

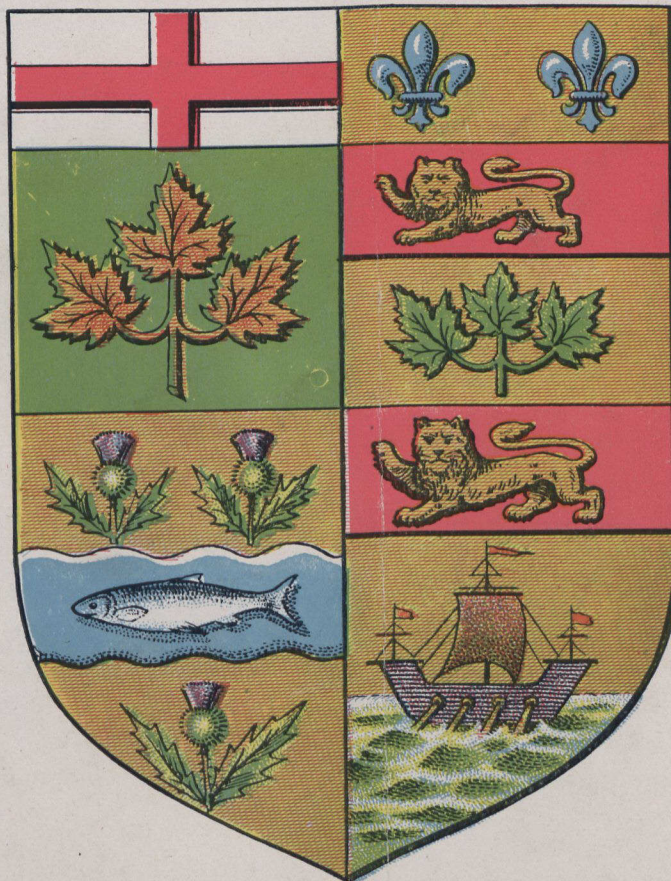
THE CIVILLIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE, CANADA

VOL. XII.

FEBRUARY, 1919

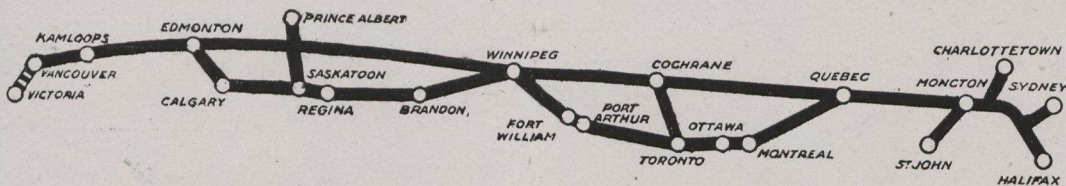
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VOL. XII

FEBRUARY, 1919

No. 3

CONTENTS

	PAGE		PAGE
1.—Party Government, by Albert Horton	93	12.—Correspondence	116
2.—The Bonus, the Government and the Federation	94	13.—Government Insurance	116
3.—Praise for Immigration Staff	95	14.—Postal Cats (Poetry)	118
4.—Civil Servants Under Arms	96	15.—Commission Orders and Decisions	119
5.—Editorial	99	16.—What Our Women Are Doing, by Elian	120
6.—At the Sign of the Wooden Leg, by Silas Wegg	105	17.—The New Civil Servant	126
7.—Postal Journal	107	18.—Positions Advertised	126
8.—Civil Service Association of Ottawa	111	19.—A Wish (Poetry)	126
9.—Mainly About People	112	20.—1916-1917-1918 Dollar (Cartoon)	126
10.—Dominion Customs Association	113	21.—Brickbats and Bouquets, by Blackie Daw	127
11.—Ottawa Civil Service Operatic and Dramatic Society	114	22.—Board of Conciliation and Arbitration for Civil Servants of Great Britain	128

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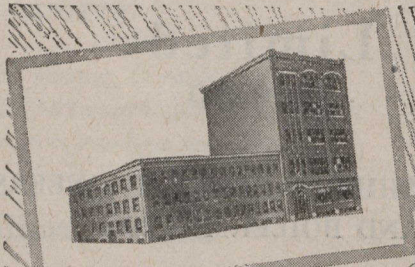
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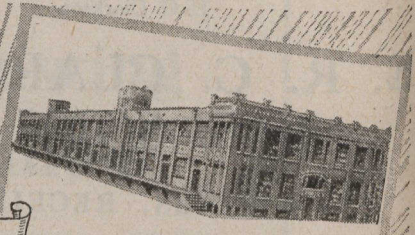
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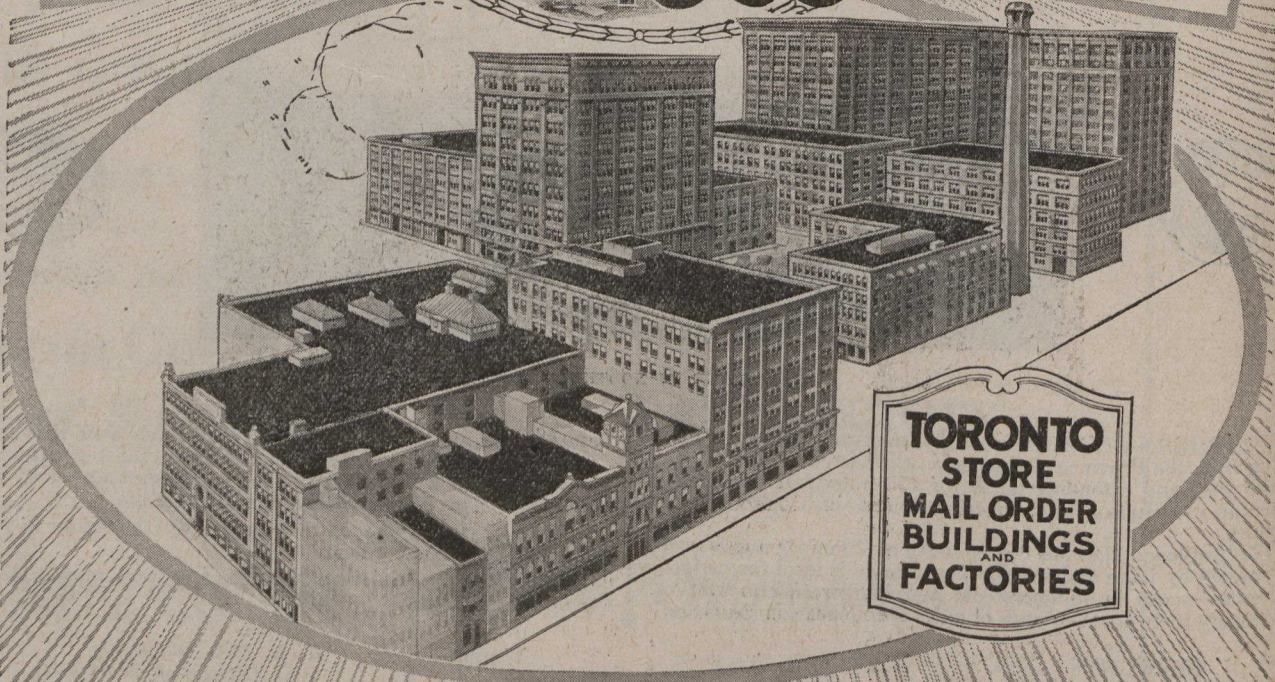
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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

