

THE CIVILIAN

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The Merit System.

The merit system has not made encouraging progress in Canada, but the duty of the Civil Service is to educate itself and to inform the people and the Government as to its advantages. The editors of The Civilian have an accumulation of literature on the subject, which will be published in this column from time to time during the summer months. The article today is the reproduction of an address delivered by Henry Moskowitz, President New York City Civil Service Commission, before the Civil Service Reform Association. Practically all the address is applicable to Canadian problems.

Civil service reform has been appreciated by two elements in the community—the men in the street and the high-brows. I presume that I appear before a sympathetic audience of high-brows. The leadership of your Association in this very important subject of government is well known. You have held aloft the standard of civil service when its friends were few and when the cause was unpopular. Many of your leaders were not afraid to be in the right with two or three. It must be gratifying to your organization to note the progress that is being made in civil service reform throughout the country. But your organization has an important work still to do, for, though the man in the street is instinctively in sympathy with the justice which is at the basis of civil service reform, civil service has been too technical and undramatic to stir his imagination for any period of time. To be sure, whenever the principle of civil service is seriously attacked and an issue is presented before him, as in Ohio, he comes to its rescue with overwhelming support. The large mass of citizens in the strata which fills the gap—which is the strata between the man in the street and the high-brow—still belong to the unconverted. Among these are administrative offi-

cers, who, when the civil service principle does not affect them, tolerate the institution and give their unctuous support to it. Very frequently, however, they find the application of civil service somewhat irksome, and, in consequence, they oppose its application in their departments, and find reasons why the principle should not be applied to them.

Civil service has been opposed by two important political groups. The spoilsmen always opposed the merit principle, for very obvious reasons, but this principle has now more powerful opponents, opponents who present very plausible arguments on their face, in opposition to the merit principle. I refer to the ambitious efficiency folks. Mr. Harriman expressed their attitude when he said: "Civil service is the substitution of incompetency for dishonesty." To meet this argument of these efficiency experts, it is important to show that civil service exists not alone to bring about an immediate efficiency to last for four years, but to effect efficiency of government for long stretches of time. From a long range point of view, the civil service principle amply justifies itself. But is civil service inconsistent with efficiency? That depends upon how the law is administered. It depends fundamentally

upon the type of examination that is given. The earlier types of examination were frequently too theoretical. They were sometimes unrelated to even the expert tasks which a public servant had to perform. But civil service, like any other institution, has undergone a process of evolution, and the examinations themselves have evolved. In the administration of civil service we note a very decided change in the types of examination given for particular positions.

The civil service commission is, after all, the employment expert of the city, and it is its duty to provide such tests as will eliminate the unfit and bring forward the most fitted candidate for the position. Therefore, the examinations have been divided into the various stages. There is an experience paper, a physical test and a written paper. Moreover, it has been found practicable to give practical tests for those positions which involve motor expression. The New York Civil Service Commission has made considerable progress in this respect. Practical tests have been given for positions in the labour class. We, however, intend to extend the province of the practical test and apply it to more of the positions in the competitive class. One of the first changes which the commission instituted in connection with examinations was to introduce a practical test for playground attendant. This test was devised by some of the best recreation experts of the city. A conference was held with these representatives, and a sub-committee worked out in co-operation with the commission a very interesting test, which was given in the 69th regiment armory and which was very successful.

New York City offers a civil service commission an unusual opportunity for taking advantage of the expert. I have called conferences of philanthropic experts to consider important examinations affecting the department of charities. Commissioner

Davis, at the suggestion of the civil service commission, has invited prison experts to a conference to consider the qualifications and scope of examinations for positions in the prison service. It is our intention to consider this method of conference with these experts in various fields for the purpose of securing their co-operation in the work of devising an adequate type of examination for the positions in the city service. I believe that the examinations can be developed even further for higher positions. It is not impracticable to secure the aid of such experts in giving examinations for positions in the public service. It has been tried in cities like Philadelphia, Washington and Chicago with great success. I trust that the commission will be offered an opportunity to give these examinations and apply the civil service principle to higher positions, thus taking from the orchard of the spoilsman some of his plums.

It is important to recruit the right type of candidates. Therefore, the problem of advertising and publicity is important. The commission has engaged a publicity expert, who has been able to improve the type of advertisement and to secure better results with very much less money. In fact, it has been estimated that the City Record will save \$10,000 in the coming year owing to this sensible, businesslike policy of advertising and publicity. The commission also means to help candidates by issuing to them bulletins imparting information as to the types of books and reading they should do to equip them for positions. Such a bulletin will be issued for the position of examiner of charitable institutions.

One of the most important functions of the civil service commission is to provide opportunities for promotion to those who have already entered the service through competitive examination. The promotion system should be based upon a proper classi-

fication of the duties. Such classification, I am sorry to say, does not exist at the present time in the City of New York. Moreover, it should be based upon a system of efficiency records which should be properly kept and adequately supervised by the civil service commission. This is not done at the present time. Efficiency records are meagre in content. They are kept in a perfunctory way, and the civil service commission has never reviewed them, in my judgment, with any degree of effectiveness. To this end, the commission has urged the establishment of a board of review. This board of review will consist of a civil service commissioner, an examiner and a representative of the department whose efficiency records are reviewed. The board of review will afford the employees of the service an opportunity to present their grievances if they have any, and it will give the civil service commission a chance to understand the employment problems of a particular department. It will also help to establish a uniform efficiency record system throughout the city, and, above all, it will enable the various city departments to receive the benefit of any experiment made in connection with the efficiency records in any other department. The civil service commission will thus be in a position to co-operate with the city departments in eliciting the maximum of efficiency from their employees. A proper classification of the duties is important to enable the employee to rise from one grade to another if he has rendered efficient service. The civil service should offer a career, but in order to offer a career it should afford the people of the service a goal which they can reach after having met the qualifications both of efficiency and in ability to enter the higher grade.

I have said that the municipal civil service commission is, or should be, the employment expert of the city.

The commission is not an esoteric institution, which is unrelated to the government. Its interest is not opposed to the interest of the board of estimate, or of any city department. It occupies, in my judgment, the same position to the city service that the large employment bureau of the large corporation or large department store occupies to those institutions. It is a very curious fact that the most efficient people in America, the business men, are abandoning the notion that the maximum of efficiency can be obtained through the methods of a despot or tyrant. The large railroads and the large corporations are making a study of their human material. They are attempting to give to their employees the opportunities which will develop their aptitudes and thus give to the corporation or the service the best that they can give. They have their grievance boards, their boards of arbitration, their employment experts, who do not accept the judgment of immediate superiors that a particular individual is undesirable for their institutions, because, forsooth, he did not give to that particular bureau head satisfactory service. In other words, the modern business man is learning to appreciate the necessity of team co-operation among his employees. He realizes that he can get the most out of them by treating them as human beings and by recognizing any justice in their claims. Nevertheless, we find city officials who profess to be democratic in their instincts maintaining that, in order to secure efficiency in a city department, administrative despotism is necessary. I, for one, do think so. I believe that it is very important to recognize the authority of the executive head. At the same time, I can conceive of considerable abuse of power on the part of a superior officer, and unless some opportunity is offered to the civil servant to present his claims before an impartial body, the efficiency of the

department is impaired, because the employees feel the burden of injustice. After all, loyalty can come only where employees are justly dealt with and if they are not given an opportunity to ventilate their grievances the fullest measure of loyalty cannot be elicited from them. For this reason, we are intensely interested in the entire question of adjustment and discipline in city departments. We believe that it should be the business of the civil service commission to act as an adjuster for city departments in their employment problems. The civil service commission should have its experts study the needs of various departments and submit to them their suggestions in the improvement of the organization, not in the spirit of an outsider, but in the spirit of a co-operator. Private corporations and private businesses recognize the place of mediation in labour disputes and labour problems. There should be in the City of New York a mediator in the labour problems of city departments. The mediator does not occupy a position of external authority. Whatever authority he obtains comes from the persuasiveness of his methods and from the justice and reason in his conclusions and suggestions. If the civil service commission is the employment branch of the city government, if it is intended to strengthen the city service and co-operate with the city departments, everything that it does is done in the spirit of co-operation. I can readily conceive a civil service commission manned with examiners and experts who would make this study of employment problems in the various city departments and give to the department heads the benefit of their expert knowledge and suggestions. Such a civil service commission could also assist the heads of departments in the maintenance of that esprit de corps which makes discipline very often unnecessary and, while I am not prepared to give any half-baked conclusions concerning

this very important suggestion of a trial board for city employees, I am prepared to say that I am opposed to a trial encumbered by technical legal evidence which does not do justice to the administrative needs of the department. I think that if certiorari proceedings were applied to every city department the efficiency of the departments would be impaired. Nevertheless I am in favour of an impartial trial, and I believe that an impartial trial can be more readily given under the auspices of an outside body like the civil service commission than when it is given by a person who, if not the accuser, is very much in sympathy with his immediate subordinate acting as an accuser. The experience of Chicago with a central trial board has been very effective, I understand. I do not know whether New York could adopt the Chicago plan. I am told that the Chicago plan has resulted in more removals than under the old system, and that the trials of the civil service commission to the executive officers and to the employees have proven satisfactory both to the executive officers and to the employees. Such a method adapted to New York City conditions might prove very advisable in this city. The Mayor has appointed a committee consisting of the president of the civil service commission, the chamberlain and Commissioner Williams to consider that question. It is receiving very careful attention on the part of the city administration.

