

THE CIVILIAN

VOL. VI.

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No. 4

“Straight Pensions.”

The Civilian of May 30th contained a statement issued by the C. S. Retirement Association of the United States in favor of “contributory superannuation.” Hereinunder is published a letter received from Mr. George T. Morgan of the United States Mint, Philadelphia, defending the doctrine of “straight pensions” or “non-contributory superannuations.” These opposing views are being earnestly debated by the members of the service in the States at the present time. In The Civilian of June 27th will appear an article dealing with these phases of the retirement problem to be contributed by an acturial expert. It will be shown that the foregoing terms applied to superannuation are not absolute but interchangeable and the exposition promises a clear elucidation of a complicated subject.

To the Editors of *The Civilian*:

I notice in your issue of May 2nd that you say with reference to the bill introduced into the Ontario Legislature that you commend the contributory system.

I do not believe that a contributory system of pension is best either for the Government or the employees. Let me ask you to give your reasons for your preference and if you will bear with me I will present a few facts that have had weight with me in forming my opinion in favor of a straight pension and against a contributory system.

Most of the great railroads in the United States, more than a score of them, employing all told nearly one million people have pension systems and all of them are non-contributory.

The officers of the Pennsylvania railroad tell me that they studied this matter for ten years before establishing their system and that after careful deliberation they decided that a non-contributory plan was the best.

The P. R. R. pension system was established in 1900 and the Controller tells me today that they have no intention of making a change. On

the P. R. R. plan nearly all the other railroads have founded similar systems.

Many large corporations and large manufacturing plants in the United States have pension systems. These corporations employ more than a million workers. These pension systems are all non-contributory.

Here is the answer that I received from the United States Steel Corporation, in answer to my question:

“Why do you set aside twelve million dollars to pay your pensions? In what way do you expect to be repaid for the loss of interest on this large sum of money?”

“We expect to be repaid by the increased loyalty of our employes and the longer period of service.”

Many other large employers of labour have answered my questions in the same way. They all studied the matter carefully and then decided on a non-contributory plan.

The men who are running these railroads and large corporations are the brightest brainiest business men we have in the country. Is it not a fair assumption that they had some good reasons for their acts in establishing straight pension systems.

There are today nearly two million workers in the United States who are happy in the certainty that when the day of superannuation shall come they will be taken care of and they do not have to suffer by having any money taken from their pay envelopes to make up this pension fund.

A contributory plan as I understand it is a plan like the bill introduced into the United States Congress by F. H. Gillett of Massachusetts and known as the Gillett Bill. I enclose a copy of this bill.

In a few words the plan of this bill is that there shall be "deducted and withheld" from each man's pay each month a certain percentage which varies according to the age of the employe and the years' of service. The money so deducted is kept separate to each man's account and receives a certain rate of interest. The money so accumulated is returned to him if he should leave the service or to his heirs if he should die while in the service. If he should reach the age of retirement which is fixed at 60 years or 65 years optional, and in all cases at 70 years compulsory, the accumulated sum is used to purchase an annuity which is paid quarterly as long as he lives.

The English Government and the German Government systems are absolutely non-contributory. You will probably remind me that the French Government has a contributory plan.

The French plan as I understand it is a five per cent. flat deduction, the money so deducted going into the Treasury exactly the same as any other part of the revenue and then the pensions are paid out of the Treasury without any reference to the deduction of the five per cent. of the pay of the employes. Now if this has been in operation for more than fifty years I cannot see that this is a contributory plan. Take for example a certain position with the nominal salary of \$1,000 per annum. If no man holding that position during the last fifty years has ever been

paid more than \$950. Why is not that position a \$950 job? If the holder of that place never knew anything else but \$950 surely there is no kick coming. The French system to my mind comes under the non-contributory list.

The National Civil Service Reform League in a recent annual report said: "Some inducement must be offered to the able and ambitious young men to enter the service and stay there."

Does a contributory plan induce able and ambitious men to enter the service? Does it induce such men to stay in the service?

It is humiliating for any man to be **compelled**, without his consent, to give up part of his pay. Though it may be intended for the very best of purposes.

"Deducted and withheld" are not the words calculated to persuade a good man to come into the service. An "able and ambitious young man" is apt to say. I can take care of my own affairs. I need that ten dollars a month **now** for other purposes and may be he does if he has a wife and children.

Suppose he has entered the service and suffered the monthly deduction. He knows the money so deducted is his by right. Is it not a temptation for a restless energetic ambitious man to take that money out, leave the service, and try his luck elsewhere? You lose the very man that you should try all you can to keep in the service.

In the discussion on "limited tenure of service" in the United States Senate last year the statement was repeatedly made that fifteen per cent. of the Government servants voluntarily resigned every year.

I think the percentage mentioned is a little above the mark but I know that according to the latest census of the 300,000 employes in the classified service nearly fifty per cent. have been in the service five years or less.

What does this mean? It means an enormous loss to the Government. Mr. Arthur Williams of the Edison Electric Light Company said in a speech delivered in New York that no matter how clever a man may be the first five years of his service with the company is largely an apprenticeship. It is after that time that the company obtain the best result from his work. How much benefit therefore should we charge up to the service on account of a pension system that induces good men to enter the service and stay there? A straight pension plan is surely the best to obtain these desired results.

We have been told that railroads and large corporations adopt the straight pension plan as a cheap method to avoid strikes and to prevent men from asking for an increase of pay.

Let me refer to the experience of the Pennsylvania railroad. During the last decade, twice, the employes of the P. R. R. have made demands on the administration which were refused. The employes asked for a vote "strike" or "no strike?" Twice the answer came by an overwhelming majority it was "strike." But there was no strike, the company climbed down. During the last ten years the average pay of the employes of the P. R. R. has been increased 38%.

In the branch of the United States service where I am employed our average pay is less than it was ten years ago and we do not enjoy any kind of a pension system either contributory or non-contributory.

I most decidedly am of the same mind with the world renowned actuary Mr. H. W. Manly: "Any kind of a pension system is better than none but a straight pension or non-contributory plan is the best both for employer and employed."

GEORGE T. MORGAN.

United States Mint,
Philadelphia, Pa.,
May 10th, 1913.

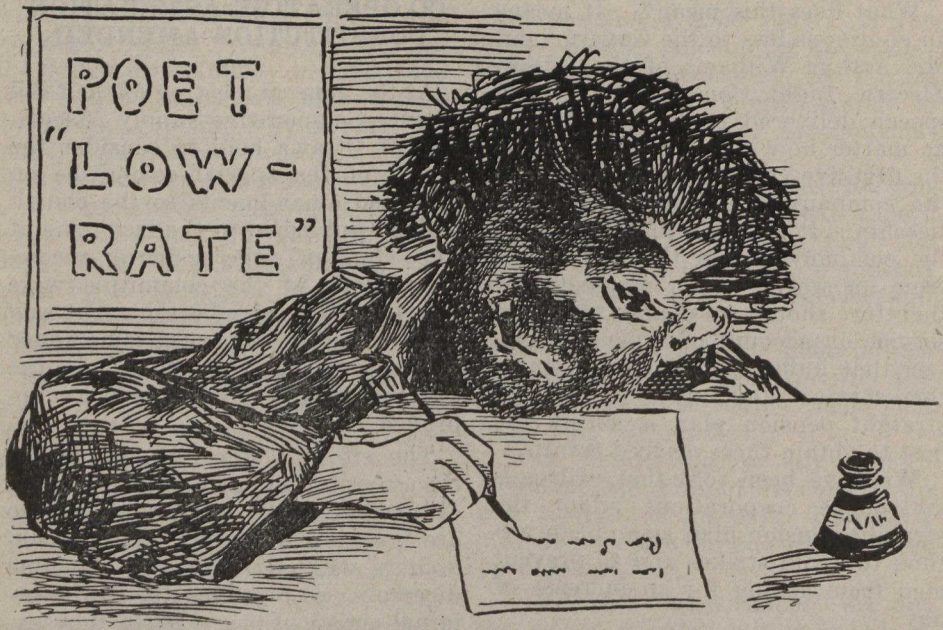
CO-OPERATIVE ASSOCIATION CONSTITUTION AMENDED.