No. 3

FEBRUARY, 1919

VOL. XII

PARTY GOVERNMENT

By ALBERT HORTON, *Editor Debates, The Senate*

Effect of the War on Party Government.

ONE OF the outstanding effects of the war, in the democratic nations of the Allies, has been the practical disappearance of party government and either the substitution of a distinctly union or national government or the subordination of party differences to the supreme purpose of prosecuting the war. It would be a wild assumption to conclude that this condition of affairs is likely to continue permanently—that the war is to usher in a no-party millenium when none will be for a party but all for the State. Whatever theoretical view we may hold of political parties, history compels us to admit that they are a universal phenomenon in the development of human government; and they will in all probability continue to exist so long as men of similar ideas associate together to carry out a common aim by political action through the rule of the majority. Indeed, democracy may be said to be the parent of party government, for the wider the democracy the greater are the power and activity of political parties. In an autocracy, as in the Empire of Germany to-day, parties may and do exist, but not party government.

Political Parties Inevitable.

The last century has been marked by a great increase in the power of association and co-operation in all directions as compared with personal and individual action. Western civilization has become less individualized and more highly organized. With the growth of population and the extension of the suffrage political parties have correspondingly increased in power and scope. Therefore, accepting political parties as natural and inevitable in modern democracy, we may, instead of expending our emotions in futile denunciations of the evils of party, more usefully employ ourselves in a careful study of the party machine with a view of learning exactly what its defects are

and how it can be made to operate most effectually for the public good and not be perverted to base uses.

The Causes of Political Parties.

It is hardly necessary to discuss the causes which attach men to one party rather than another, making one a Conservative and another a Liberal, one an upholder of order and stability and another an advocate of change, one politically cautious and another politically adventurous, one a believer in a select ruling class and another a believer in the rule of the masses, one an individualist and another a collectivist, and so on. These differences sometimes spring from conviction, but are partly temperamental, partly traditional, partly due to the mere accidents of association. With the extension of democracy, traditional and artificial distinctions between parties have tended to give way to practical distinctions due to differences of opinion on current public questions or on the general trend of policy based on the application of a few fundamental principles. These usually involve opposition between two parties only, because, in the practical art of government, the details of any proposed remedy are usually too complex for the ordinary man to become familiar with, and must be worked out by the administrators or specialists whom the people or their representatives select for that purpose; so that in the supreme decision the people are called upon merely to vote yes or no on the proposal submitted to them.

The Two-Party System.

In our modern Anglo-Saxon democracies we find the two-party system to be the rule. From time to time groups of people have united to advocate some particular principle, and sometimes a group attains such proportions as to become a party. Such a party may have so comprehensive and popular a programme as ultimately to displace one of the

old parties, as has happened both in Great Britain and in the United States, and as seems not unlikely soon to happen again in Great Britain in the case of the new Labour Party; but as a rule, when such parties have either achieved the purpose of their existence or have irrevocably failed to do so, their adherents become re-absorbed into the established parties. This results from the need of the electors combining to elect a ministry or a president, and from the sense, strong among a practical people accustomed to self-government, of the futility of voting with a helpless minority simply as a protest or demonstration. At the same time, these movements have marked the history of many reforms and point the way of advance by an active and energetic group working on public opinion and bringing it effectively to bear upon the rivalry of existing parties.

Political Groups in European Countries.

In the countries of the European continent, there is commonly a multiplicity of political groups, based not so much on differences of opinion on current public questions as on political, religious, racial or social traditions. But in these countries, even before the war, there was apparent an approximation towards the bi-party system, especially in view of the rapid growth of Socialism and Social Democracy, by the union of two or more of these political groups into a *bloc*, thus forming one large party supporting or opposing the government of the day.

Parties and Public Opinion.

Now, popular or democratic government means government directed and controlled by public opinion, expressed in various ways—by the press,

In preparing this brief study of the party system, the writer has been assisted by the works of A. Lawrence Lowell, Lord Courtney, Viscount Bryce and other authorities on political science.

(Continued on page 122)

The Bonus, the Government, and the Federation

(Continued.)

The third memorial regarding the war bonus of \$350 to civil servants was presented to the Hon. A. K. Maclean, Civil Service Minister, for transmittal to Government, at an interview held in Mr. Maclean's office on the morning of January 31, 1919. In the absence of the president of the Federation, who was detained at home on account of illness, the delegation was introduced by the vice-president, Mr. T. H. Burns. The delegation included the officers and executive of the Federation, the officers of the Ottawa Association, and various officers or representatives of Civil Service Associations.