The civil service commission is eager to submit its problems to the public, for it needs, very frequently, public support. The problems which come before it are fundamental, but undramatic. They haven't headline news value, but they affect the very structure of our government. We trust that the civil service commission will help to develop some form of service schools for city employees. With our fine educational institutions, such as College of the City of New York, New York University, Columbia Uni-

versity, and our high schools, it ought to be possible to correlate with these educational institutions the work of the civil service commission, and some day, let us hope, we will be able to develop a sort of civil service West Point which will train public servants for a dignified and honourable career.

The Rural Mail Delivery Man.

Git-ap Nellie, hit the gravel,
 You have got to travel,
 We've a mile or two of road
 Yet to cover with this load.
 Git-ap Nellie, keep a-skatin'
 Cant afford to lose time waitin'
 All this mail we've got today
 Must be handled some old way,
 Git-ap Nellie.

Whoa! Good morning! Late today,
 Roads are bad most of the way,
 Hard to make the old mare jog;
 Here's your mail, a catalogue
 From Toronto, latest ads,
 All the new fandangle fads;
 Say, that wheat there does look prime,
 Well, we'll talk some other time,
 Git-ap, Nellie!

Whoa! Good morning, Mrs. Brown,
 Letter here from John in town,
 Postal too, from Sarah Jane;
 Folks have gone post card insane,
 Read three dozen on the way,
 How is that for just one day?
 Sam Jones got held up last night—
 Old Skinfint, it serves him right,
 Git-ap, Nellie!

Whoa! Good morning, Johnny White,
 Say, that girl forgot to write,
 'Nother fellow, so they say;
 What do you care anyway?
 Git-ap, Nellie. Whoa! what's that?
 Money Order for a hat?
 Sure, I'll get it soon's I ken;
 Lot's more girls John, try again.
 Git-ap, Nellie!

Whoa! Look her now, Abner Drew,
 I've a bone to pick with you;
 Either you'll take down that gate
 Or your rural mail can wait;
 That lane there's a right of way,
 Saves me just three miles a day;
 Don't you know you'll land in jail
 If you block the rural mail?
 Git-ap, Nellie!

OTTAWA CO-OPERATIVE NOTES

The Civil Service Co-operative Supply Association is now well on in its fourth year of existence better organized and with a better equipped store than ever. The balance sheet for the past year, ending March 31st, notwithstanding some fears to the contrary, shows that satisfactory progress has been made, notwithstanding the severe business depression which existed. Although the operating expenses were somewhat greater than in the previous year, owing to the added expense of auditing, and increases in salaries to the staff, there was a sufficient balance available for the declaration of a two per cent. dividend on purchases, leaving about \$150 to be added to the reserve.

No change in the directorate took place at the adjourned annual meeting, Messrs. F. J. Alexander, J. H. Brown and E. D. Eddy, the retiring directors, being re-elected. At a subsequent meeting of the Board, the following officers were elected:

President, Mr. John McLeish; Vice-President, Mr. H. T. Owens; Honourary Secretary, Mr. W. W. Edgar; Honourary Treasurer, Mr. D. McR. Minard; Secretary-Treasurer, Mr. George Bracewell. With the view to getting into closer touch with the business of the Association, the following committees were formed, the first named member of which is the convenor in each instance: Finance Committee, Messrs. Minard, McLeish and Paré; Trading Committee, Messrs. Owens, Bleakney and Eddy; Propaganda Committee, Messrs. Edgar, Alexander and Brown.

It is greatly to be regretted that more interest is not shown by members at the general meetings of the Association. Out of a membership of about six hundred, there were less than twenty at the annual meeting, and of these a large proportion were directors.

Special Number

For the past eighteen months the Editors of *The Civilian* have been engaged in the preparation of a special number, and now announce the completion of an important undertaking.

The special number is entitled the

“CIVIL SERVICE OF CANADA,”

and is an elaborate edition. 265 pages are devoted to letter press and illustrations, there being 175 distinct photographs reproduced.

The book is divided into chapters, entitled as follows:—

Prologue.

Departments of the Canadian Government.

Problems and Solutions.

Chief Officers of Public Service of Canada.

Homes of Some of Our Governors.

Honoured by the Sovereign.

Among the Savants.

Civil Service Organizations.

Civil Servants in Literature.

Civil Servants as Soldiers.

History, Law and Organization.

By means of the material assistance accorded *The Civilian* by the business community of Canada, the Editors are enabled to offer the book for sale at a sum very much less than the cost of production. The books will be sold for \$1.50, and copies will be delivered in response to applications addressed to the Editors, accompanied by an order for that amount. \$1.50 is the price to Civil Servants only.

Notice will be given in the next issue as to the cost of mailing to points outside of Ottawa.

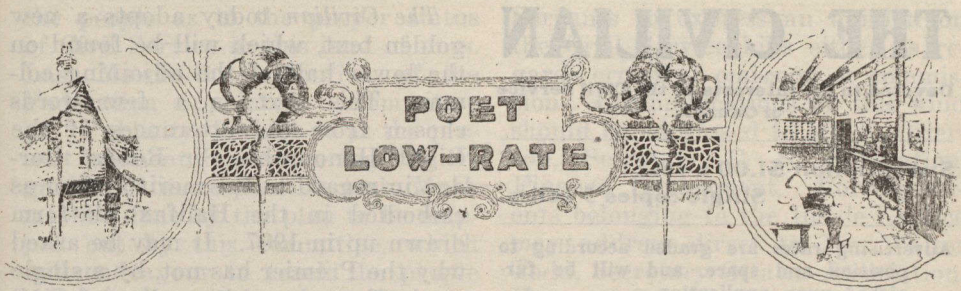
The purpose of this book is to create in the public mind a higher appreciation of the importance of the King's Civil Service in Canada.

Editors *Civilian*,

P. O. Box 484,

Ottawa.

Note.—An advance copy of this book was examined by a gentleman in Winnipeg, who writes as follows: “On what terms can the writer obtain a copy for his personal use? As Treasurer of the Manitoba Historical Society, and Vice-President of the United Empire Loyalist Association of Canada, I would prize a copy very much.”



“As Ye Sow.”

When I was a youngster, like most
of the goats
I thought I would scatter a pail of
wild oats.
I shot up the village each evening
with glee,
And seldom went home for my din-
ner 'or tea.
When Henry was hoeing or milking
the hens
The barkeep was raking in most of
my yens.
I painted the township a most bril-
liant red
And always woke up with a number
9 head.
When others were sleeping I started
to prance
In search of a drink or a card game
or dance.
Alas for the oats that a young man
must sow,
They grow up and choke him when
life's running low.
I scattered them broadcast whilst
humming a tune,
I sowed them o'er mountain, o'er
vale and o'er dune.
And now when I might have been
living in peace
And comfort and plenty, I'm tend-
ing some geese.

The fakirs and doctors got most of
my wealth
For trying to give me some new-
fangled health.
I've pains in my torso, my head and
my soul.
Now that I'm nearing the heavenly
goal,
While the other young fellows who
slipped in their youth
Are living on incomes, to tell you
the truth.
They worked in the years when their
muscles were hard
And now they can play with the kids
in the yard,
And gossip and smoke and take life
at their ease,
Whilst I make a living parading
trained fleas.
Boys, banish this theory 'ere agèd
you grow,
That wild oats were meant for each
fellow to sow.
Keep steady and go on your sun-
shiny way
Eschewing the lobsters who want to
get gay,
One wise man has warned us to
“look ere we leap”
Another one “as ye sow, so shall ye
reap.”

THE CIVILIAN

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

Ottawa, July 10, 1914

SIR ROBERT BORDEN IN HALIFAX PLATFORM.