At the general meeting of the Civil Service Co-operative Supply Association of Ottawa held to consider the report of the special committee on proposed amendments to the constitution (published in the last issue of *The Civilian*) the general recommendations of the committee were adopted. The members present saw fit to amend the report in some minor particulars, but, on the whole the findings of the committee were approved.

The effect of the amendments to the constitution is to create a class of profit-sharing stock-holders who are not civil servants. These stock-holders will elect three of the nine directors (as provided for in the original constitution). When they exceed the civil service members in number and in amount of goods purchased, steps may be taken, on petition of ten per cent. of their number, to admit them to full membership.

The meeting listened to a lengthy debate between the advocates of a wide-open organization and those who wish to preserve it as a distinct civil service concern. The new arrangement is, in effect, a compromise. If the civil servants wish to retain control, they can do so only by increasing their membership and patronage.

THIN BEYOND BELIEF. — A stalwart Irish soldier, after being on active service for some time, became greatly reduced in weight, until he was so weak that he could hardly stand. Then he was invalided home. On his arrival in England, just as he stepped off the train, one of his old friends rushed up to him. "Well, well, Pat," he said, "I am glad to see you're back from the front!" "I knew I was getting thin, but I niver thought you could see that much!" rejoined Pat.



WHEN THE GOING'S PRETTY HARD.

Have you ever watched a street-car on a very frosty day,
As it tried to gain an incline and was forced the other way?
Have you seen the wheels revolving, on the hard ice-coated rail,
When they couldn't get a grip, Friend? if so, harken to this tale.

When the street-car's load is heavy—really more than it can haul,
And you hear the motor thumping—though it doesn't move at all;
You will see a fellow running with a little pail of sand
Which he puts upon the rails, so that the wheels can get command.

Then the four wheels get a purchase, and the car glides swiftly by,
And the motor's work is lighter, though the speed attained is high;
On it rushes, with its burden, with an ease that's simply grand,
Just because a fellow helped it, with a little bit of sand.

When life's running's all on uphill, and the rails are hard to grip,
And you find you've undertaken p'raps, a rather irksome trip,
Why the finest thing to help you draw your load, in all this land,
Is a mixture—half ambition—and the other half of sand.

Life's roadway's often frozen and the going's pretty hard,
You'll oft encounter frost, boys, also granite—flint and shard,
But the back will bear its burden—and the load will lighter grow,
If you sprinkle sand beneath you, as along the road you go.

Don't sit down and say you're beaten, just because you lose your grip,
 Make up your mind to get there—though its p'raps a rotten trip,
Grit your teeth and pull the traces—give life's whiffletree a strain,
 And although the road is frosty, your load will start again.

When you find you've struck an incline and the traces start to bite,
 Put your shoulders to the collar, boys, and **pull** with all your might,
 If your feet start sliding backwards—why, you'll surely understand
 That you'll soon regain your foothold if you use a little sand.

I have travelled on life's roadway when the walking wasn't good,
 And I've drawn about as heavy loads as any fellow could,
 But I always thought of "**street-cars**" and you'll find it's simply grand
 If you follow their example, and apply a little sand.

As you draw up to the summit, and you're panting like a bull,
 Just tighten up your traces, **grunt**, and give an **extra pull**,
 And outstretched from the pinnacle, you'll find a helping hand—
You can grab it if you pull again and use a little sand.

BUCKING SNOW.

By Jack Cadden, Railway Mail Service.

Though I am no craven coward, yet I beg to introduce
 To your notice a performance that would furnish an excuse,
 If I sometimes felt the shivers crawling up my vertebra,
 Whilst I twitched a sickly snigger o'er a face as white as clay:

I refer to bucking snow,
 When its forty odd below,
 And the throttle's standing open
 Just as wide as it can go.

Yes, I'll own, nor blush to say it, that I show the yellow streak
 When we're hiking through a blizzard o'er the prairies black and bleak,
 When the headlight's on the hummer and the drift is on the rails,
 And we're waiting, always waiting, for the bump that never fails.

Beastly business, bucking snow
 When your nerves are all ago,
 And the presence of the grab-rods
 Is the only balm you know.

It's hard to quit the gravel for the comforts of the ditch,
 When, for just a single moment all creation starts to pitch,
 But I'd ten times rather have it, (though you'll say its going some),
 Than to sit and hold the air-brake, heading straight for Kingdom Come!

So I "pass" at bucking snow,
 It's a game that's far from slow,
 But it has its little drawbacks,
 And I guess I ought to know!

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to the Civil Service are invited and will
receive careful consideration.

Ottawa, June 13, 1913

TO THE OUTSIDE DIVISION.

The Civilian regrets a dearth of news from points outside of Ottawa. The editors have written specially to friends in the Outside Service in regard to this important feature. In order to treat of matters and points of view elsewhere than in Ottawa, material and data are required. The editors desire subscribers and all readers of *The Civilian*, especially members of the executive and delegates of the federation to assist in making *The Civilian* the journal of the whole family of civil servants and not of any particular portion. Not infrequently do we hear that we pay too much attention to the Ottawa service. If such is the case, the discrimination is not intentional and is much regretted for we have received much kindness from the Outside Division. Geography favours Ottawa, but we respectfully ask our friends abroad to help us to overcome any partiality that may appear in our news columns.

NOISY OFFICES.

"Noise begets noise" is the title of a recent newspaper article, in which the employee of a large concern describes the material benefits obtained by removing the office staff from a noisy to a quiet location.

This is a lesson that the Government has to learn. The accomplishment of fully one-half of the civil servants in Ottawa is limited by the unfavourable surroundings in which they work, and similar conditions exist in government offices at other points. Bad light and bad ventilation have often been referred to. Noise is hardly less important. Some branches are located in buildings where a continuous roar of street traffic assails the clerks. Others, located in buildings having quiet surroundings, are hampered by their own noise. Numerous typewriters and adding-machines are often located in one room, to the discomfort of the clerks, the deterioration of their health and the reduction of amount and accuracy of their work. The writer is informed that, in one branch, several girls have recently broken down and become nervous wrecks largely, if not entirely, because of the deafening clatter amid which they were required to work.

This is not right. The Government is losing by such conditions just as much as the civil servants are. Sick leave, defective work and restricted output cost the country huge sums every year. A little care and common sense would undoubtedly reduce these losses. It is suggested that the Government could take a hint from the telegraph companies. Where separate rooms cannot be provided for typewriters and adding-machines, have small semi-compartments constructed for each machine and its operator. He or she would thus be relieved to a very large extent of the noise created by other machines. Some of the buildings, located on noisy up-town streets are

beyond hope,—but “that is another story.”

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INSIDE SERVICE EXAMINATIONS.

Conditions and regulations regarding examinations for entrance to and promotion in the inside service are evidently not as satisfactory as they might be. A representative of *The Civilian* visited St. George's parish hall during the progress of the recent tests and heard much dissatisfaction expressed by the candidates. Some of the principal complaints were,—

(1) The question papers cover a wider range than is described in the curriculum issued by the Civil Service Commission. Candidates are thus required to extend their studies beyond the defined limits in order to be prepared for any question that may be asked. This is particularly the case in the subjects of literature and history.

(2) Some question papers, while coming within the bounds set by the curriculum, contain several questions the proper answering of which requires so much writing that it is difficult to get all the work done in the prescribed time, and the candidate, having to write at high speed all the time, has no opportunity to revise or take any deliberate care in the preparation of his answer.