This is the third request which Canadian Government employees have had to make for a bonus amounting to less than one-third of their average salary. In France the postal, telephone, telegraph, and railway employees asked Government to double their salary. France has given her employees twice what they asked, has multiplied salaries by three, and has promised to raise these if conditions warrant, and to maintain a salary schedule at double the present rate irrespective of future decreases in the cost of living.

Such recognition of responsibility by a sovereign employer should be contrasted with the conditions which have brought forth the following memorial:

THE MEMORIAL

Civil Service Federation of Canada

Hon. A. K. Maclean,
Civil Service Minister.

Sir,—

The present memorial differs in one important respect from the two which have preceded it. Government has given a favorable reply to our request for a Minister of Personnel, contained in the Memorial of October 8, 1918, and we are now able to record our appreciation of being able to communicate with the Government through a member of the Cabinet

charged by Government with the responsibility of giving consideration to and of receiving representations on matters affecting the entire Service or important classes thereof.

Our request for a War Bonus of \$350 for all.

The Memorial of October 8 requested a war bonus of \$350 for all. A dollar now buys less than it did before, therefore an employee doing the same work as before should get more dollars; the extra dollars is the bonus. If an employer does not give this, he is simply saving money at the expense of his employees. Besides, he is able, and the only one able, to collect the necessary amount from the public, whether he be Government or what not. And he collects it; therefore it is his duty to pay it over. The requested bonus was placed at \$350 because Government was already paying this sum as a bonus to thousands of its employees for the fiscal year beginning April 1, 1918. We should have asked for more, and would have been justified in doing this if we had all received bonuses for the three previous war years.

Why Government's answer was unsatisfactory.

Civil servants asked for a total war bonus smaller than that received by thousands of other employees for the fourth year of the war alone. The principal differences between Government and its employees, differences which led to the second memorial of November 22 asking for a board of arbitration and conciliation, arose from the fact that this bonus was asked as a measure of relief from causes which were cutting all our salaries in two and a much smaller bonus was granted by Government in such a way as to draw arbitrary lines between groups of civil servants, even between employees at adjacent desks doing similar work. The effect of these distinctions was to make the particular method of computing one's salary, one's particular title, bureau, date of appointment, date of enlist-

ment, salary, almost anything, determine whether one should or should not receive the bonus.

Following generous precedent of other countries a matter for Parliament.

We hereby express our disappointment at Government's attitude with regard to our request for arbitration, especially since we had British precedent for its request and Government had British precedent for its allowance, but we are not unmindful of the following facts: (1) Government has assigned as the reason for not doing more the necessity of restricting to a minimum the money expended under Orders-in-Council; and (2) Government has stated that further action would have to be taken by Parliament when confronted by the arguments that other Governments (notably Great Britain, Sweden, Italy, Austria, and Turkey) have been more generous and have given bonuses to all of their employees.

Government's Duty to bring down Legislation increasing the Bonus and giving it to all.

We reciprocate thoroughly the feeling of a necessity for restricting Government by Orders-in-Council, and since the reasons stated by Government for not doing more than it has remove from the discussion all question of principle, we would ask that legislation be brought down by Government during the opening days of the approaching session granting to those civil servants who have not yet received it a bonus of \$350 for the fiscal year beginning April 1, 1918.

What it will Cost.

The payment of the entire \$350 bonus to everyone would require the return to civil servants of \$14,000,000, and Government has stated that of this amount \$8,000,000 have already been paid. The sum involved looks large only when viewed by itself. If the cost of living is now double what it was in 1909, and there will be little

disagreement with this figure, the very fact that civil servants have been paid in dollars of less and less value has caused a net loss in our total salary, for the year 1918 alone, of \$45,000,000.

We generously (and perhaps mistakenly, because our salaries are so small that it is our employer who should have been generous) closed the books on the millions lost in the same way in 1917, and 1916, and in all of the other years, and asked for \$14,000,000, less than a third of the \$45,000,000 we had lost during 1918 alone. And we believe that the people of Canada, through their representatives in Parliament assembled, will give us the \$14,000,000 we asked and still ask.

It simply comes down to this: forty thousand employees, working for the people of Canada, have lost \$45,000,000 during the past year (unless the salaries in 1909 were hopelessly high). This averages over a thousand dollars apiece. The eight million people for whom these employees have been working cannot refuse to return one-third of this amount to the employees when it will cost the people less than \$2.00 apiece.

What this will involve.

This will involve increases in many of the bonuses already received, but the most important results will be the granting of bonuses to the following groups of employees who have received nothing: (a) civil servants appointed after April 1, 1918; (b) civil servants employed in the various war boards, Dominion police, etc.; (c) civil servants giving only a part of their time to the Government, and so-called labourers, however paid; and (d) civil servants receiving salaries of \$1,800 and over.

Facts showing necessity of further relief for all.

It should be recalled that the average salary received by the entire Service, Deputy Ministers to messengers, as given in our first memorial, was \$1,125 a year. Since Government placed a salary limit of \$1,800, it is the average salary of those in receipt of this amount or less which should be used in calculations as to present conditions and the necessity for relief. This average salary is only \$945 a year, and it is this sum which should have added to it the average

bonus of \$175 granted by the Government in order to determine what Government has done. The result, \$1,120 a year, is now the average salary and bonus received by ninety per cent of the employees of the Canadian Government. This should be compared with \$1,080 a year, the smallest wage which can legally be paid to any city employee in Toronto or to Government employees in the United States. We feel that it is unnecessary to present further argument in favour of extending to all the \$350 bonus Government has already granted to thousands of its employees.

Another Bonus beginning April 1, 1919.