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

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

The Civilian today adopts a new golden text, which will be found on the lower half of the adjoining column. This text is a few words chosen from the utterances of the Right Honourable Sir Robert Borden in regard to the merit system as embodied in the Halifax platform drawn up in 1907. It may be asked why the Premier has not, by a single stroke, introduced his policy of Civil Service purification during his tenure of office. The difficulties of the situation may not, perhaps, be appreciated by the service generally. Those, however, who were present during the debate on the Honourable Mr. White's Civil Service Bill were afforded grounds and reasons. It may amaze many of those in the service of King George in Canada to learn that the opprobrious terms and epithets hurled at the service by Messrs. Fowler and Edwards on May 29th in the House of Commons were greeted with applause, and thereby hangs a tale.

* * *

Even a Prime Minister cannot do everything, no matter how lofty and magnanimous his ideals. Even a Prime Minister may not be able to advance ethically at a faster rate than the standards of public morality will permit. That Messrs. Fowler and Edwards were greeted with applause instead of with brickbats indicates an extremely low standard of public morality, at least as regards the Civil Service of King George in Canada. These honourable gentlemen have never felt deeply with the Scottish bard that, "This is my own, my native land," or they could not treat with such contumely and indignity the business which is carried on in the name of "My Native Land."

* * *

The lesson is hard-earned, but must be taken to heart. It devolves upon the service itself, through its organizations, to undertake the

the people as to the proper status of Civil Service in this land of ours. Last March the executive of the Federation appointed a committee on "Publicity," which is at the present moment endeavouring to organize for its responsible task. Much may be done by the plan to be mapped out by this committee, which will endeavour to reach the people through the public press. The special number of *The Civilian* advertised on another page was devised for the very purpose of elevating public opinion in regard to the public service. By such means the hands of the Prime Minister and of Mr. White may be strengthened for the task of setting up higher ideals of our service.

* * *

The thoughts of all Civil Servants are no doubt bent upon the problems presented in the two Civil Service bills. Despite many temptations, the editors refrain from comment upon the bills at the present time. A great advantage has accrued to the service in the fact that ample time is at our disposal for the purpose of consideration and representation. The bills are not entirely satisfactory, but it is satisfactory to feel that Mr. White will be happy to receive and consider suggestions advanced by the service. Suggestions by way of amendment to the bills will be prepared in an organized way by joint committees of the Federation and the Ottawa Association.

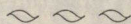
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The Editors of *The Civilian* printed a number of extra copies of the issue of June 12, containing the two bills and the debates thereupon. The Editors will be glad to mail a copy of this number complimentary to any Civil Servant who desires a copy.

* * *

The Editors have been asked to issue a general invitation to all Civil

Servants to express an opinion on the Civil Service bills either as regards errors of omission or commission. Communications of this kind should be addressed to Mr. F. Grier-son, Secretary C. S. Federation, Finance Department. Correspondents belonging to the Inside Service may address direct to Mr. Walter Todd, Secretary Ottawa Association, House of Commons.



There are many Civil Servants in Canada; there are many societies of Civil Servants, some active, some not so active, and some affiliated with the Federation. To one and all, either the individual or the organization, the editors of *The Civilian* extend the invitation for news or views of any matters of personal or service interest. Especially is it desirable that *The Civilian* be supplied with reports of meetings, so that, east and west, all may be informed of the interest which servants of the Crown are taking in their status in the life of the Dominion.

This is both an invitation and an appeal, and applies specially to members of the Service outside of Ottawa, there being no other means at present by which *The Civilian* can do justice to our service friends outside the Capital.

MORE SURVEYORS HAVE TROUBLE.

Word has been received here that during the recent storm that wrought havoc to the fishermen on the Gaspé Coast a party from the Geological Survey, who are gathering specimens of wild birds, had their camp demolished and a collection of several hundred stuffed birds blown to the four winds of heaven. Fortunately, the greater number of the specimens were recovered.

FISHERIES ATTACHED TO THE NAVAL SERVICE.

The Department of Marine and Fisheries is again divided. For a number of years the two branches have been together under the same minister and deputy, but now the Fisheries Branch has been put under the Naval Service, with George J. Desbarats as Deputy Minister. The work of the Department is increasing in its volume and importance, and the transfer to the smaller Naval Branch will tend to equalize administration between the two departmental deputies, Messrs. Johnston and Desbarats. A good many years ago a division of the Department was effected along similar lines, there being, for a time, a Deputy Minister of Marine and a Deputy Minister of Fisheries. Subsequently they were reunited under one deputy head. The Naval Service Department is, of course, a recent creation.

The Marine and Fisheries Branches which for years have been quartered in the Western Block, and the Naval Service Branch, located on Sussex street, will, next week, take occupation of new quarters in the Rea building, Mackenzie avenue.

SASKATCHEWAN RAILWAY MAIL CLERKS' ASSOCIATION.

A warm friend of organization writes the Secretary of the Federation as follows:—

Dear Mr. Grierson,—We had a real live meeting here on Sunday and Monday, the 21st and 22nd June. Delegates from Regina and Moose Jaw were present. We were disappointed in not having delegates from the other points, but as you know, it is a hard proposition to get together from all over the province and get back to duty again. The meeting heartily endorsed the movement in favour of affiliation with

the Civil Service Federation. We also took up the matter of safety for mail and mail clerks on trains. Also for a room to be set aside in the Post Office, shortly to be erected here, for the mail clerks, to use whenever trains are running irregularly. A committee was appointed to lay these matters, together with the ideas of the clerks in regard to Bill 147, increase in salaries to railway mail clerks, which occupied the attention of the House towards the end of last session, before Sir J. A. M. Aikens, who is expected in town tomorrow, the 24th. We are indebted to you for the help you have given us, and as far as the Saskatchewan Association is concerned, we are ready to affiliate right away. We must wait, however, until the next meeting of the Western R. M. C. Federation, and they are expected to take the necessary steps.

Faithfully yours,

R. HERROD.

Moose Jaw, June 23, 1914.

RAISING STATUS OF CANADA'S TRADE COMMISSIONERSHIP.

For some time Sir George Foster has had under consideration the question of raising the status of Canada's trade commissionership in other countries. Canada has, of course, no consular service of her own, but in common with other dominions beyond the seas utilizes the services of British consuls in foreign countries. However, where there are Canadian trade commissioners these, to some extent, fulfil the functions of consuls, and with the growth of Canada's importance abroad it is becoming the more necessary to appoint as commissioners men of the very highest qualifications. Sir George Foster, therefore, proposes to appoint to these positions as vacancies occur, the best available university men, but before going to their respective posts they will undergo a special training in the Department of Trade and Commerce at Ottawa, and will be given opportunities to study the needs and necessities, as well as the industrial conditions of Canada from coast to coast.

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Dresses of the semi-tailored type for street, church or general purpose wear developed in plain Jap and Habutai Silk, Taffeta Silk, Charmeuse Satin, Paillette Silk, and Foulard Silk in the printed conventional patterns that pertain to these soft, light summery fabrics. The color range in the plain silks includes Grays, Browns, Greens and Black. In the foulards Alice, Cadet, Copenhagen and Navy Blue, Reseda Green and Black in combination with White; also Black and Mauve. The styles typify the plain long tunic, the accordion pleated tunic, the bouffant draperies, the bias peplums and other variations of leading modes.

Dresses of the ceremonious type for social functions, house parties, hotel dances or dinners, etc., made up of beautiful sheeny Messaline and Paillette Silk coming in soft shades of Turquoise Blue, Shell Pink, Maise, Gold, Wedgwood Blue, Rose, Tiffany Bronze, Sapphire, and other flower and jewel hues. These Gowns are too varied in style for detailed description, but that they are strictly up-to-date, charming and desirable goes without saying. Any woman could not fail to look her best in them, and they seem designed for romance. Wide Chantilly and Shadow Laeces, Draperies and Flouncings are their chief trimming, most cleverly applied and furnishing striking contrasts. This is particularly evident in the Black and White, White and Black, Coral and Black, Bronze and Black and other combinations, the use of the gossamer-like black laeces over the colors being very effective.

If bought or ordered in the regular way these dresses should sell at from \$25 to \$35. They are now on sale at a price under what a dressmaker would charge for making alone— \$16.50.

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Women's Column.

There are nettles everywhere, but smooth, green grasses are more common still. The blue of heaven is larger than the cloud.—Elizabeth Barrett Browning.

Reminder.

The Women's Branch of the Civil Service Association have formed a Tennis Club, and procured the use of four courts on the grounds belonging to the Ladies' College on Albert street.

Membership will be open to *all Civil Servants*, and the fee will probably not exceed \$2.00 for the balance of the season. Those wishing to join will please send their names to Miss Helen Smith, Finance Department.

