grow.

Forecasts of Autumn are already here;
 The golden grain before the sickle bends;
 A ruddy tint bursts from the maples near
 The idle brook that to the sea still wends
 Its silent course, for all the heat of Summer
 Couldn' ne'er have left a noisy streamlet dumber.

The song of birds is fading from the wood
 Whence lately the incessant music flowed;
 Now their attention has returned to food
 For the long voyage to the south; the toad
 Is silent where in answer to the throng
 He gurgled noiselessly his watery song.

Wild fowls are calling from the northern sky;
 Ducks round the marshes feed in early morn;
 Wedges of wild geese even now pass by;
 The leader's 'honk' his straggling care would warn
 As over civilization's path he flies
 And bids his flock for safety to rise.

Brown are the fields where lately in the hay
 The hum of bees filled all the air with joy;
 Crickets and grass-hoppers are now at play,
 Their music do the busy ants enjoy;
 Fluttering butterflies can still be seen
 In colors almost anything but green.

Thus do we see the changes wrought on land
 In a few days by some well hidden ower,
 Changes so simples we don't understand,
 But still a course through which must every flower
 Pass in its turn, and with its neighbors be
 Laid down forever in obscurity.

Man's life is little more than that of flowers,
 Opened at first by Summer's sunny hand;
 He grows, blooms, flourishes amid the showers;
 Then withers, fades and asses by command
 Of Him who made and rules the land and sea
 To rest as flowers in eternity.

—R. R. F.

HONOR FOR PROF. PRINCE.

A formal intimation has reached Professor Edward E. Prince, Dominion commissioner of fisheries, from President E. W. Porter, Ph.D., Washington, D.C., that Potomac University has conferred the honorary degree of M.A. upon him in recognition of his great international services to the North American fisheries and in appreciation of his labors on several international fishery commissions.

POSTAL CORPS WORK.

"Of course I must give the post office people their due. It is simply wonderful the way we are able to receive and send our mail in the trenches, and mail is far more important to the boys at the front than in England. Just imagine I have received mail right up in the front line, a few yards from the Germans, and been able to send an immediate reply with as much facility as I would at home in peace time. I didn't think of writing all this at the start, but the idea struck me that it might interest you a bit."

The foregoing paragraph from a letter written by a wounded soldier is tribute to the work of the Postal Corps, the only Civil Service unit at the front.

AN OVERSEA EXAMPLE.

The military record of the members of the staff of the Emigration Branch of the Department of the Interior in Europe is one of the finest that the Canadian Civil Service can show.

Immediately the war broke out, every man on that staff, of military age, married or single, enlisted, and as the juniors reached their eighteenth birthdays they, too, donned the khaki. The Emigration Branch

has not had, since the war broke out, a single man of military age who was not in one of the allied armies.

Three of the Emigration men have given their lives for the cause. Reference was made in these columns some time ago to the deaths on the battlefield of Private E. Peddle, 23rd Battalion, City of London Regiment, and Trooper Edward Price of the 2nd King Edward's Horse. In addition to these, M. Pierre Foursin, of the Paris office of the Branch, serving in the French army, died on August 7th.

J. Obed Smith, assistant superintendent of emigration in London, is an honorary lieutenant-colonel in the Canadian militia and wears the uniform of the service.

The man who marries a woman with an independent fortune must expect to get an independent wife.

Bon Echo Summer Resort

ON LAKE MASSANOGA

(Within easy reach of Ottawa).

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BON ECHO P.O.

SOUVENIRS FOR RECRUITS.

Civil servants of the Post Office Department who enlist for overseas service are being given an appropriate souvenir by Hon. T. Chase Casgrain. It is in the form of a handsomely engraved parchment surrounded by the coats of arms of Canada, England, Ireland and Scotland, and expressing appreciation of faithful service. A similar scroll will be presented to the relatives of those of the Department who fall at the front.

A MIRACLE.

"A miracle of scientific organization" are the words which Premier Asquith used a short time ago to describe the work accomplished by the Belgian Relief Committee.

"That is, I believe, not an over-statement," said the Premier. "Mr. Hoover, the head of the movement, and those associated with him, have had to provide, and are providing every day, food for over nine millions of people, five millions of whom are practically destitute."

The enormity of this work is beyond the comprehension of the average person. The amount of money necessary to provide only enough food to keep these poor people from death by starvation can only be imagined. At least it is \$100,000 a day.

That is why the Belgian Relief Committee, 59 St. Peter street, Montreal, is renewing its appeal to Canadians—the more fortunate of little Belgium's allies—to help feed her hungry women and starving children. Two dollars and fifty cents will keep a Belgian family a month, if the money is sent to the Belgian Relief Committee. Has your two-fifty gone forward?

Why, Yes!

In the course of a lesson on domestic economy and hygiene a certain mistress was given an apt answer by a housemaid. Speaking of milk and its importance as food the lady asked: "What is the best place to keep the milk nice and fresh during, say, a hot summer day?"

And the girl, thinking this an "easy one," replied: "Please, ma'am, in the cow."



CIVIL SERVICE COMMISSION OF CANADA.

Civil Service Examinations.

PUBLIC NOTICE is hereby given that the Preliminary and Qualifying Examinations for the Outside Division of the Civil Service of Canada will be held, the Preliminary Examination on the 14th November, and the Qualifying Examination on the 15th and 16th November, 1916, at Prince Rupert, Victoria, Vancouver, Nelson, Edmonton, Calgary, Moose Jaw, Saskatoon, Regina, Brandon, Winnipeg, Port Arthur, Sault Ste. Marie, London, Hamilton, Toronto, Kingston, Ottawa, Montreal, Sherbrooke, Quebec, Fredericton, Moncton, St. John, Charlottetown, Yarmouth, Halifax and Sydney. Examinations may also be held at other centres, provided a sufficient number of candidates make application to write at any one place.