In view of the facts (1) that the cost of living is still going up; (2) that, even if it were on the decline, it would take a long time for such a condition to have an appreciable effect upon salaries which are still upon a pre-war basis; and (3) that the beginning of a new fiscal year is so near, we would also ask that Government bring down legislation granting all civil servants a bonus of \$30 a month, payable monthly after April 1, 1919, until the new bonus adjusted to the schedule of salaries involved in the reclassification of the Service have become operative.

Allowance Equalizing Salaries East and West.

In view of the fact that it will require an increase in the amount of money expended, we would also ask that Government bring down, during the opening days of the approaching session, legislation granting to those civil servants who are not in receipt of the cost of living allowance granted to members of the same department working west of Sault Ste. Marie, a monthly allowance to equalize the prevailing discrepancies between the east and west, said sums to be payable monthly until the new schedule of salaries involved in the reclassification of the Service shall have become operative.

Speaking for all in the name of twenty thousand.

The joint nature of the present memorial is an evidence, not so much of the community of interest that is

present between all of the associations comprised within the Federation and the Federation itself, as of the spirit of active co-operation which animates the executives of the Federation and the Ottawa Association in presenting this memorial to the Government. It speaks for all civil servants in the name of the twenty thousand or more civil servants who by reason of their organization are in a position to take concerted action of this nature.

Civil Service Federation of Canada,
Frank Grierson, President,
L. D. Burling, Secretary.

Civil Service Association of Ottawa,
J. C. O'Connor, President,
J. H. Ryan, Secretary.

PRAISE FOR IMMIGRATION STAFF

Sir Percy Sherwood, chief commissioner of Dominion police, addressed the following letter to Mr. W. D. Scott, superintendent of immigration, on the occasion of his retirement:

"On this my last day in office as chief commissioner of police, I desire to express my warm appreciation of the assistance and co-operation extended by you and members of your very efficient staff to my department during the many years of public service, but more especially am I grateful for devotion displayed during the trying and anxious years that this country has been engaged in the gigantic war now so satisfactorily ended.

"The work of your immediate assistant, Mr. F. C. Blair, and that of Inspectors D. H. Reynolds, T. R. Williams, Percy Reid, J. C. Mitchell, J. Wilmot, A. Regimbal, C. E. Willox and M. B. Scarth, in the East, and Malcolm Reid, of Vancouver, in the West, specially merits mention, and I should be failing in performance of an obvious duty did I not bring their excellent free-will service, attended by such splendid results to the country, to particular notice, as they are assuredly entitled to suitable recognition by the department they immediately serve and in a larger sense the government itself, as they undoubtedly contributed in no small measure to the comparative immunity experienced from propaganda and espionage of enemy agents and sympathizers."

OUR
VOLUNTEERS
IN KHAKI
4,775

Civil Servants Under Arms

OUR
DEAD - - 435
WOUNDED 614
PRISONERS 25

LIEUT.-COL. J. C. STEWART, D.S.O.

The Field Artillery of the First Division of the Canadian Expeditionary Force has won a glorious record in France and Flanders. It was composed of volunteers of the highest type and its officers have proved themselves to be men of outstanding courage and ability. Among scores of splendid careers, that of Lieut.-Col. J. C. Stewart, D.S.O., stands out with special prominence.

James Crossley Stewart is a son of Postmaster and Mrs. Stewart of Kingston and is a native of the Limestone City. At an early age he showed enthusiasm for military affairs and served as a private in the 14th Prince of Wales Own Rifles. He finished his education at the Royal Military College in 1911, graduating at twenty years, and received a commission in the old 8th Field Battery of Gananque.

He entered the Civil Service as an engineer in the Department of Public Works and belonged to the staff of S. J. Chapleau, C.E., in charge of the Upper Ottawa River works.

When the war broke out he was captain of his battery and, with his senior officer, Major Britton, immediately volunteered for overseas service. He was seconded as captain to the 3rd Battery, 1st Brigade, C.F.A., C.E.F., and in that capacity trained at Valcartier and Salisbury Plain and passed over to France.

The second battle of Ypres, April, 1915, was his first big fight. He came through unscathed, but was wounded in a subsequent action and came home while convalescent. On October 21, 1915, he was promoted Major and given command of the 27th Battery.

On April 14, 1917, he was again wounded and in May he fell ill. He was "Mentioned" in the Commander-in-Chief's despatch of June 1, 1917, and on July 3 was promoted Lieutenant-Colonel and given command of a Brigade. He was then twenty-six years of age and said to be the youngest officer of his rank on the Canadian establishment. His natural pleasure at such promotion was dimmed by the death of his younger

brother, Lieut. A. Rodgie Stewart, who fell in action on July 9.

On May 28, 1918, he was again "Mentioned in Despatches" and on June 3, the King's birthday, was awarded the Distinguished Service Order.

Recently he was "mentioned" for the third time,—this being for good work at Cambrai.

Lieut.-Col. Stewart sustained a third wound in addition to the two above mentioned. It does not appear in his official record,—probably because he "carried on."

When the armistice brought the fighting to an end, he was taking a course in higher artillery work in England, but has since re-joined his unit in the Army of Occupation, now across the Rhine.

His old C. O., Major Britton, became lieutenant-colonel and won the

D. S. O. and finally laid down his life in France. Lieut.-Col. Stewart has been promoted Major in the Militia and given command of the Gananque battery.

The Canadian Civil Service has given many splendid officers to the fighting forces of the Dominion and the Empire, but few among them have records of such consistent success as has Lieut.-Col. J. C. Stewart, D.S.O.

—CSFC—

STILL MORE CASUALTIES

ROBERT HENRY RALPH, of the Government Printing Bureau, a gunner in the heavy artillery, died of influenza in France on December 13, after escaping casualty during fifteen months under fire. He was thirty-one years of age and leaves a wife and little son.



LIEUT.-COL. J. C. STEWART
D.S.O.