* * *

Women of the Service who wish to spend part of the summer out of town and yet be able to come in each day may communicate with Miss E. Mulhall, Department of Interior, Langevin Block, who can give them valuable information re a couple of comfortably furnished, airy rooms to rent by the week or month, on the island at Chelsea, with use of dining-room and kitchen if desired. The daily fare to Chelsea, if purchased monthly, is six cents one way, and ten trips for \$1.50.

This appears to be a very desirable opportunity.

* * *

Contribution by "M. E. D."

I recently read an article in which certain persons were described as possessing that serenity of soul that comes when one has a definite aim in life.

Without a definite aim in life, we wander here and there over the field of human endeavour; we know not in what direction we are going.

In this day of many interests it is difficult for most people to keep one aim in

view; they drift along from day to day as the winds and waves of circumstances dictate, instead of taking up the oars, and with resolute stroke setting out for the golden isles.

We all see visions at times of our own golden isle,—of what we would like to have accomplished, what we would like to have made of our lives before the night falls, but too often we turn away from the vision and say, "it cannot be—the little things of every day stand in the way; there is no time."

We drift along, but once having seen the vision our souls are always troubled. The sun sinks lower. It is time to better ourselves. Alas! We have drifted too long. It is too late.

Those who row steadily along, with firm purpose, meet with storms which threaten to wreck all their plans and hopes, but with eyes looking upward and onward, and souls held serene and high, they pass through the storm into calm water again.

It is not given to all to reach the golden isles of their hearts' desire, but the endeavour to do so brings its own reward in the knowledge that we are doing all that in us lies to reach them, and thus is engendered serenity of soul.

* * *

Contribution from M. T. K.

HER ANSWER.

"Do you know you have asked for the costliest thing?"

Ever made by the Hand above?
A woman's heart and a woman's life
And a woman's wonderful love?

Do you know you have asked for this priceless thing,

As a child might ask for a toy—
Demanding what others have died to win,
With the reckless dash of a boy?

You have written my lesson of duty out.

Man-like you have questioned me,
Now stand at the bar of my woman's soul,
Until I shall question thee.

You require your mutton shall always be hot.

Your socks and your shirt be whole,
I require your heart to be true as God's stars,
And pure as His heaven your soul.

You require a cook for your mutton and beef,

I require a far greater thing;
A seamstress you're wanting for socks
and for shirts,
I look for a man and a king.

A king for the beautiful realm called home,
And a man that his maker, God,
Shall look upon as He did on the first
And say: "It is very good."

I am fair and young, but the rose will fade

From my soft cheek one day—
Will you love me then, 'mid the falling
leaves,
As you did 'mong the bloom of May?

Is your heart an ocean so strong and deep

I may launch my all on its tide?
A loving woman finds heaven or hell
On the day she is made a bride.

I require all things that are grand and true,

All things that a man should be;
If you will give this I would stake my
life
To be all you demand of me.

If you cannot be this—a laundress and cook

You can hire and have little to pay,
But a woman's heart and woman's life
Are not to be won that way!

* * *

Hints to Young Stenographers.

When you fail to catch a word,—or mayhap two or three,—and the dictator is going ahead full speed, it is not always wise to interrupt him to inform him of the fact. Maybe he has his letter already planned in his mind, and the interruption would put him "off the track," so to speak. Better wait until the flow of oratory has ceased, and then say you would like to read a certain part over to him, as you did not quite "get him." The chances of "ruffling" the dictator are much reduced by this method.

* * *

Some dictators have a habit of giving the address as well as the name of the person to whom they are writing, and the stenographer takes down the sounds that have reached her ear,

and transcribes them. Sometimes it is all right, but even young ears catch wrong sounds occasionally. Don't "go it blind," and put down just what has been heard, unless you *know* it is correct. There is usually some way of checking it. Probably you have the letter to which the reply is being sent, or there may be other letters from the same party already on the file. Look them up.

* * *

Insist on there being a good dictionary, a Canadian Almanac and Parliamentary Guide available for reference in your daily work, and learn to use them intelligently. Do not ask your Chief if the Deputy Minister of the Moon and Stars Department spells his name with or without an "e." Look it up yourself.

DOROTHY DAY.

EXPATRIATES DINED ON DOMINION DAY.

The Canadian emigration staff from all parts of Great Britain and the Continent celebrated Dominion Day by dining together in London under the presidency of J. Obed Smith. Among those present were Hon. George H. Perley, Acting High Commissioner; G. Maclaren Brown, Fred. Salter, James Parton and others. The gathering was the first of its kind and was highly successful. It is hoped to make it an annual event.

WALKING TOUR.

To the Editors of *The Civilian*:

I should like to get into correspondence with some member of the Service who would like to go on a walking tour with me during his holidays.

Yours truly,

"PEDES."

Care *Civilian*, Box 484, Ottawa.
Ottawa, July 4th, 1914.

NEWS OF THE OTTAWA C. S. ASSOCIATION.

The regular meeting of the executive was held in the club rooms on Tuesday evening, June 30th.

The executive will continue to hold the regular monthly meetings throughout the summer months. This is contrary to the practice of previous years, but owing to the exigencies of the present year and in the interests of the Service, the executive desire to remain at their post so as to lose no time in studying the all-important matter of the Civil Service Bills.

Two strong committees were named to study and report upon both the Civil Service Bill and the Superannuation Bill. As the bills affect equally the Inside and the Outside Services, the Secretary of the Federation was invited to name committees representing the latter to work in conjunction with those of the Inside Service. The committees will report at every meeting of the executive the extent of their progress for the time being. It is hoped in this way to accomplish much, and, with the assistance of persons conversant with conditions in the Outside Service, to prepare comprehensive reports touching upon the whole Service.

Mr. Watson, Chairman of the Committee on Insurance, presented a very able report on the best means of awakening throughout the Service a real appreciation of Civil Service Insurance. The committee advocated the inauguration of an advertising campaign of an educational nature, to be carried on jointly by the Association and the Federation. The initiative step proposed and the central feature of the campaign until later conditions or circumstances suggest an alternative scheme, consists in bringing before the members of the Service the exceptional advantages of Civil Service Insurance by means of a folder, setting forth clearly but concisely these advantages, which will be mailed to all persons appointed after a given date. The report was adopted and instructions given to the committee to carry out the details of the scheme. The necessary financial support will be given by the Association and the Federation.

It may not be amiss to say that every Civil Servant knowing of the advantages of Civil Service Insurance should inform all his co-workers of them, and both by word and example urge as many as possible to take out a policy.

The following is the personnel of the committees appointed by the Executive to study the C. S. Bills from the viewpoint of the Inside Service:—

Civil Service Bill.—Messrs. Coats, Todd, Beaubien, Boag, Code, Dorman, Fowler,

Lisle, McNeill, McFarlane and Miss Darcey.

Superannuation Bill.—Messrs. Coats, Todd, Acland, Drake, Dougan, Hewitt, McGillivray, Sheppard, Shutt and Miss Tremblay.

CIVIL SERVICE COMMISSION.

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

1. A Physical Anthropologist in the Geological Survey Branch of the Department of Mines, Sub-division A of the Second Division, initial salary \$1,600 per annum.
2. A Ceramic Engineer in the Mines Branch of the Department of Mines, Sub-division A of the Second Division, initial salary of \$1,600 per annum.
3. A Chemist in the Ore Dressing Laboratory of the Mines Branch of the Department of Mines, Sub-division A of the Second Division, initial salary \$1,600 per annum.
4. An Assistant Accountant in the Department of Mines, Sub-division B of the Second Division, initial salary \$1,250 per annum.
5. A Keeper of Records for the Draughting Division of the Geological Survey Branch of the Department of Mines, Sub-division B of the Second Division, initial salary \$1,200 per annum.
6. A Preparator, Invertebrate Palaeontology, in the Geological Survey Branch of the Department of Mines, Sub-division B of the Second Division, initial salary \$1,200 per annum.
7. A Photographer and Custodian of Instruments in the Mines Branch of the Department of Mines, Sub-division B of the Second Division, initial salary \$1,000 per annum.

Application forms, properly filled in, must be filed in the office of the Civil Service Commission, not later than the 13th day of July next. Such forms may be obtained from the Secretary of the Commission, Ottawa.

By order of the Commission,

WM. FORAN,
Secretary.

Ottawa, 19th June, 1914.

Judge: "Describe what passed between you in the quarrel with your wife."

Man on Stand: "The plates were regular dinner size, your honour, and the teapot had a broken spout."

CIVIL SERVICE LEGISLATION.

On Bill No. 147.