(3) The time-table, as arranged, in many cases puts two or more of the heaviest papers on one day's program. The candidate, weary in mind and body from three hours steady labor on one subject, is in no fit condition to do his best work in a three-hours' trial on a fresh subject. Discussing this point, one of Ottawa's foremost and most experienced educationists agreed with the contention of the candidates.

(4) It is unfair to judge penmanship from a composition paper. The candidate, while endeavouring to do his best possible work in composi-

tion, should not be distracted by the constant necessity of slow and careful writing.

(5) The light in the examination rooms is poor.

(6) The tables are uneven and shaky and the chairs unsuitable. Wobbling tables had to be steadied by wedges of wood or pieces of folded blotting-paper placed under the legs. The candidate whose table was in such position that he could brace it against the wall was a lucky man.

(7) Paper and ink were both poor. It was alleged that the paper in the answer-books was so porous that the thin ink spread on it in unsightly blots, harassing the candidates and detracting from the appearance of their work and their chances of good marks for penmanship.

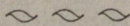
Anyone who has ever written on an examination of the general character of those provided for civil service candidates can readily understand that all the matters above referred to are of importance. They affect the opportunity and well-being of those industrious members of the service who seek to improve their status by taking the educational tests, and also those numerous outsiders who, by qualifying at these examinations, will soon be our fellow civil servants. *The Civilian* gives them publicity in the hope that the persons having these matters in charge will investigate the complaints and, if they find them well-founded, speedily inaugurate the necessary reforms.

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THE OTTAWA CO-OPERATIVE STORE.

Are Ottawa civil servants willing to allow the co-operative store, launched by their association and now brought to the very threshold of permanent success, to pass out of the realm of a civil service undertaking and become identified with the general public? It will be a sad sight to many if they do. That four

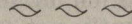
thousand civil servants haven't business acumen enough to support an enterprise like this—especially when the possibility of success has been proved—is about as hard a thing as could happen. By the changes in the constitution recently adopted the store can now recruit supporters among the public and when these outnumber and outweigh in purchases the civil servants, they are to be taken in as full members. It is therefore up to civil servants to come forward. Last year's operations netted a two per cent. dividend, which is a notable achievement under the circumstances. All that is wanted is more members and more steady customers to make the dividend eight or ten per cent. In addition many "bargains" in coal, fruit, etc., are given from time to time. To repeat: if civil servants cannot appreciate an opportunity of this kind—an opportunity of helping themselves most effectively without recourse to others—they will lay themselves open to the charge that they are lacking in the first requisite of successful effort in any body of men—the ability to stand together. Will not the civil servant who reads this and who has doubts of any kind whatever of the association, or of the way its business is conducted, or of its results, do himself and his fellows the justice to enquire of the officers or the manager and have them set at rest.



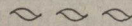
EDITORIAL NOTES.

Although the Canadian civil service is in hard luck in that no collective administrative legislation has been passed in the session of parliament just closed, there is one man to whom the whole service should render its heartfelt gratitude,—the Honourable L. P. Pelletier. Amidst the turmoil of political strife he has not failed to find time to devote to the welfare of the personnel of the Post

Office Department, long sufferers from the neglect of the past. The service and particularly the P. O. D. will surely evince in a substantial manner its pleasure at the sympathetic attitude of the Postmaster-General. In a following issue *The Civilian* will classify the benefits Mr. Pelletier has conferred upon the service.



Civil servants rejoice with the technical employees of the Government printing bureau who have received an increase of wages with back pay from June, 1912. This is just one more recognition of the fact that the monetary value of labour is constantly increasing and that the Government must raise its salary schedules to keep pace with the cost of living and the increased remunerations paid by private employers.



The Civilian congratulates Dr. C. Gordon Hewitt, D.Sc., Dominion entomologist, on his election to a Fellowship in the Royal Society of Canada. If we mistake not, Dr. Hewitt is one of youngest men who was ever entitled to write "F.R.S.C." after his name.

A Prize for John F. Berton of Customs, Ottawa.

The poet "Low Rate" sends *The Civilian* the following note:—

"The only correct answer to the 'Poet's Despair' was submitted by Mr. John F. Berton, Customs Department, Ottawa, which arrived too late for announcement in the last edition. He admits the "blend" was O.K.

'Twas Ever Thus.

Kate and the Captain went to dine
To their mutual delectation.
The meal began with consom-mé
And ended with consum-mation.

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At the Sign of the Wooden Leg

By "Silas Wegg."

Skulls, Automobiles and Donkey-Carts.

As I wandered along Sparks street the other day I came upon a window in which the skulls of various animals, the skulls of men among them were exhibited. I paused in my walk, arrested by the remark of one of the crowd gazing at the exhibit, a lewd fellow of the baser sort, to the effect that the civil servants were evidently having a day off.

I did not laugh at the joke. It was not necessary. The lewd fellow himself did enough laughing for the crowd. But his remark made me take a look at the array of skulls in the window, and I was thankful to it, just as a wayfarer is thankful to the goat that butts him over a fence into a field of strawberries. I found myself in the wonderland of reflection, for the sight of a skull always sets one thinking in a pleasant way about the things of life and death. There is nothing painfully personal in meditation upon a skull. We think of Imperial Caesar and the other worthies who are turned to clay and speak our little elegies and go to our dinners with an added zest. It is not like gazing on the face of a corpse.

After a little mental mooning among the bones I turned to go on my way when my eye was caught by a sign in the window which informed all and sundry that by the payment of one dollar each, they could ascertain what they were fitted to do. There were testimonials also from those who had paid the dollar each and were now in receipt of steady streams of soul-satisfying simoleons.

I stayed throughout the rest of my noon-hour reading those testimonials and thinking of the possibilities which a dollar, a single dollar, could turn into certainties.

If it were true, I thought, if this phrenologist behind the curtain, or those two state phrenologists, whom we call Commissioners, could find out what each one of us in the Service is fitted to do,—and then set us doing it,—what a scattering of skulls there would be, what overturning of desks and sudden cataclysms behind green-baize doors! Messengers might become Ministers and Ministers be set at running errands! I was incapacitated for steady work that afternoon, so awful did the consequences of such new knowledge of ourselves seem. I felt that a hand at any moment might seize me by the left leg and throw me downstairs into the hopeless abyss of the third division. Thank Heaven, I exclaimed, as the clock struck five, this has been a day-mare and there will be no such terribly just reorganization.

Time teaches us, too forcibly it seems, how many are the things we can't do. It is easy for any neophyte in phrenology to read the bumps we acquire. It is not so easy to read the bumps we were born with. "Ignorant of our powers from birth to death's last hours," as the poet puts it, we are like some man of the last century, say, who has been given an automobile. He does not know the secrets of the mechanism of this vehicle. But he makes some use of it nevertheless. He cuts down two stout saplings and gets himself some

rope and nails and makes shafts for the car. Then he hitches old Dobbin to the vehicle and goes up and down the countryside at the rate of six or seven miles an hour, when, if he but knew what power lay concealed within his carriage, he might be flying along the road outstripping the swiftest wind.

It is the error of lunacy to sit in a donkey cart and imagine it is an automobile. It is the error of ignorance to use a motor car as a donkey cart. That fellow across the street who thinks he has the ability to be prime minister and forgets to wait on customers who come for tape and buttons is trying to crank up a wheelbarrow. The other fellow by his side who goes on selling tape and buttons when he might be building a bridge or railroad is the fellow who hitches a donkey to his automobile.

There is use in this world, there is use in this civil service of ours for both automobiles and donkey carts. Men with initial power within themselves are needed and men without that power can be used. Most men own automobiles without knowing it. Executive ability is not so rare a thing as its exalted place in the quarterly report might indicate. But the most of it is undeveloped. Now a reorganization of the civil service should proceed along the lines of finding how many automobile owners and how many donkey cart owners there are. Then the owners of automobiles should be divided into two classes, one class including those who are willing to use their motor cars as such and the other class those who are willing to have their cars pulled along by donkeys. The members of the second class are really of less use than the owners of real donkey carts, for there is a faithfulness and docility about the latter which counts for more than the paint and varnish of the degraded cars of the former.