Five further fatal casualties are included in the new roll of employees of the Department of Railways and Canals at Port Nelson who went to fight the Hun. Those known to have given their lives are H. LEE, H. BARNHARDT, PETER A. MORAN, LORNE SULLIVAN, and LIEUT. R. D. RIDOUT. Several casualties to men of the Port Nelson staff have been previously reported, but there are probably a large number of which no news has been received.

—CSFC—

THE ROLL OF HONOUR

(Ninety-seventh List. Names previously published, 4,465.)

The men of the Government staff working on the Hudson Bay Railway terminus at Port Nelson were no less active in recruiting for military service during the war than the men of the Winnipeg staff, who made such a splendid record. Through the interest of an official of the Department of Railways and Canals, *The Civilian* has been able to obtain a partial list of the Port Nelson volunteers. This roll contains three hundred and twenty names, only about ten of which have been previously listed in these columns. The men of the Port Nelson force joined overseas units in many and widely-separated places. Many of them simply quit work and started "out" without definite statement of their intentions. There was no means of tracing their later records. The officials estimate that this list includes only about one-third of the Port Nelson men who enrolled for military or naval service, so that the total number who wore khaki or blue would not be far short of a thousand.

The following are on record as having enlisted:

Anderson, Chas.	Bishop, H.
Anderson, Fred.	Boland, L.
Anderson, Jos.	Bowers, E.
Angers, Wm.	Boyle, E.
Ball, J. L.	Boyle, T. S.
Barnhart, H. (killed)	Brennan, Alex.
Barrett, Chas.	Brennan, J. L.
Bartlett, Sam.	Brislow, H.
Beckford, W.	Britt, T.
Bedard, W.	Brooks, J.
Bell, Peter.	Brown, J.
Belliveau, J. L.	Brown, W.
Blumden, H.	Brunette, E.
Blumden, T.	Buchanan, W. K.
Blackburn, A. E.	Bucke, P.
Belliveau, G.	Bucke, Thos.
Bennett, B.	Bruce, J. A.
Berry, David.	Burnett, Adam.
Billings, M.	Burns, Thos.

Burns, Timothy.	Hyland, C.
Butler, Thos.	Hyland, W.
Byrne, W.	Holland, G.
Cameron, Antony.	Hynes, Fraser.
Chalice, James.	Holland, T. N.
Campbell, F. C.	Jackson, J.
Campbell, G. H.	Johnson, J. A.
Campbell, John T.	Johnston, R.
Cote, G.	Johnston, C. F.
Carrell, J. G.	Jones, H. D., Capt.
Cathcart, T.	Jones, Robt.
Chambers, Joseph	Jones, W.
Chisholm, W.	Kehoe, D.
Clark, Geo.	Kehoe, J.
Clark, John	Kelly, J.
Clarke, Wm.	Kenny, G. F.
Cleary, A.	Kilroy, B.
Cole, C.	King, M. J.
Collins, F.	Kinsella, Percy.
Conoghty, P.	Knox, T.
Concannon, T.	Lafave, A.
Connolly, P.	Lafontaine, E.
Constable, W.	Lahey, R.
Copeland, L.	Lalonde, L.
Craig, Harry.	Lamarche, C. N.
Creaghan, T. C.	Lambert, A.
Crease, T. C.	Lamorie, L.
Crothers, W. T.	Landells, J.
Culbert, John	Lane, F. J.
Curtiss, Ed.	Laplante, H.
Daley, S. J.	Larkin, J. P.
Davis, Lorne.	Larose, J. E.
Davis, Percy.	Lawlor, F. J.
Devine, Alf.	Leahy, Roger.
Daubney, C. B., Lieut.	Lebreton, A.
Daubney, H. J., Capt.,	Lee, H. (killed)
M.C.	Lewis, J. A.
Devine, J. L.	Lockwood, L. D.
Dolan, J.	Logan, A.
Dixon, H. E.	Lonsdale, A.
Dolleau, W.	McCartney, B.
Donovan, D.	McClenahan, P.
Douglas, J.	McCartney, Ed.
Doyle, H.	McConickie, H.
Durand, A.	McCormick, T.
Dunlop, F.	McDonald, B.
Earle, A.	McDonald, J. A.
Easton, L.	McDonald, B.
Edmonds, Geo.	McDonald, Wm.
Edwards, S. T., Capt.,	McDougall, Bud.
D. S. C. and Bar	McGee, Harry.
(killed)	McGillivray, C.A.
Egan, J. F.	McGrath, J.
Egan, M. J.	McGregor, D.
Espey, J.	McGuire, A.
Farwell, E.	McInnis, S.L., Lieut.
Ferguson, J.	McInnis, D.
Fraser, A. E.	McIntyre, L.
Findlay, Earl	McKay, P.
Fitzsimmons, A.	McKenna, A. E.
Fitzgerald, T.	McKenzie, W. R.
Ford, J. M.	McKenzie, W. A.
Fournier, S.	McKinnon, A.
Galloway, A.	McLaren, F.
Geiger, G. F.	McLean, F.
Gibson, Alex.	McLeod, Wm.
Giles, Wm.	McMullen, D. J.
Glamson, E.	McNaughton, A. A.
Gordon, D.	McNeill, D.
Gillis, Chas.	McNeil, John
Graham, J.	McVicar, A.
Graham, Ted.	MacLachlan, R. C.
Grain, G. O.	MacRae, D.
Grout, H.	Maher, Albert.
Greene, G.	Mahoney, E.
Haddon, H.	Mahoney, J.
Hatter, J.	Madden, John.
Hayes, T.	Marks, J.
Healy, T. H.	Marshall, L.
Helmer, C.	Marshall, G.
Hennessey, J.	Martin, M.
Hunt, J.	Mason, N.
Hitchingame, J.	Melvin, Sam.
Huxley, F.	Middleton, W.