Persons desiring to present themselves for either of the above examinations may obtain all necessary information, copies of the rules and regulations, and forms of application from the Secretary of the Civil Service Commission, Ottawa, either on personal application or by writing.

Application forms of intending candidates, duly filled in, and accompanied by the prescribed examination fee, must be filed with the Civil Service Commission not later than the 16th October, 1916.

No exception can or will be made to this rule.
By order of the Commission,

WM. FORAN,
Secretary.

Ottawa, 1st September, 1916.

10-4

7208



DEPARTMENT OF THE NAVAL
SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.

ANNUAL examinations for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,

Deputy Minister of the Naval Service.

Department of the Naval Service,
Ottawa, June 12, 1916.

Unauthorized publication of this advertisement will not be paid for.

The Way of Victory

By James Lawler.

Once again, O Mother Britain, there has struck a deathless hour
Wherein, on behalf of Freedom, thou art called to show thy power;
For, behold, a madman-monarch deems that he the earth can span
As the modern world-colossus, Hohenzollern-superman.
He, the ruler of the ages, would appoint to each his place,
While the Briton, Gaul and Russian would live only by his grace.
These should hew his knotty timber, those should bitter water draw,
And the nations dance obedience to his lightest barrack-law.
Britain's ships should fetch and carry, France should serve him with her skill,
Italy should give her treasures, Russian men his soil should till;
While within the Potsdam palace, ruling all things with his nod,
There would sit the Super-Kaiser, duly patronizing God.

To its shame a mighty people bowed to such a creed as this,
And then forty years of practice plunged them into the abyss.
Forty years their coward teachers ate the salt and kissed the rod,
Trembled when a madman nodded,—feared a man and sneered at God.
Oh ye landgraves and electors, Oh ye Germans of the Rhine,
Was there not a man to lead you 'gainst this Prussian Frankenstein;
Not a dauntless count or prelate, not a patriot in your need;
Not a throng of sturdy barons and a glorious Runnymede?

Dev'lish teaching, baser practice, violated Belgium shows,
And the Serbian babes and mothers slaughtered 'mid their mountain snows.
Honor but an outworn weakness, solemn bonds but paper scraps;
"Kultur" is the holy garment which the Superman enwraps.
What are lib'ries, what cathedrals, what are Lusitanias now?
Frightfulness the Junker mercy, lights up every cultured brow.
These are crimes, O Junker scoundrels, like the paid assassin's work,
But the lowest depth of baseness was to murder through the Turk!
And when this "most Christian monarch," to arrest his falling star,
Did persuade the unwilling Sultan to proclaim a "Holy War";
While a Christian world in horror waited for that awful blast.
Moslem leaders scorned the message—balked—and Islam's day had passed.

Grim but joyful did thy children, Britain, see thee raise thy blade,
Strike a ringing blow for Freedom, rush to bleeding Belgium's aid.
When the great and lesser nations saw thee raise that fainting head,
Then they knew that, 'spite of "kultur," Justice, Honor were not dead.
Said then every man and woman thy wide Empire's bounds within,
"What would be the use of living if this Frankenstein should win?
"Better fight and die in fighting for the freedom of the race,
"Than to grovel to a sergeant in the street and market place.
"It were better, wild and naked, men should suffer, yet be free,
"Than to learn in well-fed slavery how to fear and crook the knee."

From the field and from the workshop thronged thy sons in countless bands,
From thy sea-encircled islands, from the younger outer lands,
From the mines and farms and stations, warm beneath the Southern Cross,
From the North Atlantic surges where the fishing schooners toss,
From Canadian farms and cities, rivers, mines and hills of pine,
From a hundred bays and islands 'twixt the Circles and the Line,
Newfoundlander, Afrikander—eldest, youngest of thy sons,—
But one aim had all thy children,—that one aim to stay the Huns;
While from Indian prince and peasant, dwelling safely 'neath thy laws,
Came their gifts of life and treasure toward upholding Freedom's cause.

Blow the bugle, Mother Britain, signal to renewed attack,
Till within their rightful borders all the Huns are driven back;

Press and press the stubborn conflict till the foe is overthrown
 And the violated nations are restored unto their own.
 As the straining days grind by us, fearful grows the toll and dread—
 Every family has its hero, every hamlet counts its dead—
 Still we come, O Mother Britain, counting cost and paying toll,
 Grimly settled and determined fully to attain the goal;
 Fixed to smash the monstrous doctrine that all-brutal Might is Right
 And make clear God's law eternal, everlasting, Right is Might.

May the life-restoring lesson that Almighty God intends
 Soon be learned, and learned completely, by the nations—foes and friends.
They have bowed to brutal Kultur. *We* have worshipped selfish Ease;
 Both must batter down and scatter every idol such as these.
 Flabby Ease and brutal Kultur must give way to general good,
 And the world advance, victorious, by the path of brotherhood.
 Struggling, fainting yet pursuing, holding to the mighty plan
 Under God to rebuild Freedom on the Brotherhood of Man.

ANOTHER CASABIANCA.