There is hope for a man, though, who has ability which he is not using. Let the phrenologists find the

men. It is then some one else's duty—the minister's, or the deputy minister's, let us say—to see that the men come to a realization of their value as officials.

I know this will sound strange to many of you, for you are under the illusion that the duty of a chief is to teach people to be humble, not to encourage them to be ambitious. I know that you believe that the chiefs believe that you believe that the minute the chief thinks you are capable of good work you will be pulling for more pay. Unravel that sentence and you will find concealed within it what I may call, at the expense of my metaphor, the fly in the civil servant's ointment. The civil servant knows he has a more permanent tenure of work than the outside public has, but he believes that he does not get appreciation as it is given outside.

He does not receive the slap on the shoulder very often, it is true, and the statutory increase, falling on the automobiles and the donkey carts alike, is never received as a token of praise. But there is appreciation of the civil servants' work, although no sign of it be given. The chief does care more for the automobile speed than the lazy motion of the donkey cart. I think the civil servant has a greater grievance in this, that the chiefs do not call upon the owners of the automobiles to use the powers that are within them, but let the owners hitch their machines to donkeys and so mosey along through life.

I have said in other talks and I will risk my reputation to repeat it in this talk, that the greatest of all the death dealing temptations that a civil servant has is the lure of the routine work. That is why so many good automobiles in the service ranks have shafts nailed to them with donkeys between the shafts. A donkey cart is better fitted than a motor car for the ruts.

One further amplification of our

metaphor and I am done. There is no permanent benefit to be derived from just smelling like an automobile or making a Honk! Honk! through your nose. Bluffs like that may work. They have worked. But it is not comforting to think that one is to be remembered just by his smell.

OBITUARY.

The Late Robert Sinclair.

The death of Robert Sinclair, whose interment took place Tuesday, removes from the sphere of active life one who was held in the highest esteem by all who were fortunate to be acquainted with him. For upwards of thirty-five years he was a faithful official of the Dominion Government, having been connected with the department of Indian Affairs until 1893 when he was superannuated.

The late Mr. Sinclair was possessed of a pure tenor voice and his gifts in this connection were always freely given whenever required for church or charitable objects. No one could sing Scotch songs with the fervor and sweet expression with which he rendered them.

As a member of the St. Andrew's Society, in the old days, no concert was complete without a number from "Bob" Sinclair. Those who had the good fortune to enjoy his hospitality will never forget the charm and pathos with which he recited selections from *The Habitant*, for he was equally gifted as an elocutionist.

Since his retirement some twenty years ago, he lived a quiet home life but the many old friends who remain will long cherish the memory of his kind and genial companionship.—Ottawa Citizen.

The Late Chas. T. Gibbs.

The death occurred at his residence, 337 Chapel St., at 6.30 p.m. June 8th of Charles T. Gibbs, accountant to the Senate, after a brief illness. The late Mr. Gibbs was seized with

paralysis the previous evening, prior to which he appeared to be in his usual health, and he never afterwards rallied.

Deceased was very well known to habitués of the Hill, having been in the service of the Senate since March, 1884. He was born at Oshawa, Ont., on Jan. 28, 1847, being a son of the late Hon. Thos. N. Gibbs, senator and privy councillor, and Al-mira Ash.

Mr. Gibbs was married at Ottawa in 1877 to Caroline, daughter of Philip Thompson, Ottawa. He is survived by two daughters, Miss Lilian Gibbs, Ottawa, and Mrs. J. B. McLaughlin, Ottawa. Mr. Frank Gibbs, Dominion grain commissioner, Winnipeg, and Mr. Harry Gibbs, stock-broker, Winnipeg, are brothers, and Mrs. Geo. Thompson is a sister.

* * *

The Late William Bond.

Contributed by the Seed Branch.

It is with more than ordinary regret that we record the death of William Bond of the Seed Branch staff, Department of Agriculture, at the age of 25 years.

Mr. Bond accepted an invitation to come to Canada and take the position of assistant seed analyst in 1907. He was a biologist by intuition and had devoted the best of his splendid abilities to the study at college, at the Anysome laboratories near Grange-over-Sands, England, and later at the Ottawa seed laboratory, with unusual zeal and success. When taken ill he was on leave of absence to complete his college course at Macdonald College, Que.

Mr. Bond will long be remembered by a host of friends, won by his happy combination of intelligence, genial, unselfish personality, and strong wholesome character. *The Civilian* extends sincere sympathy to his two sisters in Canada and his brother in the home land.

OFFICERS OF OTTAWA ASSOCIATION PRESENT RESOLUTION TO THE PREMIER.

On Saturday the 7th inst., the officers of the Ottawa C. S. Association called on the Right Honourable the Prime Minister to present to him a resolution adopted by the executive and approved at a general meeting of the association on the 13th May. The officers were accompanied by Mr. A. E. Fripp, M.P., for Ottawa and Dr. Chabot expressed his deep regret at being unable to attend.

The resolution is reproduced herewith to inform the service generally both Outside and Inside as to the attitude of the association. In this connection it is well to state that the scheme proposed was intended merely as a measure of temporary relief, having particularly in view the desperate position of the messengers, the lower grades and those at the maximum of the Third Division. The officers of the association presume there will be a general review of the whole service based upon the Murray report and, pending such review, presented their views in regard to the greatest sufferers as a tentative measure. The delegation were conscious of the difficulties in the way of accomplishing their wishes on account of the strenuous nature of the past session and the haste incidental to closing parliamentary business.

The Premier received the delegation with his natural courtesy and expressed his sympathy with the aims of the organization. He asked for some further information in regard to the minimum of the Second and Third Divisions and promised earnest consideration of the plea advanced.

The resolution follows:—

Ottawa, May 26th, 1913.

Rt. Hon. R. L. Borden, K.C., M.P.,
Prime Minister.

Sir:

We have the honour to submit for your consideration the following resolution,

adopted by the Executive of the Civil Service Association, and approved at a general meeting of the Association on the 13th instant.

Whereas, since the year 1908, when the present scale of salaries of the Inside Service became effective, there has been a continuous and very marked increase in the cost of living, entailing many hardships upon the employees of the Government—the increase in the retail prices of the necessaries of life in Ottawa during the past two years alone having been (according to Government statistics) in the neighborhood of 14 per cent.:

And whereas, in all employments outside the Government service there have been corresponding increases in salaries and wages since that date:

And whereas, it has been stated from time to time that it is the intention of the Government to deal thoroughly with the present conditions in the service and the various matters referred to in the report of Sir George Murray:

And whereas, the Government will apparently not have an opportunity of passing the necessary legislation for such purpose during the present session of Parliament:

Therefore be it resolved that the Government be petitioned to grant to the Inside Service a measure of temporary financial relief, pending any re-adjustment of the salary scale which may be effected by the action mentioned in paragraph three hereof, by raising the maximum of each subdivision, excepting A of the First, but including that of the Lower Grades, by the sum of \$200; and by increasing the amount of the annual increment given in the Second and Third Divisions and in the Lower Grades, from fifty dollars to one hundred dollars per annum. Such increases to be effective from 1st April, 1913.

If the above suggestion be carried into effect we believe that it would afford considerable relief for the time being, especially to those in the lower divisions of the service many of whom having arrived at the maximum of their grade several years ago, have not since received any increase of salary whatever.

To carry the above proposal into effect the Civil Service Amendment Act 1908, will have to be amended in sections 28, 29, 30, 32 and 37; and by inserting a clause for appropriating the necessary moneys for the purpose, similar to section 47 of the Act of 1908, somewhat as follows:—

“Act to amend the Civil Service Act, 1908.

His Majesty by and with the advice of the Senate and House of Commons of Canada, enacts as follows:—

1. Sections 28, 29, and 30 of the said Act are repealed and the following substituted therefor:

"28. In the First Division, the minimum and maximum salaries shall be as follows:—

"In subdivision 'A,' \$3,000 to \$4,000.