Miller, L.	Sheppard, W.
Milne, A.	Shields, H.
Moore, M. J.	Simpson, J.
Moran, Angus.	Slater, R.
Moran, G. T.	Sloan, T.
Moran, Peter A.	Sly, K.
(killed.)	Smith, B.
Moran, Thos.	Smith, N. P.
Morrison, A.	Smith, E. O.
Morrison, J.	Smith, J.
Moyle, Griffin.	Smith, Percy.
Moyle, Martin.	Snow, A. P.
Muir, J.	Snow, L.
Murphy, D.	Soper, G.
Murphy, H.	Southwell, J.
Murphy, Owen.	Spence, J.
Nash, W. J.	Stevens, E.
Nelson, T.	Stephenson, R.
Nichols, Jas.	Stone, E.
Nicholson, D. J.	Stricklem, B.
Nicholson, W.	Sullivan, Lorne
O'Brien, H.	(killed)
O'Brien, J.	Sutherland, J. R. S.
O'Brien, M.	Talbot, R.
O'Brien, Tim.	Taylor, Angus.
O'Connor, P.	Thomas, A. F.
O'Reilly, J. J.	Thomas, A. T., Capt.
Olive, W. M.	Tideman, O.
Ostrom, C.	Todd, J.
Overn, C.	Towndrow, A.
Peacock, W. R.	Tracey, M.
Pharand, J.	Tindale, V. C.
Phelan, B.	Thomas,
Pigeon, A. H.	Voreis, R.
Power, G.	Walker, A.
Purcell, M.	Walker, Geo.
Quigg, J.	Wall, E.
Raby, F.	Waller, O.
Rainville, A.	Weiss, F.
Richmond, J.	Weiss, M. H.
Riddle, A. G.	Weiss, W. A.
Ridout, R. D., Lieut.	Weldon, E. A.
(killed)	Wells, H.
Rody, P.	White, H.
Roche, M. J.	White, J.
Rogers, L.	Whiteway, E.
Ross, J.	Winslow, D., Lieut.
Ross, J. L.	Wilkie, F.
Russell, A.	Williams, C.
Russell, J.	Williams, H.
Rutherford, V.	Wilson, Geo.
Ryan, A.	Wilson, J.
St. Amand, L.	Wiseman, J.
St. Louis, G.	Woods, J.
St. Pierre, J.	Wright, C. D.
Scanlon, J.	Wright, E. J.
Scott, W.	Young, J. M.
Scott, W. J.	Young, J.
Sharp, T. F.	Yuill, R.
Sheppard, J. W.	

—CSFC—

OUR DECORATIONS

The list of Canadian civil servants in the army who have won honours and decorations was further lengthened at New Year's. New recognitions by the King on that occasion included:

Brigadier-General Dennis Colburn Draper, (formerly of the Montreal Customs, now commanding the Mounted Rifles Brigade of the Canadian Expeditionary Force) to be a Companion of the Most Distinguished Order of St. Michael and St. George (C.M.G.);

Major Arthur Bick to be a member of the Distinguished Service Order. (Major Bick belongs to the Topographical Surveys, is serving with the Field Artillery and has also won the *Croix de Guerre.*);

Major John C. DeBalinhard to be a member of the Distinguished Service Order. (Major DeBalinhard was on the Interior staff at Yorkton, Sask., went overseas with the original Princess Pats battalion, was wounded and Mentioned in Despatches.)

Other new decorations include Military Crosses to Captain A. M. Reid and Lieut. E. W. Savage. Captain Anthony M. Reid is a son of Rev. A. J. Reid of St. Chad's, Earlscourt, Toronto, and a grandson of the late E. A. Meredith of Ottawa. He was in the Department of the Naval Service, went overseas with the 2nd Divisional Engineers, was wounded at Arleux, won several promotions and is now adjutant. Lieut. Ezra W. Savage was an examiner in the Patent Office and went to the front with the Engineers.

Captain Sterne Tighe Edwards of the Air Force, whose death from injuries was recently announced, had won the Distinguished Service Cross and a Bar to that decoration.

A Bar has been added to the D. S.O. of Lieut.-Col. A. E. Dubuc of the 22nd Battalion for gallantry in action. A condensed cabled report of the award says that he: *Led waves of infantry at a critical moment of the attack on an important village.*

Lieut.-Col. C. E. Bent, C.M.G., D.S.O., has also received a Bar to his war decoration. He now commands the 15th Battalion. The cabled Order says that he: *Led his battalion in difficult circumstances through mist, helping to clear places where the enemy were still holding out.*

Fuller particulars of the Orders awarding decorations to Canadian Civil Service soldiers, previously announced, are now received.

Lieut.-Col. Herbert Leo Keegan (47th Battalion, Western Ontario Regiment, a resident of Elbow River, Sask.) is awarded the Distinguished Service Order because: *In conjunction with another battalion he stormed and successfully captured enemy positions through uncut wire. Throughout the engagement, fought with his right flank exposed, he displayed marked courage and cheerfulness and in the face of the greatest difficulties advanced and held ground gained for three days.*

Lieut. Reginald Ingersoll Olmsted, (35th Battery, 10th Brigade, C.F.A., of St. Catharines and Niagara Falls) receives the Military Cross on the following Order: *This officer commanded a section of howitzers in close support of the infantry. During the night he prepared tracks and moved his guns to the assembly positions. Shortly after the zero hour he sustained casualties to horses and drivers from shell fire, but handling his section with coolness, greatly assisted the infantry throughout the attack.*

Captain Bruce Ross (3rd Battalion, Canadian Engineers, Ottawa) won a Military Cross: *He showed great energy and devotion to duty while building a track across No Man's Land into the enemy's territory, and carried the work through so quickly and successfully that the artillery and transport were able to use the track forty minutes after zero.*

Lieut. John Labatt Scatcherd (11th Battery, 3rd Brigade, C.F.A., London, Ont., and Ottawa; since died of wounds) did not live to receive the Military Cross he won when: *He went forward with the advancing infantry in charge of a brigade patrol, keeping in constant touch with the situation, and sending in information which enabled accurate and effective gun-fire to be brought to bear by the batteries. Though constantly under fire, he was always at hand to clear up a doubtful situation.*

Lieut. William John Webber, (5th Battalion, Canadian Engineers, Ottawa) gets the Military Cross for this action: *With a party of sappers he repaired the forward part of a road through a village under heavy shell fire. It was only by his fine example and energy that his work was brought to a successful conclusion, ensuring the rapid progress of artillery and transport previous to an attack.*

—CSFC—

OUT OF BONDAGE

Flight-Lieut. Arthur D. Pope has reached his home in Ottawa. He was in a German prison camp for a year.