The following debate, which took place in the House of Commons on May 9th, has been heretofore crowded out of these columns. It is now inserted for its peculiar interests in respect of the merit system and certain phases of Railway Mail Service life:

On the motion of Mr. Pelletier for the third reading of Bill No. 146:—

Mr. LEMIEUX: Has my hon. friend not considered the advisability of bringing all these outside clerks under the Civil Service Commission?

Mr. PELLETIER: That will not come under this Bill.

Mr. LEMIEUX: But has not the Government considered, as a matter of policy, the bringing of the Outside Civil Servants in those large offices under the Civil Service Commission.

Mr. PELLETIER: We cannot do anything for the Post Office Department unless we do it for all the departments.

Mr. LEMIEUX: What is to be the policy of the Government in the future?

Mr. PELLETIER: That is under consideration for the moment.

Mr. LEMIEUX: We have discussed this question on several occasions, and I have always understood that the day is not far distant when the Government may bring those officers under the Civil Service Commission. It would be in the best interest of the service and in the interest of the Government to do so.

Mr. BORDEN: It might not be practicable to bring them all under the Civil Service Commission in the near future, but some of them might be brought. Probably that matter will be discussed in connection with the Civil Service Bill.

Motion agreed to, and Bill read the third time and passed.

Mr. PELLETIER: This gives the information for the Bill we have passed and the Bill we are now engaged on. To raise the salaries of permanent clerks from 500 to \$600 will cost \$25,300. The total amount involved is \$129,800. The total number of persons affected is as follows: Temporary clerks who will be raised from \$500 to \$600, 89; permanent clerks who will be raised from \$500 to \$600, 126; clerks who will receive an annual increase of \$100 instead of \$50, 490; altogether, 705 people will come under the preceding Bill and the Bill we are now discussing.

Mr. LEMIEUX: Seven hundred and five will be made permanent.

Mr. PELLETIER: No, that relates to salary. The figures I have given include railway mail clerks, who are provided for by this Bill, employees in the city post offices, and in the Post Office Inspectors' offices.

Mr. G. V. WHITE: I do not wish to delay the passage of this very important Bill, but there is a matter which I think is deserving of the attention of the Postmaster General, and that is in connection with the maximum salary of the railway mail clerks. The Postmaster General is to be congratulated upon his action in increasing both the minimum and the maximum salary of those clerks. Every member of the House realizes that the employees of the railway mail service are subject to very many casualties. Employees in that branch probably run greater risks than in any other branch, and I am pleased to see that the Postmaster General has seen fit to recognize the railway mail service by raising the minimum and maximum salaries. I would like to have seen my hon. friend the Postmaster General go a little further and make the maximum salary \$1,500 instead of \$1,400. I have in mind the case of a railway mail clerk who lives in my town, who

was appointed to the service in 1884, and it was only last year, after being thirty years in the service, that he reached his maximum. However, the present legislation making the annual increase \$100 instead of \$50 will enable clerks in this particular branch to reach their maximum much more rapidly. I should be glad if the Postmaster General could see his way clear, if not this session, perhaps at the next session of Parliament, to make the maximum \$1,500 instead of \$1,400.

Mr. KNOWLES: I wish to bring to the minister's attention a matter that has been the subject of a resolution of the Association of Railway Mail Clerks in my own city. Among other things, they asked the department that they might use their good offices to secure for railway mail clerks transportation privileges while they are on their holidays.

I am told that the employees of the express companies get this privilege to which I am referring. The department might accomplish this end, if in no other way, by allowing railway mail clerks to travel in the mail car itself, which would not do any harm inasmuch as the men engaged in that service might very well be trusted to travel in the mail car.

Mr. PELLETIER: My hon. friend certainly overestimates the power which the Postmaster General has with the railways. If he could only have been present at the numerous interviews which were held in order to come to a settlement of the vexed question of the increase of the rates he would have known that the railway companies are not so willing to give the Post Office Department stand they even contended that we had no right to send a second clerk on duty on the postal car, and that if we did so we had to pay for his favours as he supposes. I understand. My hon. friend sees that instead of giving us passes for the

railway mail clerks going away on their vacations, they are so exacting in that respect that we would have very little chance of securing such a concession. We had to take the stand that the railway mail clerks who were on the mail car on duty should not be called upon to pay anything for their passage. The railway companies will not give the railway mail clerks passes for their vacations, and I would not ask for them. I do not think it is a fair or reasonable request. I have received the request from the railway mail clerks to which my hon. friend has referred. I think all my employees will give me credit for doing everything that I can for them, but this is a request that it is not in my power to grant.

Mr. KNOWLES: If the Post Office Inspectors, the Assistant Post Office Inspectors and the Railway Mail Superintendent have passes, why should not these much more poorly remunerated clerks get the same privilege?

Mr. PELLETIER: That is on duty.

Mr. KNOWLES: But they have annual passes. The minister, of course, has the power, if he would only consider the request reasonable. I would ask that the men who are so closely connected with the transportation system, and whose lives are imperiled in the discharge of their duty, should have the same privilege that every person else has who is connected with transportation: that is, an annual free trip.

Marooned in the Arctic Ocean.

George S. Malloch, B.A., B.Sc., Assistant Geologist, of the Geological Survey, who went to the Arctic regions as a member of the Stefansson exploring expedition, is one of the members of the party now marooned on Wrangel Island, off the northeast coast of Siberia, as a result of the destruction of the steamer "Karluk."

MANITOBA RAILWAY MAIL CLERKS' ASSOCIATION.

The regular monthly meeting of the above Association, postponed from Saturday, June 6th, on account of the death of Mr. J. K. Faija, was held on Saturday, June 13th, Mr. W. McPherson in the chair.

The minutes of the last meeting were read and confirmed.

The Secretary read letters from the different western Associations, and also from the Western Federation re passes, joining Dominion Federation, and revising of by-laws.

The Secretary read a letter from Mr. F. Grierson, Secretary of the Civil Service Federation, Ottawa, urging upon the clerks the advisability of their joining the Civil Service Federation.

The Secretary also read a letter from Mrs. Faija, thanking the Association for their kind letter of sympathy, and for the gift of flowers.

Mr. Dennehy gave the conclusions come to by the committee appointed to look into the advisability of joining the Civil Service Federation. It was the unanimous decision of the committee that we should join the Federation, but thought the matter should be brought before the Western Federation for thorough discussion at a meeting called as soon as practicable. They did not think it wise that each division should go straggling in separately, but come to a unanimous decision to join, and then enter the Civil Service Federation as separate units.

Mr. Harris moved, and Mr. Dennehy seconded, that the Secretary be instructed to write Mrs. Faija that any help this Association can give in regard to any matter in connection with the death of our late brother, Mr. Faija, would be freely given.

Moved by Mr. Harris, and seconded by Mr. Hooper, that the Secretary be instructed to endeavour to obtain

definite information re proper standing of Railway Mail Clerks in connection with the railway companies, also as to whether there is definite instructions with regard to position of mail car on train.

Moved by Mr. Dennehy, seconded by Mr. Hooper, that Mr. Haney be asked to call a meeting of the Western Federation as soon as possible to discuss several matters of importance.

Moved by Mr. Hooper, and seconded by Mr. Lappin, that a basket picnic be held in Assiniboine Park on Tuesday, June 23rd, and that the following be appointed a committee to make arrangements for same: Messrs. Cyr, Hooper, Youhill, Lappin, Chislett, Harris, Grant and Borland.

Moved by Mr. Lappin, and seconded by Mr. Hooper, that Mr. Grant be asked to fix date of boat trip, and that arrangements for same be made later.

Meeting adjourned until July 4th.

BRIDGEBURG, ONT.

Co-operative Store Needed.

(By Garret O'Connor.)

The village of Bridgeburg, — though only a commonplace railway centre, with 2,000 population, — is an expensive place for the ordinary toiler to live in. The village is prosperous owing to the high wages paid to railway employees. The stores do a monthly credit business, not five per cent. of the people paying cash for their commodities. On account of our proximity to Buffalo, N.Y., much money is spent in that city, which is very natural, as one can purchase everything needed there at moderate cost. There is not much variety to be had in our stores, and prices are high—very. Rent is also high, board for young people likewise. One hears much grumbling

from time to time about the general high cost of living here, and the want of variety in the stores, all of which are of the "general" variety—or almost all. There are some fifty or sixty Railway Mail Clerks, Customs Officers and Immigration Officers in the village, and the Customs Officers have a branch of the Civil Service Federation. To the officers of this Society I would say: Would it not be wise, for economical reasons, to have a co-operative Civil Service store established in this village, where goods of all kinds could be obtained at the lowest possible cost? I think it would. If such a store could not be immediately established, could not arrangements be made with some storekeeper, in return for the exclusive custom of all the Government employees in the village, to supply all kinds of goods, for cash, or cash in 30 days, at favourable prices?