The service of the nation by land or sea is not wholly a matter of steel turrets and cordite, machine guns and armored motorcars. There are human hearts beating in the trenches and on the quarterdeck. The letter which the captain of H.M.S. Chester wrote to the mother of a lad killed in the battle of Jutland Bank reveals the same compassionate spirit Lincoln showed in the immortal letter to Mrs. Bixby. "He felt he might be needed, and indeed he might have been, and so he stayed there, with just his own brave heart and God's help to support him." What mother could ask for a more consoling and inspiring ecomium? For it was composed not by a phrase-making sentimentalist, but by a man of action who knew the steadfast heroism of the boy of sixteen by experience and observation. It is such an epitaph as many a man years old might crave.

COURAGEOUS POST OFFICE WORKERS.

The Vote (London).

In the course of his annual statement to Parliament on July 3, the (British) Postmaster-General referred to the courage of the women

workers in face of danger. He said that 25,000 women had come forward to take the places of men serving with the colors. Eulogizing the work of women in the post office and telephone service, he said that during the Zeppelin raids they set a good example to the whole country. They played a very important part in connection with the organized scheme for giving warning of air raids, and they went on with their work even when bombs were dropping. In Dublin especially, during the recent rebellion, the women stayed at their work while bullets were flying and fires were raging. It was largely through telephonic communication that the authorities were able so speedily to secure the help of the military.

Incongruous.

Stage Manager—My dear, I wish you would wear a different gown in the second act.

Rita Ravenyelp—But that is the latest style full dress and I paid two hundred dollars for it.

Stage Manager—That may be true, but when your husband says, "Woman, you are hiding something from me," the audience can't figure out what he means.—*Judge.*

Personals.

General.

The engagement is announced of Miss Clare Walters, youngest daughter of Mr. and Mrs. H. McDonald Walters, to Harry Alexander Bertram, son of General Sir Alexander Bertram of Dundas. The marriage will take place about the middle of October.

Private Henry Auger, wounded, is a brother of G. A. Auger of the Department of Public Works.

Lieut. F. H. Tingley, who was wounded in 1915, won the Military Cross this year and was again wounded, this time in the thigh, is in hospital at Brighton, England.

Obituary.

Lieut. Dean Stanley Bartle, of Niagara Falls, killed in action on August 24th, was a son of John C. Bartle, inspector of customs. He was but twenty-four years of age and had been at the front only two weeks.

THE R. H. A. DRIVER.

(From *Punch*.)

Last year he studied to be polite,

After the code of the soft goods trade,
From prosy morning till welcome night,
Concerning the traffic of silk and suede.

But now he lives in the open air
Or builds a 'bivvy' of odds and ends;
His work, to wait on a sturdy pair
Of tall gun-horses he counts for friends.

He thrives on wettings, he takes hard knocks,
Grows tough on rations and work and fun;
Though mud may mount to his horses' hocks,
He makes them shine in the coy French sun.

He drives through the rain and the troubled dark,
By the lure of the flickering starshell led,
And thrills with soldierly pride to hark
The guns grow loude rthat boom ahead.

The boy who served in the draper's shop
Wears knightly spurs, and he's won them well;

He'll drive till he or his horses drop,
If they order his guns to the gates of Hell!

MALBROUCK—ET NOUS.

Punch.

When the great Duke Marlborough took the field,

The ladies waved and the belfries pealed,
The cottars shouted from roofs and ricks,
The drum-boys flourished their polished sticks,

The cymbals clashed and the trumpets played

A brazen, clarion fanfarade
Behind the lumbering cannon paced
The scarlet infantry, frogged and laced;
In velvets, ruffles and crimped perukes
The noble gentlemen of the duke's
Terrible cavalry jingled by,
With banners splendid against the sky.

War is not what it was of yore;
Our trumpets lie in the depot store;
Our colors hang in the depot mess;
We're not conspicuous in our dress—
Leather and kkhaki, drab and tan,
Is the dernier cri for a fighting man.
But we like a noise, and we make a band
Of any old thing that comes to hand,
And we hrow our chests and we shift our shins

To penny whistles and biscuit tins,
Though we drum to war on a biscuit lid,
We'll do as the great Duke Marlborough did

THE FIRST PAPER—AN EXCLUSIVE HISTORICAL ITEM.

When Adam's Eve began to do the housekeeping for Adam, she had no cares such as pursue the modern Adam's madam. She did not know what was the rage, because there was no Woman's Page.

She did not get a Daily Hint from Paris full of passion to start her on a daily sprint to keep up with the fashion. She did not haunt the

CANADA'S LARGEST MANUFACTURER of Telephones, Police and Fire Alarm Equipment, Wires and Cables; also largest Electrical Supply House in the country.

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Montreal, Halifax, Toronto, Winnipeg, Regina, Calgary, Edmonton, Vancouver, Victoria

beauty stores in order to keep open pores.

When Adam capered home at night (he was no wearied plodder!), he did not shiver lest he might be served with curious fodder. There were no papers, so you see there was no Household Recipe.

Old Adam was a happy bloke and living a life most cheery. He did not know that he would choke some day with his bacteria. Adam and Eve had never read Health Articles to scare them dead.

Eve never went through Adam's breeks when he was sweetly dreaming, because there were no Bargain Weeks to tempt her to such scheming. The serpent thought she was a goose. She was too good for any use.

The serpent was a clever brute. Though he'd not been through college, his santum made him mighty cute. It was the Tree of Knowledge. "Aha!" he said, "I'll publish free. The Daily Eden Apple Tree!"

The first edition raised a row whose scandal shocked creation. Since that first issue Adam's brow is wet with perspiration. It told the scandal, rich and rare, that Eve had not a thing to wear!—*From Lines o' Type News.*

THE SOLDIERS' COMMANDMENTS.

1—The Colonel is thy only Boss, thou shalt have no other Boss but him.