"In subdivision 'B,' \$2,300 to \$3,000.

"29. In the Second Division, the minimum and maximum salaries shall be as follows:—

"In subdivision 'A,' \$1,800 to \$2,300.

"In subdivision 'B,' \$800 to \$1,800.

"30. In the Third Division, the minimum and maximum salaries shall be:

"In subdivision 'A,' \$1,100 to \$1,400.

"In subdivision 'B,' \$500 to \$1,000.

2. Section 32 of the said Act is amended by striking out \$800 in line four thereof and by substituting therefor \$1,000, and by striking out "fifty" in line seven thereof and by substituting therefor \$100.

3. Subsection 2 of Section 37 of the said Act is repealed and the following substituted therefor:

"2. Unless the official record to be kept in the manner hereinafter set forth, shows him to be undeserving thereof, there may be given to every officer, clerk or other employee in the Second and Third Divisions an annual increase of \$100 until the maximum of his subdivision is reached."

4. All increases granted hereunder shall take effect from the 1st day of April, 1913.

5. All sums of money voted by Parliament for the financial year ending on the 31st day of March, 1914, and applicable to the payment of salaries or increase of salaries of persons in the Inside Service, shall be applicable to the payment of increases of salary granted under this Act, so far as such sums are not required for the specific purposes for which they were granted; and during the financial year ending March 31st, 1914, there may be paid out of the Consolidated Revenue Fund of Canada such further moneys as may be required for the payment of increases of salary hereunder as have not been voted by Parliament.

Trusting that the above will meet with your favourable consideration,

We have the honour to be, Sir,

Your obedient servants,

ARTHUR PARE,
President.

WALTER TODD,
Secretary.

A French composer was present at a rehearsal of some of his works, and was much annoyed at the erratic way in which the conductor of the orchestra used the baton. Stopping the band, he said to the offender, "Mistaire, zare, you would make a beautiful conductor—for zee omnibus; you vas always behind!

DISCUSSIONS IN HOUSE OF COMMONS

May 28th.

Civil Service Salaries.

Mr. BELAND: The minister has soared up from the Department of the Interior to the Department of Public Works, and if it were not more important he would have remained in his old place. I cannot see why his deputy should be paid only \$5,000 when the Deputy Minister of the Naval Service is paid \$6,000 for doing practically nothing.

Mr. ROGERS: That is only another instance of the many inequalities and anomalies in the Civil Service Act which we found when we took it over, and which I think we must find some way of remedying in the near future.

Mr. PROULX: I regret to say that the tendency is to increase the salaries of the better paid officials, of the higher officials, while the Government will employ a messenger in a department at \$500 a year. How can you expect a man to support a family on a salary of \$500 a year? The officer who gets \$5,000 a year is considered worthy of an increase of salary, and one who gets \$7,000 a year wants it increased to \$10,000 a year.

Mr. EDWARDS: A man should not have any family if he has only \$500 a year.

Mr. PROULX: I do not agree with the hon. member for Frontenac. Every man should have the privilege of getting married. Why should you penalize a man because he has not the education to occupy a higher position?

Mr. PROULX: I think the tendency is to increase the higher salaries and not to consider the officials who are not well paid. They may not be underpaid for the work they do, but still they have to live, and they have to support a family, and they should be paid enough to enable them to do so. There should be greater equalization in the salaries of the service.

Mr. ROGERS: I would like to say, that in my opinion my hon. friend the member for Prescott (Mr. Proulx) hit the bull's eye in so far as the Civil Service is concerned, at all events, in pointing out that it is impossible to employ any member of the Civil Service at a greater salary than \$500 when he first takes up ordinary departmental work. You cannot possibly get a desirable employee at any such salary as \$500, or if you do, and he starts to work in one of these departments, he is only there a few months when his qualifications are discovered by some company or individual in the town, or at some other place in the country, and he is taken away from the Government service. As time goes on the Civil Service finds that it is not in possession of the class of workers that it should have. The net result is

that we get the very worst class of employees under the Civil Service Act that it is possible for us to find; and this, in my opinion, is the principal condition which should be remedied by any change that is made in that Act. It is unfair to expect that you can get good service for any such salary as \$500, and the service would probably be better off without a person who would be willing to stay in it at that salary. That is one of the things that, I think, should be remedied. With respect to what has been said by the hon. member for Maisonneuve (Mr. Verville) and the hon. member for Bonaventure (Mr. Marcl) with reference to salary increases, this brings up a very wide and a very general question which is not directly connected with my department, and I am unable to make any statement today with respect to what may happen or what may be in store for the future. However, I may say that hon. gentlemen opposite who have spoken will at least notice that they apparently represent public opinion in this Chamber and, of course, popular opinion always wins out in time. They have alluded to the matter, and we will have to leave it to the future to see what popular opinion may have in store for the members of the Chamber and with reference to the salaries which have been referred to by my hon. friend.

June 3rd.

Salaries of Railway Mail Clerks and Carriers.

On motion of Hon. L. P. Pelletier (Postmaster General) the following resolution was considered in committee, reported and agreed to:

Resolved, that it is expedient to amend the Post Office Act, and to provide (a) that any railway mail clerk who, on the first day of April, 1913, has had fifteen years' service, temporary or permanent, and who has given good and faithful service, may be given a special increase of \$100, from the first day of April, 1913, but such increase shall not exceed the difference between his present salary and the maximum salary of a railway mail clerk; (b) that the period of service of letter carriers, messengers, porters, mail transfer agents and box collectors in grades B, C and D shall be reduced from two years to one year; and (c) that the minimum salary of the said persons shall be \$2 a day, and the maximum \$3 a day.—Mr. Pelletier.

June 4th.

Mr. CARROLL: How long does a railway clerk serve before reaching the maximum of his salary at the present time?

Mr. PELLETIER: The railway mail clerk starts at \$500 and goes up by yearly increments of \$100 until he reaches

\$800; and then, from \$800, the annual increase is \$50 a year up to \$1,400, which is his maximum.

Mr. LEMIEUX: Then the mileage brings it up sometimes to \$1,800 a year.

Mr. PELLETIER: Oh, yes, the railway mail clerks on the long routes make a good bit of money.

Mr. CARROLL: I have a telegram from the railway mail clerk at Sydney, who seems to think that the present Bill makes some changes with reference to the time when a railway mail clerk will reach his maximum. He seems to indicate that, previous to the present Bill, it took twenty years to reach the maximum salary and that after the passing of this Bill he will reach the maximum salary in fifteen years.

Mr. PELLETIER: This Bill does not change anything so far as that is concerned. Its only effect on the railway mail clerk is to give an increase of \$100 a year to the railway mail clerks who, on the 1st of April, 1913, had been fifteen years in the service.

Mr. CARROLL: Have the railway mail clerks asked for legislation to make the law such that in fifteen years they will reach the maximum?

Mr. PELLETIER: That is the law now. This clause is introduced partly to meet the demands of the railway mail clerks who came to see us. We may not be able to grant them this year all they ask, but we are taking care of the old employees. This will in certain cases put them up to the maximum of their class. We also take care of the letter carriers for whom we are spending \$175,000 more than last year. Last year we provided for the salaries of post office clerks. This year we are taking care of the old railway mail clerks and of the letter carriers in whom my hon. friend from Cape Breton takes so much interest. I expect we will be able to do something for the postmasters and little by little meet all the demands, most of which are legitimate, that are made on us.

"Better to Leave Well Alone."

A young composer had written an anthem for a certain celebration, and was greatly concerned at seeing the audience slowly departing before his anthem had been given. Rushing up to the conductor, he asked: "Is it all over?" "Practically." "But, sir, they have not sung my anthem!" "Well," said the conductor, with a twinkle in his eye, "so long as the people are going out peacefully and quietly, why sing it?"