I venture to suggest that a meeting of all the Civil Servants in the village be held to discuss this matter, at which a committee could be appointed to obtain data.

DISFRANCHISING CIVIL SERVANTS.

The following letter, published in the Ottawa "Citizen," will interest Civil Servants in all parts of Canada:

Editor "Citizen": In the discussion of the Civil Service Bill in the House of Commons on June 10th, an hon. member advocated the disfranchisement of Civil Servants, to the accompaniment of mild applause. If adopted, how far would this principle have to be carried? The organ of the Service, *The Civilian*, states that there are 40,000 persons permanently employed by the Government, and 20,000 persons in partial or temporary employment, making 60,000 in all. The vast majority of these are voters. Nearly 10,000 of this number are Government Railway employees. Now, it has been seriously argued in the present session that Government ownership of transportation facili-

ties might be a desirable policy. According to official railway statistics, there are about 180,000 railway employees in Can-

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Objects seen near the edges of flat lenses are distorted, but the deep curve of toric lenses prevents this and gives you a large, clear field of vision. Toric Lenses are a vast improvement. Let us show them to you.

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ada, or 170,000 on company-owned roads, and this number is rapidly increasing. When Government ownership of railways becomes an accomplished fact—as it some day will—the number of Civil Servants to be disfranchised will be at least 230,000 persons. As public utilities, telegraphs, telephones, express, hydro-electricity, etc., pass more and more under state operation, thousands more will be subject to disfranchisement. It may even happen that the voters left will be a minority of the population. A careful study of economic tendencies shows that to advocate disfranchisement of Civil Servants is an absurdity.—CIVIL SERVANT.

JOHN FAIJA KILLED.

On Saturday, June 6th, Mr. John Faija, Railway Mail Clerk, Winnipeg, was killed on the C. N. R. mail line a few miles east of Kamsack, Sask. Train No. 2 came into head-on collision with a freight train.

Three pretty little children, the oldest nine, munched candy on the steps of their grandmother's home, 53 Cathedral avenue, at Winnipeg, on the morning of June 7th, and played about the house, little realizing that their father had been taken from them by the wreck near Kamsack. They knew that their mother had been crying all morning, and that she had to be taken from their home at 97 Matheson avenue to their grandmother's. But they had only been told that their father was hurt, and did not appreciate the fact that there was something serious. They were the three children of J. H. K. Faija, Mail Clerk, killed in the C. N. R. wreck.

Mr. Faija was 35 years of age. He was born in England and lived in London until 12 years ago, when he came into an inheritance and moved to Canada. Ten years ago he married Miss Margaret Cory, sister of W. W. Cory, Deputy Minister of the Interior at Ottawa. Seven years ago he entered the Royal Mail Service as clerk. His three children are: Florence, aged 9 Harry, aged 7, and

Ethel, aged 5. Besides his wife, he has one sister, Mrs. Kent, 238 Martin avenue, Elmwood, and another sister and two brothers in England.

Mr. Faija was a member of the Manitoba Branch of the Western Federation of Railway Mail Clerks. He was of a most agreeable and retiring disposition, and was beloved by the boys of the travelling Post Office.

At the meeting of the Manitoba Railway Mail Clerks' Association, held on Saturday, June 6th, a standing vote of sympathy was passed to the wife and family of the late Mr. J. K. Faija. The secretary was instructed to forward same to Mrs. Faija, and also make arrangements for the sending of floral tributes to be placed on the casket. Out of respect for their late comrade, the meeting adjourned until June 13th.

ELECTED OFFICERS OF ROYAL SOCIETY.

Duncan Campbell Scott, Deputy Superintendent General of Indian Affairs; C. Gordon Hewitt, Dominion Entomologist; D. B. Dowling, of the Geological Survey, and Louvigny de Montigny, of the Senate translation staff, were honored by election to office at the recent annual meeting of the Royal Society of Canada in Montreal.

Remarkable Transformation.

Two old friends, Mr. Saw Wood and Mr. John Stone, met on the street one day, and while they chatted pleasantly together a young, fine looking and stylish woman, with the latest wrinkles in fashion, including an extensive slit in the skirt, passed by.

Stone turned to Wood, Wood turned to Stone, and then both turned to rubber.

To
 all whom it
 may concern, be
 it known that the
 Government of Canada
 will insure the life of healthy
 employees occupying permanent
 positions for an amount not exceeding
 \$5,000 payable at death only. Premiums
 may be paid in one single payment, for a term of
 years or throughout life. The premium if payable
 for a term of years or throughout life may be paid
 annually, half-yearly, quarterly or monthly, deductible from the monthly salary
 payment. On retirement from the service the policy-holder may continue his policy
 in force by paying his premiums regularly ; or if the policy has been two years in
 force the full reserve may be had as a surrender value, or it may be applied to
 purchase a paid-up policy.

Specimen premiums are given below :

Age nearest birthday.	Single premium per \$1,000.	Premiums payable annually per \$1,000 for			
		10 years.	15 years.	20 years.	All life.
20.....	149 70	19 71	15 14	12 98	9 97
5.....	168 85	22 27	17 13	14 72	11 50
30.....	194 01	25 70	19 82	17 07	13 63
5.....	223 67	29 79	23 04	19 92	16 31
40.....	259 25	34 75	27 02	23 48	19 81
5.....	303 35	41 13	32 22	28 24	24 65
50.....	354 82	48 93	38 77	34 42	31 13
5.....	414 32	58 68	47 33		40 04
60.....	480 76	71 07			52 41

Compare the above premiums with the lowest rates offered by insurance companies licensed to do business in Canada. Kindly show this to your fellow-employees. If you desire fuller information detach the lower portion of this card and mail to the

SUPERINTENDENT OF INSURANCE, OTTAWA.

(This card is sent to you by the Civil Service Federation of Canada in co-operation with the Civil Service Association of Ottawa).

To the Superintendent of Insurance,
Ottawa, Canada.

Dear Sir—

Will you kindly forward to me an Application Form for Civil Service Insurance together with any other information you may have bearing on the matter. I occupy a permanent position and

I contribute to Superannuation Fund No. 1.....
 “ “ “ “ 2.....
 “ “ Retirement “
 “ “ none of the above Funds, but am employed permanently.....

Mark X

Name
 Home Address
 Departmental Address.....

NOTES C. S. CLUB OF OTTAWA.

The following candidates for membership were balloted for on Monday, July 6th, 1914, and elected:—

Ordinary Members.

- A. Beaudry, Transcontinental Ry. Commission.
- A. J. Cawdron, Justice Dept.
- S. J. Robins, Interior Dept.

Associate Members.

- Arvid Johnson.
- A. F. McLaren, M.D.
- A. E. Mahood, M.D.
- A. T. Shillington, M.D.
- R. K. Slater.

**POST OFFICE DEPARTMENT
ROOM IN ST. LUKE'S
HOSPITAL.**

Those of the Post Office Department who so kindly and generously donated their money towards the furnishing of a room in the new wing of St. Luke's Hospital will be glad to learn that the amount collected reached in the neighbourhood

of \$200.00, and Mrs. J. C. Powell, of the Money Order Branch, wishes to take this opportunity of thanking all those who so willingly contributed towards making her list such a success. The room will contain a brass bed and mahogany furniture, and will be called "The Post Office Department Room."

EXUBERANCE.

To the Editors of *The Civilian*:

I have just received and skimmed through the issue of 12th June.

It is a corker! I compliment and congratulate you—and congratulate the service through you—upon the whole performance. How the blazes can any Civil Servant think that he can get along without the paper?—or that the Service can get along if the Service, including himself, does not support the paper? This one number, in my opinion, justifies the existence of *The Civilian* for twenty years.

Bully for you!

ENTHUSIAST.

Toronto, June 23rd, 1914.

Personals.

The following list includes changes in the personnel of the service during the month of May, 1914, as far as obtainable. The term Division (Div.) applies to Inside Service only:

Appointments.

Agriculture Department.—John A. McClary, Superintendent Experimental Farm, Lennoxville.

Customs.—The following preventive officers to Board of Customs: R. E. Bennett, W. H. Courtney, H. A. Fillon, H. A. Cleary, A. H. Woods, S. H. Ogden, L. Pare, M. Rheume, Geo. W. Perrier, W. Grannan.

The following preventive officers: C. L. Bendelar, Regina; C. A. Rousseau, St. Hyacinthe; C. W. Fox, Owen Sound; A. H. Lee, Bridgeburg; R. M. Davies, Vancouver; T. H. Wootton, Vancouver; Jas. Turner, Montreal; H. Currie, Vancouver.