2—Thou shalt not send by post any graven picture of any place in France, or any photo of an airship that flyeth in the Heaven, nor the likeness of any submarine, in the waters about the earth, for I the Censor am a jealous Censor and visit such sins as these with F. P.

3—Thou shalt not take the adjutant's name in vain, for the Colonel will not hold him guiltless that taketh this name in vain.

4—Remember thou retest not on the 7th day. Six days thou shalt drill, and do all thou hast to, but on the 7th day thou shalt do all the fatigues which can be invented for thy benefit.

5—Honor thy Platoon Commander and N.C.O.'s, that thy turn for leave may come before its time.

6—Thou shalt not kill the Pig or Chickens of the Inhabitants.

7—Thou shalt not adulterate the Rum of thy neighboring platoon.

8—Thou shalt not steal thy neighbors' food at Meal Time.

9—Thou shalt not bear false witness in the Orderly Room.

10—Thou shalt not covet the job of the A.S.C. Thou shalt not covet the job of a sargeant, nor his pay, nor his food, nor his billet, nor anything that is his.

A NEW HYMN OF HATE.

(By the "Strafer-in-Chief" in the "Strafe Column" of *The Twentieth Gazette.*)

One hate we have, and one alone,
A noble hate, a holy hate,
Hate of a stomach and appetite gone,
Of army biscuits and beefless bone,
Hate of a mouldy yeasty punk,
Short-ration bacon and tasteless junk,
That in one vasty deluge pours
From out the quartermaster's stores.

We will never forego our hate,
Our holy hate, our noble hate.

Hate of a seventy-five pack,
Of Mark III. Ross and Iron Tack;
Hate of the rain, hate of the mud,
Hate of the road, hate of the flood,
But hate of hates, thy sickening thud
Whiz bang!

Sing ye our hate in the market place,
The street that's rife with life and
hurry,
And from the vortex loudly cry,
"The goin's tough, but we should
worry."

W. W. M.

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NEW AUTUMN SUITS**

“I want something different, exclusive, or out of the ordinary,” are requests made by the well-gowned woman when choosing her raiment. That is the type of woman we cater to, and satisfy. This season has brought forth many new and smart features in Suits. Military effects are noticeable in the high buttoning convertible collars the buttons being of striking design and closely placed. Others show the belted styles shirred at the waist line. Velvet, braid and fur constitute the trimmings, and with their rich satin linings and faultless tailoring, give grace and beauty to this wonderful display. The materials are French Broadcloths, Gabardines, Wool Poplins, Cheviots and Serges, in such rich Autumn colors as Fruit, Burgundy, Navy, Green, Java Brown, Taupe and Black. Prices range from.....\$18.75 to \$65.00

There are three special lines we emphasize at \$18.75, \$22.50 and \$30.00, which are exceedingly good values.

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TEA
FROM 4.30
TO 6 P.M.
ORCHESTRA

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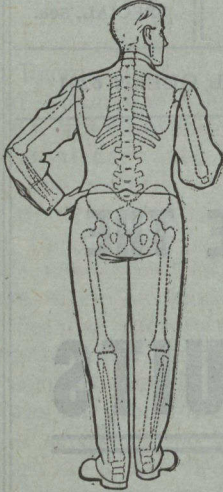
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NAVAL CADET

"As you will see by the enclosed statement, I passed my examination for entrance to the Royal Naval College of Canada, obtaining 3rd place. I am now at Matane, Que., and find that I can enter into conversation with the people here, thanks to your method of teaching French."

FREDERIC HILLIARD.

LATIN, FRENCH, GERMAN, SPANISH,
by Mail
L'ACADEMIE DE BRISAY, 414 BANK ST. - OTTAWA

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

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Le Cognac par Excellence.

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

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

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[MONTREAL, QUE.]

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MILITARY SUPPLIES

THE POSTAL JOURNAL

VOL. I.

SEPTEMBER 15, 1916

No. 25

PRESIDENT'S LETTER.

Regina, Sask.,
August 28, 1916.

Colleagues,

I suppose by now every member has read and digested the report of Convention, and it would be a source of profit and study if some of our members, who have not had the pleasure and experience of attending one, would express their several thoughts of same through the medium of the Journal, a spectator's opinion is sometimes of great value, and I would esteem it a favor if some of our members would do as I suggest.

It is indeed a pleasure to receive such encouragement as we at Regina have since the Convention, in the form of congratulatory letters from our late visitors, and more than repays anything the Regina branch may have done; as one delegate says, "it should be the aim and object of every member to attend at least one Convention"; and I am sure his outlook and interest in the Association would be greatly widened, of course, as a rule, this means work, but surely we should be happy to work for our benefit, and every member should always remember, that they cannot get anything from nothing, and the more you put into anything the more you can look for in return; by working for the Association you will have a greater interest in same, and be of more service to your fellow clerks, and incidentally to yourself; and always remember that the best Association members, generally are, and should always endeavour to be, efficient clerks.

I imagine some of you will be wondering when the delegation, which was appointed, will visit Ottawa; in respect to this I would like to say, that the best time, both practically and financially, will be taken advantage of, and as this is undoubtedly a very important precedent, we desire to see the most that can be made of it; and hope to derive great benefits therefrom, and all members will be immediately advised of results.

Taking this medium only, I would like to ask all executive officers to send in at least a quarterly report of their activities to the Journal, so that members will be kept thoroughly conversant with what their officers are doing on their behalf;

arrangements should be made between the officers and the Editor of the Journal, as to when to send their report, so that he will receive them periodically and not from them all for one issue.