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SEND IN YOUR NEWS

An Unfortunate Confidant.

"Well, thank goodness," said a guest at a private dance, approaching a sad-looking man who sat in a dark corner, "that's over!" "What is?" "I've danced with the hostess. Have you gone through it yet?" "No; I don't need to. I'm the host!"

Helping Daddy.

Father: "Billy, you've been a good little boy this morning. You haven't disturbed me once!" Billy: "Yes, and I've been doing something really useful too. I've cut 'bout an inch off the ends of all the cigars in that box over there, and now you can smoke them!"

PUBLIC SERVICE NEWS.

Mr. Snowden asked Mrs. Courtney whether she had had experience of University men and non-University men working side by side and engaged on very much the same work. The reply ran—"Yes, in the Times Book Club. There were two or three University men there, and a large number of non-University men." "Did you come to any conclusion as to the relative capacity of the two classes?" "The kind of knowledge possessed by them was rather different." "But so far as business aptitude was concerned?" "So far as business aptitude was concerned I think the non-University men probably had the advantage." "They had the advantage?" "I think so. The others learnt; but they took some time."—*Civilian*, London, report of Royal Commission.

* * *

The sixth National Assembly of C. S. Commissioners, meeting in Washington, June 12, 13 and 14, is made up of members of National, State and Municipal Civil Service Commissions, and the objects of the Assembly, as stated in its Constitution, are as follows:

"To enable all those charged with the administration of civil service laws to become acquainted and exchange ideas; to promote co-operation, uniformity and perfection of methods of the different commissions; to enable the commissions to profit by exchange of ideas with officers who are directing departments, and to give such officers broader opportunity to inform themselves on the methods of the merit system."—The Chief.

* * *

It is stated that there are three main grounds upon which the retirement of an officer at sixty-five might be detrimental to the interests of the public service. They are the following:—(1) When the number of officers in a Department above the prescribed age is such that their simultaneous removal would cause grave inconvenience; (2) when an officer possesses peculiar qualifications which are essential to the performance of the duties of his office, and which it would be difficult to replace by a fresh appointment; (3) where an officer has been entrusted with the execution of a particular duty which is approaching completion, and it is found that the transfer of the work to another officer who is necessarily less familiar with it would be attended with inconvenience.—*C. S. Gazette*.

* * *

The "Irish Civil Service Review" deals as below with low salaries in the civil service in Ireland:—

The civil servants invariably come from a respectable, comfortable home. He cannot take a house or apartments in a working-class or slum district in the city; he is expected to dress reasonably well, he must (God help us!) keep up appearances, his country cousins imagine him in receipt of £700 or £1,000 a year, and stay with him for a few weeks or a month accordingly every year—he must act the affable and generous host. It costs money; shopkeepers are victimised, bills accumulate which are never paid, and no doubt the Chancellor of the Exchequer or other high state officer would marvel at such outrageous dishonesty. Let them then give their servants a living wage.

On the morality of a people depends their greatness; and what must be thought of a system of Government that makes immorality and dishonesty almost a necessity to thousands of its own employees. Does that Government justify its existence, and how? Does it represent the enlightened mind of the nation? If so, the Writing is on the Wall, and the anger of an outraged God aroused.

WOMEN'S COLUMN.

The following is from the London *Civilian's* report of the Royal Commission:—

Mrs. Courtney said: "Perhaps the outstanding feature of the evidence is the witness' experience in the control of mixed staffs of men and women. "I attach great importance to all the points here enumerated, viz., varied work, movement, and free intercourse between the sexes. I have never known any bad result from the last point. Men and women meeting over business do so in a matter-of-fact comrade-like spirit, which has a good effect on both mentally. There is less friction and jealousy than where either sex works separately. I have had much experience of this, both where they sat apart but went in and out of each other's rooms, where they sat together, and where they were all moving about a large building and dealing also with the public, as in the Times Library, and I can emphatically say that all those systems work well, and that I do not understand upon what experience persons who uphold the contrary base their opinion."

* * *

The evidence of Miss Emily Penrose ran on much the same lines as that of the other women witnesses. Miss Penrose made the useful suggestion that a women Civil Service Commissioner should be appointed. Her summing-up of the value of the competitive examination is well

worth quoting, as it has a very important bearing on the Second Division argument that promotion to high posts should be made by very careful selection of men based on their record in the Service rather than as at present by automatic promotion of First Division men on the strength of an academic education acquired while the individuals concerned are but very young. "I think my view is that it is a good test, but it is not complete; that a paper examination may pick out the most highly educated candidates, and those who possess exceptional gifts of reasoning power, memory, observation, and sense of proportion; but it cannot test the other equally important qualities such as tact, practical judgment in affairs and experience in dealing with men and women, and of the social conditions of the country." It is perfectly obvious that these are the qualities which may be observed in an office, and, while the present competitive examination is the best working basis of entry, it needs to be supplemented by a system of promotion by merit, involving a careful scrutiny of the qualities mentioned by Miss Penrose if a high standard of efficiency is to be reached. This make-weight is entirely lacking at present. When it arrives, the First Division as at present constituted will rapidly fall to its proper level as a business proposition.

HONORED BY THE KING.

Three civil servants were among those subjects upon whom King George was pleased to confer distinguishing honours on the occasion of his birthday.

James George Aylwin Creighton, K.C., upon whom was conferred a C. M. G., is law clerk of the senate. He is a native of Halifax, N.S., where he was educated. One of his most distinguished pieces of work was revising the statutes of Canada in 1885 and 1886. He has held his present position since 1882.

William Joseph Lynch, chief clerk in the Patent Office, was born in 1853, entered the civil service in 1869 and was promoted to his present post in 1897. He is prominent in civil service organization work and the honour of the Imperial Service Order, now conferred upon him, gives pleasure to his friends and fellow civil

servants as well as to the recipient himself.

William Cochrane Bowles, who also receives the I.S.O., has been in the Dominion public service since 1886 and in his present position as clerk of votes and proceedings in the house of commons since 1886. He is well known in church and other circles in Ottawa.

Correspondence.

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

Message for Mr. Roberts.

To the Editors of *The Civilian*:

Hail to your correspondent, "Lloyd Roberts." He has the right idea,—with trimmings. But has Mr. Roberts done his little part? Has he lent his shoulder to the wheel? If so, he is entitled to his little criticism; if not, let him make good by leading in the path he would have other follow.

—One who is trying to help.

Best Spent Dollar.

To the Editors of *The Civilian*:

Herewith I enclose \$1 in payment of subscription to *The Civilian* due June 1st for ensuing 12 months.

I consider it about the best spent dollar I pay out.

Yours sincerely,

JOHN SEDGWICK.

Winnipeg, May 29th, 1913.

"What do you consider the most important event in the history of Paris?" said one American tourist to another. "Well," replied the second tourist, who had grown weary of the tipping system during his visit to the French capital, "so far as financial prosperity is concerned, I should say that the discovery of America was the making of the place!"

Personals.

The following list brings to a conclusion the record of changes in the service to April 1st, as far as obtainable.

The term "Division" (Div.) applies exclusively to officers of the Inside Service.

Appointments.

Justice Dept.—Wm. St. P. Hughes, Inspector Penitentiaries, Inside Service, Sec. 21; Capt. J. C. Ponsford, warden Manitoba penitentiary; John Black, clerk, Territorial Court, Yukon.

Marine Dept.—J. H. Wales, messenger, Inside; Capt. Peter Lachance, examiner, Quebec; H. L. Lucas, Div. 2B; J. A. Breen, Div. 3B; A. R. W. Wilby, Dist. Eng. Victoria, B. C.; Jas. McAllister, sub-agent, Fort William; Chas. Payson, Inspector, Dawson; Capt. J. D. Weir, Superintendent, Montreal; Bert. Mantrop, inspector, Victoria; E. F. Pickard, inspector, Victoria; Miss Frerichs, Div. 3B.