Customs.—G. Begin, Assistant Appraiser, Montreal; Geo. Haldimand, Assistant Appraiser, Montreal; W. D. Fisher, Collector, Three Rivers; Geo. F. Bryan, Collector, Winnipeg.

Inland Revenue.—A. C. Morrison, Assistant Inspector Gas and Electric, Ottawa; Louis Feik, excise, Guelph; John Frizell, excise, Kingston; A. G. McMartin, excise, Perth; B. K. Allen, excise, Belleville; R. S. Meighen, excise, Perth.

Interior.—G. H. A. Collins, Div. 2B, Topo. Sur.; Miss A. M. Traveller, Secy. Beh.; Albert Birchall, Div. 2B, Topo. Sur.; E. R. Harvey, Div. 2B, Ry. Lands; Hugh Powers, Messenger, Inside.

Marine and Fisheries.—Geo. L. Harris, Div. 2A, Asst. Supt. Fisheries; A. C. Andreson, Div. 2B; Fred. Smith, Clerk, Quebec.

Post Office, Outside.—Alph. Comeau, Class 2A; John Kerr, Moose Jaw, recalled; E. C. King, Calgary, recalled.

Post Office, Inside.—Miss M. L. Dubois, Sorter; Alfred Cote, Packer; A. V. Brooker, Packer.

Public Works.—Domitien Robichand, Div. 2B; Miss N. A. Keating, Div. 3B; J. A. Lynch, Div. 3B.

Department Railways and Canals.—D. B. Pratt, Div. 3B.

Secretary of State.—L. J. Derocher, Div. 3B.

Promotions.

Inland Revenue.—Wm. Caven, to Inspector Tobacco Factories, vice H. Lawlor, deceased.

Justice.—John McLeod, to Dep. Warden, Alberta; R. Wyllie, to Dep. Warden, Saskatchewan.

Post Office.—The following in Mont-

real; P. R. de Cotret, to Class 3A; L. Forest, to Class 2A; Jos. Valiquette, Sr., to Class 2A; Jos. Lamere, to Class 2A; C. Germain, to Class 1A; C. A. T. Leduc, to Class 1A; O. Dumont, to Class 1A; A. Grenier, to Class 1A; E. A. Lamoureux, to Class 1B; E. de Rostaing, to Class 1B; D. F. Hurteau, to Class 1B; J. A. A. Mayer, to Class 1B; S. M. Traynor, to Class 1B; C. E. Mongenais, to Class 2B; L. Germain, to Class 1B; W. Burke, to Class 1B; J. R. A. Lamoureux, to Class 2A; J. J. Emond, to Class 2A; J. A. Cardinal, to Class 2A; J. B. A. Sylvain, to Class 2A; U. Yelle, to Class 2A; J. E. W. Prevost, to Class 2A.

Post Office.—C. F. X. Dupuis, Letter Carrier, Montreal, to Class 3A; J. W. Morin, Letter Carrier, Montreal, to Class 3A; Geo. H. Saunders, Messenger, Victoria, to Class 3B; Miss K. Mahon, Victoria, to Class 3A; F. H. Parsons, Victoria, to Class 2B; E. H. Blackmore, Victoria, to Class 2B; H. W. Adams, Victoria, to Class 2B; W. C. Hartnell, Victoria, to Class 2B; A. S. Deaville, Victoria, to Class 2B; R. T. McKay, Victoria, to Class 2B; H. L. Osterhout, Calgary, to Class 3A; Mrs. H. J. Flach, Hamilton, to Class 3A; Miss Y. Talbot, Quebec, to Class 3A; J. E. E. Bilo-deau, Quebec, to Class 2B; Mrs. C. E. McKay, Ottawa, to Class 3A; E. Duguay, Ottawa, to Class 2B; W. J. P. Cantwell, Ottawa, to Class 2A.

Post Office.—The following Letter Carriers, Quebec, to Class 3A: J. E. Cote, L. R. Gervais, L. P. Sauterre, T. R. Augers, J. A. Hamel, J. P. L. Bedard, H. Gagnon; G. Thompson, Toronto, to Class 1B; F. M. Shannon, St. John, to Class 3A; C. C. McGrail, Kingston, to Class 1A; R. W. Fowler, to Div. 1B, Private Secretary.

Transfers.

R. S. Stark, from Customs, Winnipeg, to Nanaimo; Geo. J. Maclean, from Interior Outside to Inside Service; Jos. Emile Deslauriers, from Interior Outside to Inside Service; Capt. H. St. G. Lindsay, from Marine Inside to Outside Service; H. T. Armstrong, from Dead Letter Office, Ottawa, to Regina; F. A. Knauf, from P. O. D. Outside, Kingston, to Inside; H. Gross, from office aud. general to accountant, the Senate; M. C. Acker, Customs, Lunenburg to Halifax; Geo. H. Flood, from St. John Outside to Inside Service, Marine Dept., to be Purchasing Agent, vice Cecil Doure, resigned.

Superannations.

James Sherritt, Customs, Montreal; W. A. Mundy, Letter Carrier, Hamilton; Jos. Teck, Lockman, Granville; F. R. O'Connor, Customs, St. John; W. A. Dougherty, Customs, St. John; S. B. Jameson, Collector Customs and Inland Revenue, Regina.

Resignations.

Customs.—Jas. H. Ellard, Toronto; A. B. Rannard, Winnipeg; W. J. Fitzpatrick, Inside.

Interior.—D. E. Chartrand, O. E. Fournier, J. F. Fredette, Jas. Hill, J. A. Shirley King, L. N. Wadlin, Topo. Surveys; Geo. A. Grey, Immigration; Miss Thirza Cook, Ry. Lands.

Justice.—E. H. Cummings, Dep. Warden, Alberta.

Naval Service.—Miss M. O. Bastedo.

Post Office.—Geo. C. Oakley, Ry. M. Ser., Calgary; N. J. Adams, Saskatoon; Miss J. M. Peacock, Calgary; J. B. Reeves, Moose Jaw.

General.

Dr. W. F. King, Chief Astronomer, is on a trip to the Pacific Coast to inspect survey operations and visit the site of the new Observatory at Victoria, B.C.

G. Bogue Smart, Superintendent of Juvenile Immigration, has sailed again for England.

The marriage was celebrated on June 22nd of Arthur H. Hinds, of the Senate staff, to Mabel G., daughter of Mrs. M. Abbott.

H. H. S. Nutting, formerly well known as a Civil Service athlete, who has been in the West for several years, is again in Ottawa.

The Auditor General and Mrs. Fraser and family are holidaying in Prince Edward Island.

J. G. McPhail, of the Department of Marine, has returned from an official trip to Manitoba.

John E. Spero, of the Department of the Interior, was married on June 29th at Prescott by Rev. Mr. Commerford, to Ruby, daughter of Mr. and Mrs. Alexander Robinson, of Maynard, Ont.

The marriage was celebrated at Ottawa on June 23rd of William Thomas Urquhart, of the Department of Customs, to Meda Jean, second daughter of Mr. and Mrs. Robert Young. The ceremony was performed by Rev. T. J. Thompson.

After a service of 21 years at Campden, Ont., as Postmaster, D. Albright retired from the position at the end of June. Mr. Albright is in his 81st year.

R. S. Stronach, of the Dominion Parks Branch, is on a business trip to the West.

A. Goldwyer Lewis, of the Department of Militia and Defence, and Mrs. Lewis, are on a trip to the Old Country.

James White, Assistant to the Chairman of the Commission of Conservation, has left on a trip to the Old Country. On Friday Mr. White was presented by his staff with a very handsome pair of binocular glasses as a token of the esteem in which he is held by those under him. Dr. Hodgetts made the presentation, and in

doing so conveyed to Mr. White the best wishes of those present for a safe and pleasant journey and a return in improved health. Mr. White replied and thanked the staff for their kind remembrance and good wishes.

Mr. T. C. Boville, Deputy Minister of Finance, and Mrs. Boville have left for Hubbard's Cove, Nova Scotia, to spend a holiday.

Obituary.

Lieut.-Colonel George T. Evans, Inspector of Inland Revenue for thirty-four years, died in Toronto on June 19th, after an illness of several weeks. He was fifty-nine years of age. His military life was spent in the 36th "Peel" Regiment, with which he was connected for thirty-seven years. He retired from the command of the corps in 1899.

Herbert Joseph Featherstone, formerly of Munster, Ont., and brother of J. W. Featherstone, of the Department of Public Works, died suddenly at Kinistino, Sask., aged thirty-four years.

Athletics.