We ought most assuredly to have, at least a quarterly report from the organizing secretary and his assistants, and I trust that this will be done.

You will all have noticed that a system of registration is to be put in force by the Militia Depart., this will mean that any man who is denied permission to enlist, or who is physically unfit, will be entitled to a badge, immediately upon the system being put into force in your district.

You may have read where it was stated at a recruiting meeting the other day, that the returned soldier will be the aristocrat of Canada, and will demand and receive the best berths, so that it behoves us all, to be on the qui-vive, to know what we want, to have the Association strong enough to ask for it, and to be in such a position after the war, that none of our members may lose anything through not being a combatant. For these reasons we need to thoroughly organise, and work harder than ever.

The organizing secretary is trying to evolve a plan whereby every postal clerk in the Dominion may become a member of our organization, and it is up to every member to do his bit and help the officers along, and any member who has a suggestion of any kind for the betterment of our Association would he please send it along, and let us air our views more frequently through the medium of the Journal. Hoping that this will be a banner year.

I am,

Yours fraternally,

C. GARDNER.

President.

NOTES BY THE WAY.

We have never yet given the glad hand to Sarnia. This brings us to a total of 21 branches. Sarnia may be sure that they will never have cause to regret the step that they have taken. Can you get a friend down there? Who is your neighbour? Get them in, too.

Don't forget that it's high time to pay your subscription if yours started when

the Journal did. Show your appreciation for the space the Editors of the "Civilian" are giving us by renewing your sub. and moreover, O. T.

Correspondents are reminded that letters intended for publication must be limited to 300 words. Letters for private perusal, as long as you like.

With the advent of official reports and letters from the general officers of the association, a man must take the 'Journal' in order to keep up with association affairs.

With this issue a new Edmonton correspondent breaks into the game. Mr. Crossland, who has been looking after the notes from Edmonton so regularly during the past year, finds his local secretarial duties heavy enough to bear. We raise our hat to Mr. Crossland for past efforts and successes and see great things ahead by the appearance of his successor's first notes.

There are one or two branches who will be getting a letter from us soon if we don't get some Branch Notes along in the course of a few days. We suppose the summer vacations have something to do with it.

THE SEMI-STAFF QUESTION.

By "The Old Fogie."

I was deeply impressed by several things at the recent convention and I am anxious that the good work started there shall not be neglected. It is quite true, as one of the delegates said during session, that we are prone to take a great interest in association matters during convention week, work hard for four days and then fritter away the remaining 361 days in the year.

The interest taken by the representatives from the smaller offices was very noticeable and altho' some of them were a little diffident about airing their opinions before older and more experienced men, they appeared capable of looking after themselves and will improve as time goes on. After talking to them and mixing with them I feel more sympathetic toward the semi offices and want to see their end of the work carried on with vigour. I hope that they will excuse my butting into their affairs but, as an old organizer, I want to give them some advice which I trust will be accepted in a fraternal spirit. During the past year, under the leadership of Mr. Doyle, of Prince Albert, they appear to have been fairly successful in organizing their forces and in inducing many other semi offices to join the association. This work, for the future, could well be left to Mr. Black, the organizing secretary

who might be urged to continue the good work, thus leaving the smaller offices free to congratulate themselves on other matters and of these I wish to write. I would like to suggest that Mr. Doyle, being their representative on the executive, ask two other workers to act with him on a committee to plan out a campaign for every office to follow. If a certain line of action is laid down for all, the Department will realize that we are working together for the same object and it is only in this way that any good will come from the education obtained at convention. Now, what do the city offices intend to do to help out their younger brethren? Well, if we are anxious to help, as we said at convention, there are things that we can do. I am convinced that the semi-staff offices are quite capable of carrying out any plans formed for their welfare and that they have enough enthusiasm to do the work successfully. It would be a pity therefore if their efforts were directed along the wrong lines and time wasted through lack of experience. Here, then, is where some of the older men can help. There are some among us who, by reason of their length of service and past experience, are peculiarly fitted to give the semi-offices help and advice on matters relating to them. Such men as F. R. Sutton, F. G. Allen, W. L. Tuck and H. D. Talbot for example. I do not mention the officers as they will have enough work of their own to do. The success of this plan would depend entirely on the measure of time and thought given by these men to the questions at issue.

Now, in closing, I would like to have these remarks widely read and discussed in the branches and possibly some other ideas might be advanced through the Postal Journal. Might I suggest that our President get in touch with H. L. Doyle and, if required, ask some of the gentlemen mentioned whether they would be willing to act as an advisory committee to semi-staff offices.

BRANCH NOTES.

Prince Albert.

Several of our staff are exhibiting broad smiles just now owing to the arrival of an increase in pay. Everything is shaping well for the coming visit of Saskatoon. Given fine weather, a good time is assured. We are sorry to hear that Jack Norman is contemplating a move. In view of the enormous supply of postage stamps usually kept in country post offices, might we suggest that he make certain of securing a supply of locks. It might be advisable to call the "spirits" in secret conclave in

order to find out when the next issue of raises are coming along. The recent moon-light boat trip nearly "didn't" come off. The "Saucy Dolphin" refused to perform at the last moment but, fortunately, the "Niobe" was secured. After the trip to the Brewery and, but for the intervention of Capt. Smith of the Fire Dept. in a row boat, a little further, we adjourned to the Fire Hall, where F. Coohoon gave us an "enormous" exhibition of a square dance with variations. "Bobs" and the other fellow's rendering of "Mountains o' Mourne" left nothing to be desired, at least, nothing more was desired apparently.