Mines Dept.—C. H. Young, Div. 2B, Geo. Sur.; Miss L. A. Salt, Div. 3B; Walter C. Cunningham, Div. 2A; L. D. Burling, Div. 1B.

Naval Service.—Harold S. Robson, Div. 3B.

Public Works.—Ronald Winter, Div. 2B, Sec. 21; Frank Ross, Div. 2B, Sec. 21; Chas. Steele, accountant, Winnipeg; Miss Yoonne Parent, Div. 3B; Miss A. E. Scharfe, Div. 3B; Thos. R. Balmer, Div. 2B, Sec. 21; Geo. Gordon Rogers, Div. 2B, Sec. 21; J. R. Grant, Div. 2B; H. A. Thompson, junior asst., Chase, B.C.; J. A. Miller, senior asst., Prince Rupert.

Railway Commission. — Clyde Leavitt, chief fire inspector; A. B. Drum, clerk; J. Timmins, clerk; H. C. Johnson, fire inspector; R. J. White, chief clerk; Miss Mabel Scroggie, stenographer; Mrs. Lena Murphy, stenographer; Miss May Vaughan, stenographer.

Secretary of State. — Miss Patricia Jerome, Div. 3B.

Trade and Commerce.—Miss W. Fyles, Div. 3B, Census.

Railways and Canals.—J. W. Weir, Div. 3B; Bernard Schachers, calculator Quebec bridge; B. E. Black, messenger.

Trade and Commerce.—Jas. P. Jones, to Board Grain Commissioners.

Promotions.

Marine Dept.—Jas. B. Halkett, chief correspondence branch to Div. 1A, April 1st, 1912; W. H. Noble, to Div. 1B; Miss Bernadette Layeux, to Div. 3A; Miss F. L. Wilson, to Div. 3A; Miss Lena Worden, to Div. 3A; W. C. Surtees to Div. 2A; A. H. Dame, to Div. 2B.

Militia Dept.—Miss Isabel Creegan, to 3A; Miss Ena McAdam, to 3A

Mines Dept.—J. Marshall to Div. 1A; S. Groves, to Div. 1B.

Geological Survey.—C. D. Senecal, W. H. Boyd, O. E. Le Roy, Chas. Camself, to Div. 1A; W. H. Collins, W. A. Johnston, W. Malcolm, A. Dickison, to Div. 1B; Miss M. Lister, Miss M. Calhoun, to Div. 3A.

Mines Branch.—F. G. Wait, A. W. G. Wilson, B. F. Haanel, to Div. 1A; M. F. Connor, to Div. 1B; Miss G. C. MacGregor, Miss Ina McLeish, to Div. 3A.

Public Works.—Alfred Laframbois, to Div. 3A; A. A. Rivard, to Div. 2B; Miss Clara Ross, to Div. 3A.

Printing and Stationery.—Edw. O'Connor, to Div. 3A; J. O. Patenande to Div. 1A, Supt. Stationery; P. M. Draper, to Div. 1B; J. W. Driscoll, to Div. 3A.

Privy Council. — A. E. Blount, to Div. 1A; Chas. J. Keating, to Div. 1B.

Railways and Canals.—Miss R. Bennett, to Div. 3A.

Royal N. W. M. Police.—L. J. T. R. de Plessis to Div. 1B; R. S. Bishop, to Div. 1B; A. E. R. Cuthbert, asst. Commissioner.

Secretary of State.—Eugene Hamel, to Div. 2B.

Trade and Commerce.—Miss Mildred K. Cox, to Div. 3A; E. H. St. Denis, Census, to Div. 1A; John Byrnes, to Div. 1B; F. E. Bawden, to Div. 2A; O. Gravel, to Div. 3A; A. Bourret, to Div. 3A; Paul Colonier, to Div. 2A; C. F. Just, to Trade Commissioner Hamburg.

Resignations.

Printing and Stationery. — Chas. B. Snelling.

Justice Dept.—Dr. J. M. Platt, Kingston penitentiary.

Marine Dept.—Paul Dufresne, messenger, Inside.

Militia Dept.—A. Theriault, Inside; C. T. Trotter, Inside; Miss M. Simpson, Inside.

Mines Dept.—Geo. G. Aitken, Inside.

Naval Service.—Miss V. Burbidge, Inside.

Dept. Public Works.—Miss Alice Hardcastle, J. B. Charleson, Inspector Public Buildings; W. F. Slack, clerk of works, Ottawa.

Railways and Canals. — Miss C. La Fleche, Ottawa; H. A. Morris, Ottawa; R. McCrimmon.

C. S. Commission.—G. W. Bryan, messenger.

Secretary of State.—J. G. Mitchell.

Trade and Commerce.—Miss T. A. McClellan.

Superannuations.

C. S. Mackay, Lightkeeper, Battle Island; C. P. Hamm, lightkeeper, Musquash, N. B.; Alfred Rouleau, Dept. Public Works, Inside.

Transfers.

Geo. W. Dawson from Insp. of penitentiaries, to Dept. Public Works.

Col. A. G. Irvine from Manitoba penitentiary to Kingston penitentiaries as warden.

V. J. Edge from Marine Dept., Inside, to River St. Lawrence Ship Canal, Inside.

John B. Mason from P. O. Dept., to Marine Dept., Inside service.

A. A. Lapointe from Militia, to Forestry Branch, Inside.

Eugene Hamel from Militia, to State Dept., Inside.

Miss Laititia Noel from Public Works, to State Dept., Inside.

General.

Captain Francis Bennetts, father of Mr. F. G. Bennetts, assistant clerk of the Privy Council, died at Sherbrooke, Que., on May 22nd at the venerable age of eighty-two years.

The retirement on superannuation of Albert P. Low, LL.D., B.Ap.Sc., deputy minister of the Department of Mines, is arranged. Dr. Low has been in the Civil Service for thirty-two years and deputy head of his department since 1907. For several years past he has been in ill-health. It is hoped that relief from the cares of his responsible office will contribute to his early and complete recovery.

The Poet "Low Rate" of England, is dead. Long live the Poet "Low Rate" of the Canadian Civil Service.

William Condlin of Queenston, Ont., has been appointed an officer of the Immigration service at that port.

John Fraser, Auditor General, has left Ottawa on official business.

The Civil Service Co-operative Supply Association of Ottawa has made another money-saving purchase of coal. Sales are, of course, restricted to the members of the organization.

James Keachie McLean, D.L.S., of the Survey Branch of the Department of Indian Affairs, died suddenly on May 25th at the Sarele Indian Reserve, near Calgary, Alberta. He was born in 1851, the eldest son of the late Donald McLean of Guelph, and entered the civil service in 1904. Funeral service was held at his late residence in Ottawa on May 30th and interment was made at Guelph on the 31st.

Perley George Keyes, late secretary of the Department of the Interior, died at his home in Ottawa on May 27th. Mr. Keyes was born in Palmyra, Ont., in 1853, entered the civil service in 1878 and became secretary of the Department of the Interior in 1900. Last December he was forced by ill-health to retire from active service. He leaves a son and two daughters.

Mr. Edmund E. Stockton of the office of the Auditor General, has gone to Dawson, Yukon, on his annual "trip" of inspec-

tion, and will be away until late in October. Mrs. Stockton accompanies him.

Miss Florence Gibb, of the Department of Militia and Defence, who has been on leave because of serious illness, is again on duty.

Miss Gertrude Prenter of the Department of Militia and Defence, has returned to the office after absence on sick leave.

The Canadian lawn bowlers are in England. Mr. R. R. Farrow, assistant commissioner of Customs, was able to arrange for leave of absence only a few days before the departure of the team. Mr. Farrow and Mr. W. A. Warne, chief trade statistician, Department of Trade and Commerce, will uphold Canadian civil service honor in the Old Land.

Mr. L. H. Martel of the Department of Marine and Fisheries is in the Maritime Provinces on business.