Capt. Percy R. White has arrived in England after some months as a prisoner among the Huns.

Charles Alex. Gordon, a Toronto postal clerk, has been repatriated and is now in England.

Information has been received in the Department of Customs and Inland Revenue that Yves Rioual has

been repatriated to France. M. Rioual was a reservist of the French army and an employee of the Department of Inland Revenue in Ottawa when the war broke out. He returned to France for service and fell into the hands of the Huns in one of the early battles of the war. For a long time he had the not altogether desirable distinction of being the only Canadian civil servant who was a prisoner of war.

—CSFC—

WAR PERSONALS

Col. George McLaren Brown, appointed a K.C.B.E., is a son of Adam Brown, postmaster of Hamilton.

A former civil servant who has had a thrilling career in the war is Lieut. Allan Lefroy Geddes. He gave up a position in the Department of the Interior, went West, studied law and joined the provincial Civil Service of Saskatchewan. Joining the R. N. C. V. R. in 1916, he saw service with the "Dover Patrol," was second in command of a motor launch in the Zeebrugge raid, and commanded a launch at Ostend. He was "mentioned" and recommended for a medal. His last adventure was to be on the *Iolaire* when she sank off Stornoway on New Year's Day and nearly her whole company were lost.

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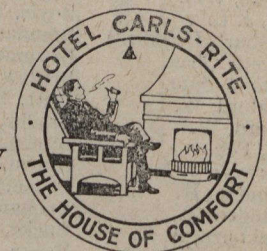
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EDITORIAL

A GENERAL MANAGER

On page 78 of the January number of *The Civilian* appeared an item of news which is of the greatest importance to the whole Service. We refer to the letter from the Hon. Mr. Rowell advising the officers of the Federation of the appointment of the Hon. A. K. Maclean to assume duties regarding the Civil Service as set forth in section 8 of the Order-in-Council of December 10. This section reads as follows:—

(8) Your sub-committee further recommend that one of the members of the Government be designated to give consideration to matters relating to the Civil Service and to whose attention may be brought from time to time matters affecting the Civil Service as a whole or important classes thereof.

This important event is the outcome of representations first made to the Government by the Civil Service Federation of Canada several years ago. The original appeal as it appeared on the agenda of the Federation convention was for a Court of Appeal such for instance as is in force in the New Zealand Civil Service and such as the Army Act affords to every soldier in the British armies. A Court of Appeal seems to offer difficulties to our ruling authorities, and so civil servants must remain for a time as the only class in society which has not the right of appeal against injustice. The secondary appeal of the Federation for a minister to act as co-ordinating business manager of Canada's Public Service has now been granted in the appointment of Mr. Maclean, and let us hope that in the universal awakening of a broader outlook upon human life the Court of Appeal will follow in due course. The choice of Mr. Maclean as the minister under the Order-of-Council of December 10 is logical in the highest degree. Mr. Maclean as the minister in charge of the new Civil Service Act, 1918, performed a notable achievement. Besides the initial detail involved in the preparation of the bill, (during which process he fully recognized and employed the Service organizations) he was the sponsor for the bill in the House of Commons during three exacting all day and evening sessions. The Service is also indebted to him for the inclusion in the bill of a provision legalizing appeals for redress to the Commission, which would have formed the basic idea for a properly organized Board of Appeal. Mr. Maclean was

compelled to drop section 9 containing this provision, from the bill on account of opposition to other features in the same section.

The Civil Service Act, 1918, is in our opinion, the most important sociologic legislative act ever adopted in Canada. Mr. Maclean himself has expressed his appreciation of the new act in similar terms. The Minister has an opportunity in the performance of his new duties of confirming the terms of the act, of translating its provisions into actual dynamic reality. To him will be confided the re-classification and organization reports of the Commission. Upon his attitude will largely depend the extent and the permanence of the reforms to be achieved. The lustre of Canada's name has been sadly eclipsed by the dark clouds of partizan political patronage. The Hon. Frank Carvell with refreshing but humiliating candour described public management under patronage as a "tragic farce", and Sir Adam Beck only a few days ago at Hamilton said: "public men could bedevil anything, and left everything that paid in the hands of the interests." If there is to be in the future no higher conceptions of public duty and morality than in the past, *The Civilian* would at once favour the abolition of public ownership in any form in Canada and trust to the Power that destroyed Sodom to meet out retributive Justice to those persons who, having assumed responsibility for Canada's future, had arbitrarily buried her fair name in the trough of a debased partizan political system.

There is, however, a rainbow upon our horizon which raises our hopes notwithstanding the waste and ruin of public management in the past. It is for Mr. Maclean and his successors in office to help to blot from memory the record of days gone by and to begin a new page upon which may be emblazoned a brilliant story of clean, progressive, public employment and service. The business of employment is now recognized as a science, and principles governing Labour have now assumed an international function heretofore allotted exclusively to Capital. We have been taught to worship the "sanctity of wealth". We hope to learn the new and nobler creed, that life and labour are to have a status not only equal to, but much higher than, that hitherto accorded to the possession of material things and the worship of the golden calf. We hail the new general manager of public employment and pray that he may be endowed with the courage and the vision necessary to his task.