On Labor Day, the married men from Saskatoon were treated to a special feature, George having promised to render his story, "How I explain my absence in the evening."

Latest bulletin. John 16, Sandy 2.

Victoria.

Mr. A. E. Brain, who has been attached to the Postal Corp at the Vernon Camp, has returned to town. Dame Rumour is very busy in connection with this gentleman. We were glad to see the excellent work done at convention and especially pleased to see that a delagation is to visit Ottawa in the interests of the association.

Saskatoon.

Our secretary is getting much too personal, wanting to know whether I have anything in my notes re convention. At our monthly meeting in August, the convention business was again discussed in order that those who were unable to attend on the former occasion might have an opportunity of hearing what took place. To say that we were satisfied with the reports is to but mildly express our feelings. Speaking for ourselves, any expenses incurred were more than justified by the results. A scheme whereby every man on active service will get a letter, parcel and bundle of newspapers every month has been adopted and Messrs. Greenhalgh and Anderson have been appointed to attend to the purchase and despatch of supplies. Don't know who is to blame for the idea, but think our thanks are due to Vancouver. They do it. Must be good sports at the coast.

Regina.

In the last two issues of "The Postal Journal," notes from Regina have been conspicuous by their absence. However, if an explanation is due to our readers, it follows. We have been well content to leave this space free for the Convention report and "That fellow Heb" and everyone must agree that very good use has been made of it.

This branch now feels that it cannot longer sit quiet and take all of this profusion of thanks that has lately been showered; it is too much for us, and we must break silence.

We acknowledge with gratitude the thanks of the different delegates, and wish to reciprocate the same, for had it not been for the loyal co-operation of every officer and delegate present at the convention, we could not have blended our programmes of business and pleasure so successfully. Now, leaving the things that are behind and looking forward to the things that are before us, we note that our President, who is delegated to visit Ottawa in connection with that much discussed "Bill 217," has postponed the trip "sine die."

The next General Meeting of this branch will be held in the third week of October, and, as the nomination of officers will take place then, the members should begin to think over the question of electing the right man for the right job. Think it well over, don't nominate a man just for the fun of it, but give serious thought as to which man you will nominate, why you do so, and if he is the very best man in the branch for the position to which you nominate him.

Now that the alterations have been made in the office, and more space has been allowed for the clerks, we hardly recognize the place. By the way, who is responsible for the rumour that the extra floor space is to be fitted up with carpets, couches, comfy chairs and a magazine stand, in order that it may be used as a lounge by the clerks?

Winnipeg.

With the end of summer in sight this branch will start in for another year's work. The September meeting opens the season when it is expected there will be a record attendance. Some Departments could be better represented than they have been lately. Come along in your hundreds there will be lots of interesting news to be discussed, since we have the report of the Convention for discussion.

Winnipeg members should bear in mind that their individual efforts are required if the Dominion Association is to attain the objects for which we sit in Convention for viz: fairer treatment re promotions, better working conditions and the securing of a Pension Scheme.

The members are indebted to Messrs. Green, Fridfinnson, Sutton, Tease and Pickup for the very able manner in which they represented this Branch. The report was pleasing even if Fridfinnson did Pickup Sutton and Tease Green.

The next Annual Convention will be

held at WINNIPEG. Now, boys you have a chance to show what you are made of, it will require EVERY member's attendance at EVERY meeting. The rest of the boys expect something special from the PEG, are you going to disappoint them?

In spite of repeated warnings Bill Barclay and Archie Wright have been and gone and done it. Poor fellows, we hope you won't be sorry you got married and if you want sympathy you will get it in the dictionary.

Mansell of the Despatch is sure some proud daddy, congratulations.

Our deepest sympathy goes to Bro. Jamie Hopkinson in his sad bereavement. His father, who though over fifty years of age, left Winnipeg last year with the Artillery and after several months in the trenches contracted an illness to which he succumbed in England. Jamie was called home but missed seeing his Dad by about three days.

Directory Chief Dan Rice is absent on nine weeks' leave and is sojourning among the Herring-backs of Smiths Corner. Dan needed the rest as it takes two or three men to hold down his job in his absence.

Morse Place Cricket Club expect the licking of their lives on September 23rd, when they meet the Postal Clerks Eleven. Never mind Dick it will be a good experience for you, or is it nothing new.

Is the Boss of the General Delivery still looking for Jayuube? Well James here he is again and hopes the family has not started to knock the old man about.

Who is the guy that is spending his vacation at the Assiniboine Park? Look for Winnipeg reports in every issue.

Edmonton.

A casual survey of the monthly lists of Subscribers from this office to the Edmonton Branch of the Patriotic Fund discloses some remarkable fluctuations, and suggests food for thought.

There is only one thought possible. No excuse for these fluctuations exists whatever. Post office employees, as a body, have not suffered materially as a result of "hard times" on "financial stringency." Their salaries are still being paid on the same scale as that which obtained in pre-war days. When the staff of this office pledged themselves to subscribe a certain amount per mensem (purely as a free-will offering) towards the Patriotic Fund, they should as a point of pride and honour adhere to their pledges. It is the very least that they can do.

A. Simonson, of the Paper Despatch, has enlisted in the 238th Battalion (Foresters). We cordially wish him bon voyage and a safe return. This must constitute at least the fiftieth enlistment from amongst the

clerical staff, a fine record of service proffered in the cause of Empire. While on this topic we are glad to announce that steps have at last been taken to compile a permanent Roll of Honour, which will bear silent but eloquent witness to the patriotism and self-sacrifice of those who have gone forth from our midst to battle with the forces of the Modern Attila.