An event which interested many residents of the Capital recently was the 200-mile canoe race which started at Mount Laurier, near the head of the Lievre River, and terminated at the Island of Montreal. Two teams of Ottawa men competed against the six other entries, and one of them, consisting of Thompson and Gamble, of the Rideau Canoe Club, finished first, and won the handsome trophy.

It was a hard fight from start to finish, and the winners deserved their honours. Several times the Ottawa men, who were much lighter than most of their opponents, fell behind, but they stuck to their task with great determination.



The summer season is now at its height, and tennis, baseball, cricket and golf are in full swing.



The Canadian oarsmen at Henley have again failed to "bring home the bacon," although the Winnipeg eight

and Dibble, of Toronto, each won a heat in their respective races. Henley is, indeed, a cosmopolitan centre. For years the Dutch oarsmen have been to the fore, but this year an Italian has been showing his prowess, our own Dibble having been vanquished by this old Roman of the unpronounceable name.

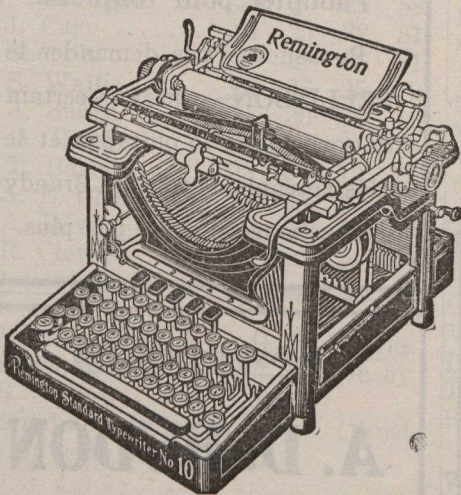


The Ontario Lawn Bowling Association tournament is on at Niagara

Falls this week. Rinks representing the Ottawa bowling clubs, and composed largely of Civil Servants, are taking part in the competitions.



The Ottawa Association rink is composed wholly of Civil Servants, as follows: R. R. Farrow, skip; J. L. Payne, Fred. Shannon and Harry Edwards.



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INTERIOR DEPT., RIFLE ASSN.,
OTTAWA.

Scores for Saturday, June 27th.

	200	500	600	
	yds	yds	yds	Tl
A. A. Cohoon	32	34	34	100
J. M. Roberts	30	33	32	95
J. L. Crawford	30	32	31	93
R. Callander	31	34	28	93
A. E. Shore	32	30	30	92
H. R. S. Gow	31	32	27	90
W. A. Purdy	32	33	25	90
F. W. Brander	30	28	31	89
A. W. Joanes	33	26	30	89
W. Thompson	30	30	28	88
J. J. Carr	24	25	32	81
P. Sherrin	26	29	26	81
G. S. Wallis	28	26	25	79
A. J. Smith	25	30	23	78
W. A. Birchall	25	29	21	75
N. T. Barry	28	34	13	75
C. A. E. Clendinnen	23	25	23	71
E. A. Devitt	26	32	11	69
H. R. Clewes	19	22	24	65

Dessert spoon for century, A. A. Cohoon.

Spoon presented by G. S. Sparks to novice scoring his first 80, won by H. R. S. Gow.

Canadian Rifle League (third match) team score, 919.

Scores for Saturday, July 4th.

	200	500	600	
	yds	yds	yds	Tl
E. Turcotte	31	32	33	96
F. B. Inkster	29	30	34	93
W. A. Purdy	32	34	27	93
C. V. Shannon	31	30	31	92
J. J. Carr	30	33	29	92
R. Callander	31	30	30	91
P. A. Wood	29	33	29	91
A. A. Cohoon	32	31	28	91
A. E. Shore	30	31	29	90
W. Thompson	30	35	24	89
J. M. Roberts	30	29	28	87
C. Olmsted	30	29	28	87
H. R. S. Gow	28	28	29	85
A. W. Joanes	31	26	27	84
P. Sherrin	29	29	26	84
E. A. Devitt	29	32	21	82

F. W. Brander	29	26	26	81
C. W. Hull	25	26	27	78
W. A. Birchall	26	25	25	76
J. F. Maunder	27	25	24	76
J. H. Corry	25	27	22	74
H. R. Clewes	24	20	26	70
C. A. E. Clendinnen	24	18	27	69

Spoon winners: First class, E. Turcotte; second class, J. J. Carr; third class, R. Callander.

Canadian Rifle League (fourth match) team score, 918.



The Ottawa Baseball League is supplying a good article of ball this year. Some fiercely contested matches have taken place.

The Customs and Interior teams played a 12-inning draw on June 8, which terminated at 7.45 p.m.. On July 6th they met again. This time the Interior team won.

The standing of the league on July 7th was as follows:—

	Won	Lost	Drawn
Customs	4	0	1
W. Block	3	1	0
Interior	2	2	1
Trans. Ry.	1	3	1
Post Office	0	4	1

WROTE 126 WORDS A MINUTE
FOR HALF AN HOUR.

At the world's championship type-writing contest, held at the Toronto Business Show, Miss Margaret Owen, of New York, the holder of the championship, maintained her supremacy, writing 126 words a minute for half an hour. Miss Bessie Fieldman, also of New York, who formerly made a record of 127 words, failed to repeat her performance, coming third, with 122 words. Miss Rose Fritz, of New York, was second, with 122.3 words. A new Canadian record was established by Fred Jarett, of Toronto, his previous record was 99 words, but last night he succeeded in writing 104 words a minute.

THE COMMISSION ON THE IMPERIAL SERVICE.

London Truth has this to say about the above Commission:—

“The Report of the Civil Service Commission is a costly fiasco. The university man retains his virtual monopoly of the higher, or ‘administrative’ positions, and labour is comforted with the inexpensive reflection that there ought to be more scholarships for poor men’s sons. The women are told plainly that the Civil Service does not exist for them, and retirement on marriage is to be strictly retained. A few words about equal pay for equal work and no more political jobbery complete the results of the inquiry, which, for some unknown reason, declined to report upon the vexed problem of the political rights and the trade union activities of Civil Servants.”

The Civil Service Gazette says:—

“The Report of the Royal Commission certainly contains some inexplicable features; for example, the paragraph which has been so widely commented on in the press, in which the all-round efficiency of women is compared unfavourably with that of men, appears, on careful examination, to represent the view of a minority of the Commission, although it appears in the body of the Report! There were sixteen members, the Chairman having a second (casting) vote. From the passage containing this paragraph, eight members of the Commission dissented. This makes a majority of nine to seven against the paragraph, the Chairman’s second vote, of course, not coming in. How, then, does it come about that an expression of opinion to which nine out of sixteen members of the Commission objected, appears notwithstanding, in their Report?

* * *

“By far the most important part of the Report of the Royal Commission on Civil Service Appointments is that which deals with the prevention of jobs. There are many high positions to which men have been appointed who have had no training in the Civil Service, and who have never done anything to suggest that they are endowed with talents so brilliant that the country must secure them at any cost. We need not give specific instances; but to everyone who casts his mind back over the last few years several will readily occur.

* * *

“Civil Servants have been made to feel that to put a Minister under a personal obligation is a far more certain road to the best-paid billets than to give lifelong service to the nation. We can only hope

that if the recommendations of the Commission are adopted they will check this growing evil. The Commission advise that where it is thought necessary to go outside the Civil Service for the filling of some important post, the Minister responsible shall be required to lay before Parliament the name, qualifications, and previous career of the person he has appointed or proposes to appoint. It would be easy to mention cases in which the Minister would have found it difficult to comply with this requirement without making both himself and his protégé supremely ridiculous.”

BAD 'PHONE MANNERS LOST ORDER.

A certain textile house in this city lost a \$3,500 order yesterday through a display of bad telephone manners on the part of the girl in charge of the house switchboard. According to the buyer, he called up this house rather early in the business morning and asked to speak to the manager. The girl had evidently been instructed to take the names of persons calling but had not been told how to do it. Instead of asking “May I have your name?” or “Who is speaking, please?” she demanded sharply, “Who are you?” To this the buyer said he answered: “I’m a man who is through buying from your house as long as you are there.” He said that he was not going to ask her discharge, but that he was going to buy somewhere else until the house got a girl who knew that “the voice with the smile wins.” — “The Gregg Writer.”

RED TAPE.

In giving vent to his feelings on his discharge, an old soldier wrote to his late colonel:—

“Sir,—After what I have suffered, you can tell the Army to go to hell.”

In due course he received the following:—

“Sir,—Any suggestions or inquiries as to movements of troops must be entered on Army Form 123 XLZ, a copy of which I enclose.” — “The Regiment.”