Mr. C. S. Scott of the Finance Dept., is at present in the West on official business.

Mr. D. J. McLean, assistant post office inspector at London, whose home has been at Bridgeburg, will move his family to London.

Mr. John Francis McDonald of the Department of the Interior, was married at St. Joseph's church, Ottawa, on May 4th, by Rev. Father Murphy, to Miss Mary Coffey, daughter of Mr. and Mrs. P. J. Coffey.

Athletics.

The Toronto C. S. Baseball League is a live organization which for some years past has been providing good sport for a number of the servants of the King. An interesting feature of this league is the inclusion of Federal, Provincial and Municipal civil servants. The officers, etc., are as follows:—

Patrons—Hon. Dr. Reaume, W. B. Rogers, Controller O'Neill, S. W. McMichail, I.S.O.

Officers—President, A. O. Galbraith; vice-president, S. Meeking; treasurer, A. J. Walsh; secretary, W. G. Farley.

Executive—H. Hall, Customs; H. Burns, Parliament Bldgs.; W. J. Woods, City Hall; H. Bee, Customs.

The schedule from the present time to August 21st, is as follows:—

June 18—Parliament Bldgs. vs. P.O.

" 19—City Hall vs. Customs.



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- " 25—Parliament Bldgs. vs. City Hall.
- " 26—Post Office vs. Customs.
- July 2—City Hall vs. Post Office.
- " 3—Customs vs. Parliament Bldgs.
- " 9—Post Office vs. Parliament Bldgs.
- " 10—Customs vs. City Hall.
- " 16—City Hall vs. Parliament Bldgs.
- " 17—Customs vs. Post Office.
- " 23—Post Office vs. City Hall.
- " 24—Parliament Bldgs. vs. Customs.
- " 30—Parliament Bldgs. vs. P.O.
- " 31—City Hall vs. Customs.
- Aug. 6—Parliament Bldgs. vs. City Hall.
- " 7—Post Office vs. Customs.
- " 13—City Hall vs. Post Office.
- " 14—Customs vs. Parliament Bldgs.
- " 20—Post Office vs. Parliament Bldgs.
- " 21—Customs vs. City Hall.



The auto and auto-cycle are fast becoming dangerous, in many of our cities. The magistrates of Ottawa are imposing fines, impartially, when the evidence warrants it. One can hardly pick up a paper, nowadays, without finding some instance of fatality or severe crippling, from these vehicles. The machines are all right in themselves, and afford a vast deal of healthful and pleasurable pastime. It is the insatiable desire for speed which is at fault, and which must be controlled by law, at all cost. The same applies with equal force to motor boats.



In Ottawa it is a pleasure to stand and watch the crowds of youths, largely members of the civil service, who disport themselves every afternoon on Cartier Square. Almost every foot of the large campus is utilized, chiefly with baseball, but quite frequently with 'soccer' football practice. One morning last week the writer was moved to rise early, when

he discovered a number of boys having a vigorous game of ball at 5.50 a.m.! Good for the boys!



The result of the voting on the ballot printed in this column as to the future organization of teams in the alley bowling of the Ottawa service is as follows:—

In favour of discontinuing the present method of forming teams in the Ottawa C. S. Bowling League by departments—70 against—34.



Shell rowing has become very popular at Ladies' Colleges in the United States. The girls don regulation sweaters and get out in the regulation eight oar racing shells, with sliding seats coxwain, megaphone and everything. Wellesley College has now the champion crew. It is truly a grand exercise for both sexes and should be encouraged.



The Civil Service Baseball League of Ottawa opened on June 2nd, very auspiciously, with a match between last year's champion team from the Printing Bureau, and that of the Customs Department. The former suffered the first defeat since they began playing, being beaten by a score of 10 to 3. Considering the early stage of the season, the quality of ball exhibited was good. It is to be hoped that two features may mark this season's games (in addition to good playing) viz., the co-operation and attendance of civil servants and the selection of firm and impartial umpires. The latter is a point which may make or mar any contest. A good start was made in this regard at the opening match. Mr. Turcotte's work was distinctly high class.



The Customs team followed up their win, with a victory over the Census team 11—3. A very high class of ball was put up. Everything points to a splendid season.

Our old friend, Edward Payson Weston, has started on another little walking stunt of 1,500 miles, at the age of 75 years. He left the New York College grounds last Sunday, bound for St. Paul, Minnesota. Several millionaire New Yorkers accompanied him in automobiles to the city limits. The old man apologized for his slow gait of three and a half miles an hour in the city; but promised to 'hit it up' when he reached the suburbs. He is certainly a wonder.

In his youth Weston once ran and walked 112 miles in a day, at Madison Square Garden. Is there any horse in Ottawa, or elsewhere, that could do this, and live?



With the advent of the 'idle rich' such expensive pastimes as yachting and polo are taking up much attention, of an international nature. It is unfortunate that the emblems of championship in both these sports have been wrested from Great Britain, and are now deposited in the United States. That keen Irish sportsman, Sir Thomas Lipton is bent on taking back the America's Cup—or die in the attempt.

At the present moment a very strong polo team from England is in the States, with the avowed object of recovering the world's championship. Fancy the expense of bringing 60 polo ponies, and their attendants, across the Atlantic. Of this number, brought by the English team, the Duke of Westminster contributed over half.

By the time *The Civilian* appears these matches will probably have been played.

Please Explain.

"A party of missionaries sailing from Hawaii to China and nearing the 180th meridian without their knowledge, on Saturday posted a notice in the cabin announcing that 'to-morrow being Sunday there will be service in this cabin at 10 a.m.' The following morning at 9 the captain tacked up a notice declaring that 'This being Monday there will be no service in this cabin this morning.'"

Department of the Interior Rifle Association of Ottawa.

Scores on Saturday the 31st May at 200, 500 and 600 yards:—

	200	500	600—Tl.
W. R. Latimer	34	31	29—94
J. M. Roberts	32	33	29—94
E. Turcotte	33	30	30—93
A. A. Cohoon	28	32	30—90
H. L. Mainguy	30	32	24—86
P. A. Wood	26	28	31—85
J. F. Maunder	30	28	27—85
A. W. Joanes	28	31	26—85
W. A. Purdy	27	31	26—84
J. H. Brigly	25	31	27—83
J. J. Carr	26	27	28—81
F. W. Brander	23	28	28—79
J. N. Ferguson	26	26	27—79
A. McCracken	27	23	24—74
J. H. Corry	24	27	22—73
A. Braidwood	13	29	29—71
L. B. Taylor	23	19	25—67
A. J. Smith	30	22	15—67
W. Thompson	22	24	20—66
C. J. Wallis	19	21	24—64
L. Goodday	17	19	26—62
G. N. Clarke	28	19	13—60

Winner of second class spoon, P. A. Wood.

Scores on Saturday, the 7th June at 900 and 1,000 yards:—

	900	1000—Tl.
J. F. Maunder	43	37—80
J. M. Roberts	44	29—73
W. R. Latimer	40	31—71
W. Thompson	27	29—56
A. Braidwood	31	13—44
W. A. Purdy	17	25—42
H. L. Mainguy	26	16—42
J. J. Carr	27	13—40

Winner of first class spoon, J. M. Roberts.

The heavy and tricky wind made high scoring very difficult and even the crack shots were puzzled. All the wind provided for in the guages was allowed and even that was not sufficient.

The first shoot for the Roberts Trophy will take place on Saturday, the 14th June.

Mr. J. H. Brigly, a member of the Association Executive Committee, will present four water colour sketches for competition among second and third class members.

Two sketches to be awarded the member making the highest aggregate score in each class for six regular shoots.

Second class members must include one shoot at the long ranges.

Third class members to shoot at the short ranges only.

All shoots to take place from July 5th to October 25th.

Scores must be made on the Association's targets, and members using long Ross rifles will be handicapped six points.