The vacation spirit reigns supreme in our official family, some members being scattered and as far flung as Cooking Lake and Seba Beach, one gentleman had the temerity to venture as far as Strathcona (we have heard the name before) Shades of Herodotus.

"THE SENSE OF PROPORTION."

This association of ours is expected by its members to do an innumerable number of things, to accomplish a tremendous amount of work and to obtain immediate results on all sorts and conditions of irregularities, questions, hardships, discriminations and so on.

Some of these things are taken up and maybe, others don't receive just the attention that is expected by the man or men whose "pet" the particular trouble happens to be. In some cases we get results, in some we don't. Sometimes, yes sometimes, we make mistakes just in the same way as other organizations and individuals do.

There is one thing, however, which every member wants above everything else we presume, and that is to see us thoroughly organized, thoroughly efficient and capable of tackling with success everything necessary, whether it be great or small. One of the most important things, then for us all to learn, is the sense of proportion. We have heard from time to time of men not attending meetings and failing to take their share of the burden of their local branch for all kinds of petty reasons. They are not over fond of some local officer perhaps, or so and so talks and quibbles a great deal too much at meetings. Again, occasionally we hear of men actually threatening to resign, or at any rate, losing all interest, because their branch failed to successfully take up some, proportionally trivial matter or because some minor grievance which they had, was not immediately remedied. Such individuals have no sense of proportion, nor any idea of the importance of it. It must be plain to all, that at all costs, for the welfare of the Postal Clerks community, all must pull together even while perhaps disagreeing with many minor details, oft-times branch details. We have a definite

goal to reach and a definite aim in view, and, no matter what small trivials and troubles beset our path, we must avoid tripping over them and continue on, shoulder to shoulder, all eyes on the big matters that count for all. As a rule the small stones one is liable to trip over are of interest and concern only oneself, or at all events a very small minority. We believe that men who fail to grasp the proper perspective with relation to matters affecting large organizations are among the greatest drawbacks with which such organizations have to contend. The greatest good for the greatest number must invariably be the rule. Every member with the sense of proportion fully developed would find our organization with even smoother machinery than at present. An abnormal lack of that sense among members could kill an association such as ours.

CORRESPONDENCE.

Editor, "The Postal Journal."

Dear Sir,

As all members of our association will know by this time, at the late Convention serious attention was given to the matter of organization and direction, and a big step in this direction was taken by the creation of an Organization Secretary. That it is the wish of this association to extend throughout the length and breadth of the Dominion is plainly to be seen, but I would like to suggest that we go a step further and include one branch beyond the Dominion. I refer to the Canadian Postal Corps stationed in England. As you will see from the list of addresses of our members who have enlisted which you are compiling, many of the members of this corps are members of our association, and I would like to see some scheme worked out by which these members might form an "Overseas" branch of this association while they are away. If this could be done, I think that there would be no question as to the best method of keeping our association before those of our members who are away. We have several of our members in the Canadian Postal Corps, and if they could form a branch it would be possible for other members of the corps who have gone from offices which are not affiliated at present with us, to see that this association is a real live one which stands for big things, and these members would on their return to their respective offices in Canada, boost the association to their fellow clerks, and perhaps be the means of another office starting a branch and becoming affiliated.

Even if it were thought not advisable to include the "Overseas" branch such clerks as do not belong to an affiliated branch,

we have, I believe, the nucleus of a fairly strong branch in our own members over there.

I offer this idea for what it is worth to our officers, especially our organizing secretary, and if it is possible to do so I should like to see such a branch sanctioned and formed in order to keep our members in the C. P. C. as much in touch with us as possible.

Trusting that this idea will be looked upon with favour,

Yours fraternally,

"DATE-STAMP."

Editor, "The Postal Journal."

Calgary.

Prince Albert, Sask.

Sir,

The convention being over, and the consequent excitement having abated somewhat, it has occurred to me that a few words with our branches, especially our semi ones, might be in order. To every branch secretary I would say: be consistent with your branch notes, they are of vital importance, do not forget there are other branches who are anxious to hear about you and "by your notes (each issue) we shall know you."

There are certain offices, lately joined, who I find do not subscribe to our journal at all, to these I would recommend that they canvass their members at the earliest moment and \$1 per year for each member sent to "The Civilian," Ottawa, will ensure the delivery of the required number of copies, do not send these subscriptions to Calgary.

Another matter and a very important one is correspondence. If progress is to be made in any matter correspondence must be attended to promptly by our branch secretaries.

I would also like to mention to our branches who were at the convention that photographs of the delegates to the 1916 convention can be had by forwarding the sum of 75 cents to Regina, where Mr. Gardner, will no doubt in his usual courteous manner, be pleased to see that each branch be supplied. The photograph is suitable for framing and should be hung in the meeting room or office of each branch.

Might I be personal Mr. Editor and ask that the offices of Port Arthur, Fort William, Sydney, St. Thomas, Medicine Hat, Sarnia, Lethbridge and a few of our city offices be a little more consistent in regard to their branch notes.

Thanking you for the space before I receive it.

Fraternally yours,

R. L. DOYLE,

Repres. of Semi-Staff Offices.

CONCORD.

We have heard it suggested that it is possible that some of those, outside our association, with whom we come in contact, have the opinion that our organization is in reality the work of but a comparatively few men situated in but a few of the offices which this association claims to represent. As to the probability of this surmise, we do not profess to know, but every individual working in an office where a branch of this association is in existence, be he interested in us or not, knows and is able to assure the country at large if need be that such is by no means the case. When an organization such as ours has a number of branches all harmoniously working together with concerted action it is quite easy to suppose that some such idea might be advanced by some people who have but shallowly and from a distance studied the internal machinery of the organization. It is naturally true that only a few men from few offices were the instigators of our association, which fact must be equally true of any and every organization under the sun. Winnipeg, Calgary and Vancouver were perhaps primarily responsible for the movement, each of these offices at that time having a Postal Clerks' Association. It is not necessary to mention the names of the unselfish and far-sighted men who were the means in their own offices of amalgamating these local associations together with a number of others. Most of these men are still well known to all of us, and we believe also well known to, at least, the local P. O. officials. However, all this is years ago. To-day the organization commenced by these men has assumed the position that was hoped for and in a much shorter time than was ever dreamed of. To-day our organization is run by the entire membership, the officers doing, and willing to do, the dictates of the majority. For the benefit of any who may read and who are not members or acquainted with our association, let us say that every province in the West has at least two representatives upon the executive council to whom all matters are submitted before being taken up by the Dominion association. If necessary, a plebiscite is taken as was done last year for instance. No action taken by an organization working along these lines and which can boast of a membership of 90 per cent or over can be called the work of a few. Dr. Cowan, Mayor of Regina, who three or four times each day, passed through the hall in which we were recently holding our convention, stated in his speech at the banquet that one of the things which had

impressed him most was the fact that never did he see an empty chair or an inattentive occupant. The report of that convention shows almost every delegate as having taken his active part, and a report of that kind is often misleading in that, unless a man is either the mover or the seconder of a motion his name seldom appears in connection therewith. Naturally enough, some branches are more active than others, just in the same way that some members are more energetic than others. At present and at any rate until our newly appointed Organizing Secretary has properly settled down to work, we believe that the General Secretary and ourselves are in the best position to state which are our best branches. Personally, we feel satisfied that very few, if any, members of this association would name the same offices as ourselves if asked to name the three liveliest branches. All of these more or less disjointed remarks we contend are proof positive that if any such ideas as those with which we started this article are in existence they are quite without solid foundation.

FROM OTHER SOURCES.

"It is significant that postal reforms seldom, if ever, emanate from the Department. If the Service had depended upon self-evolution, it would to-day have been at least 50 years behind the times. It is to people like the late Sir Henniker Heaton that whatever progress has been made is mostly due. Post office administration is bewildered whenever "precedent" is taken away. The Service is conspicuous to-day for its reluctance to adopt time-saving and labour-saving appliances. A Postmaster who asks for up-to-date equipment is looked upon with suspicion, and, generally speaking, the administration is still in the quill-pen stage. In no single instance do we remember the Postmaster General or the Secretary of the day displaying any desire to elevate the Service into something more than a mere machine. The accepted view seems to be that the post office ought to perform its work in donkey fashion, that it is no business of the administration either to evolve improvements or to go out of its way to accept the ideas of other people. This spirit has got to be broken down before the Service can be made full use of for the public needs. But the work is urgent, and we of the Postal and Telegraph Clerks' Association must do all we possibly can not only to secure reform in the methods of administration but to prove to the

country that at least the rank and file of the post office are prepared to make the path of the reformers as easy as possible.”

—“Postal and Telegraph Record.”

“If all men were fair and honest and courteous and considerate, if the Ten Commandments were truly the sincere rule of conduct of all men, there would never have been any need for labour unions or federations of labour or organizations of a kindred nature. But all men are not fair, nor courteous, nor honest, nor considerate, and those who honor the Ten Commandments more in the breach than

in the observance have been sufficient in numbers and influence to force those whom they had the power to maltreat and oppress to seek, in defence and protection of their individual helplessness, the strong arm of organization. The man who possesses merit and ability possesses something which the world cannot ignore or take away, while political influence is an evanescent possession and a most unstable foundation upon which to erect hopes of material and lasting recognition.”

(Extracts from an address to the staff by the Postmaster of New Orleans.)

—“Union Postal Clerk.”

BALANCE SHEET, 1915-1916.

RECEIPTS.

EXPENSES.

Balance brought forward.....	\$401 53
Per capita tax:	
1914-1915—	
Prince Albert	3 25
Port Arthur	2 75
Lethbridge	9 00
	15 00
1915-1916—	
Regina	37 50
New Westminster	9 00
Vancouver	70 50
Winnipeg	113 25
Calgary	32 25
Fort William	9 00
Edmonton	31 50
Brandon	9 00
Prince Albert	9 75
Victoria	34 50
Moose Jaw	21 00
Lethbridge	5 25
Medicine Hat	7 50
Port Arthur	8 25
	398 25
1916-1917—	
Sydney, N.S.	6 00
Ottawa	37 50
St. Thomas	5 25
Port Arthur	5 00
	53 75
Sale of stationery	13 45
Sale of buttons	26 80
Sale of constitutions	7 50
Interest on bank account	5 20
	921 48
Total	\$921 48

Convention expenses for 1915—	
Vice-President	72 00
Secretary	90 55
	\$162 55
C. S. Federation of Canada—	
Per capita tax	42 00
Postal Journal account—	
Typewriter	35 00
General	15 38
	50 38
Stationery	12 55
Postage	18 87
Honorarium to Secretary	100 00
General expenses	17 69
Balance, May 31st, 1916—	
Cash, Secretary	32 25
Cash, Treasurer	10 28
In bank	474 91
	517 44

We have examined all books, vouchers, etc., of the Association and hereby certify the above statement to be correct in all details.

(Sgd.) F. H. MIDDLEMISS,
(Sgd.) H. S. LYON, Auditors.

Vancouver, June 29th, 1916.

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