THE VICTORY LOAN

Now that the 1918 Victory Loan campaign is over, it is the part of statesmanship to prepare for the next and to enquire whether or not it is possible to improve on the financial and administrative features of its distribution. To do this we shall point out a few serious defects in the handling of the recent campaign. And our feeling with regard to the necessity for doing this is not lessened by the fact that the campaign was a success. We are not interested so much in the fact of success as in the circumstances of success and the feeling of the people who have and those who have not subscribed. Anything we can say now, or do between now and the next campaign to help, we feel it our duty to do. No figures have yet been issued with regard to the loan which has recently gone over the top, but the last loan was stated to have been identical in organization with that of 1917, and the figures for that loan are used in our comparisons.

First, with regard to the amount paid out in marketing the loan. Great Britain marketed five billion dollars in war bonds at a cost of one thirty-eighth of one per cent in ten and a half months. We are officially informed that Canada spent seventeen thirty-eighths of one per cent in marketing the 1917 victory loan, and that even this large figure, seventeen times that spent in the Mother Country, did not include the additional cost of administration in the Finance Department nor payment for the multitudinous services performed by the chartered banks. The banks are stated to have received $9\frac{1}{2}$ thirty-eighths of one per cent, so that known expenditures raise the cost of marketing this loan to $26\frac{1}{2}$ thirty-eighths of one per cent, $26\frac{1}{2}$ times the cost in the Mother Country.

Translated into dollars this means that it cost Canada over two and three quarters million dollars to market a loan of four hundred millions. Great Britain has marketed a loan $12\frac{1}{2}$ times as large for less than half as much, not relatively but actually.

Second, was such an expenditure necessary? Unqualifiedly no. Great Britain spent half as much to get $12\frac{1}{2}$ times as much in 14 times the time, and elapsed time is a vital spender of money regardless of the work done. The United States went over the top just before our own 1918 campaign was launched in a loan for six billion whose distribution was taken entirely out of the hands of the bankers and the banking interests. It has been done, it can be done.

And now a word with regard to the com-

missions paid to "canvassers." Why does a Government which feels itself at perfect liberty to conscript a man, pay him a fraction of his regular salary, and send him into the trenches to fight and be killed if need be, deal so very differently with the man who happens to be lucky enough to receive the money needed to clothe, feed, and arm the man who does go into the trenches?

The men who were given the privilege of collecting this money were allowed to appeal to a patriotism that had been stirred by a vigorous campaign conducted, not at the expense of the ones who were to profit by the appeal, but by the Government at the expense of the people as a whole. And they received, as their reward for acting as subscription agents to the Government, payment equal to one-half of one per cent of all subscriptions under \$25,000.

This means that when you went into the office of the team which had been given the privilege of "canvassing" you (and of which fact you had been informed at public expense) and announced the decision you had reached as to the amount you could lend to the Government, the man to whom you told the news put (not right away but he got it later) one dollar for every 200 of your contribution into his pocket. This does not sound large to the purchaser of a fifty dollar bond, and even in the large it would not be if the deal had been engineered by the "canvasser", if he had convinced you of the necessity for your part in the transaction, if the deal bore no relation to your country and her needs, no relation to your patriotism, if every body were free to sell you the same thing, and if the money you gave were to be received and spent in supplying at least equal rewards to men doing work a hundred times more arduous than the job of selling bonds to you.

But it did none of these things, and the number of men "engaged" as "canvassers" were so few that many of the members of the different secret lodge teams made a net profit on the transaction of several hundred dollars. Is patriotism so dead in Canada that a call for volunteers would not have secured enough men or women to write out the receipts for our money?

Was this necessary? Australia wiped out all of the expenses connected with her last loan (except the printing of the bonds!) by passing an act making the lending of money to the Government compulsory. New Zealand utilized the voluntary principle, but notified the people that any deficiency would be met by a compulsory levy.

If the Government will take a small part of the sum they spent in advertising the 1918 victory loan and spend it in telling the people why they are demanding that each and every one contribute according to his ability, the people of Canada will show their approval in a way that will never be mistaken. And, finally, how can the profiteer be cut out of our Reconstruction loan? By a changed attitude on the part of the Government towards the permanent Civil Service. The old permanent Service has been largely overlooked in functioning war duties. Overmanned and stagnant, it has stood aghast and seen hordes of new appointees pouring in to man Boards and Commissions. During the next loan campaign some of the old permanent departments could furnish the personnel to conduct the canvass of localities in every part of Canada. Would this be too great a demonstration of common sense to expect from politicians towards the Civil Service?

LIFE INSURANCE PREMIUMS AND THE BANKS

A new term, "insurance poor," has been coined for those who took out all the insurance they could carry four years ago, let us say, and who now find that the load is almost too much. If the same money had been put into a savings bank, it would have been gone long ago, and in one way the person who spent his money four years ago got much more for it than if he were to spend it now,—twice as much in fact. Under present conditions the face value of an insurance policy will also buy less and less for every year it runs; but it has the big advantage over the savings account in that it affords protection while the sum is being accumulated.

The necessity of meeting increased costs with an income that does not increase so fast makes necessary a fairly periodical curtailment of expenditures. More and more this lopping off is striking insurance premiums.

Insurance companies should put into immediate effect a monthly payment plan, with three days of grace only, at no interest. They are amply protected by previous premiums. If such a scheme is not to their advantage, whether by any gain that may come with lapsed policies or in any other way, they should be forced. There are two ways of bringing about this compulsion: legislation, and the competition of others to whom such a plan would be remunerative.

If insurance companies will not, banks should take advantage of the opportunity, and add a measure of not unprofitable public service to a

pretty well organized and widely accepted system of private gain.

Banks should offer to their customers the privilege of starting at any time to bank the monthly sum needed to meet the next insurance premium. Banks can attract this type of account also from among the non-banking members of the community by advertising their ability to keep the insurance policies of their customers safely and their willingness to pay the annual premium when due, if the customer will contract to pay them one-twelfth of the annual premium monthly.

Anyone may now carry out the suggested scheme by putting his insurance account in a bank other than that containing his own account or under another name in the same bank. He can even leave it under his own name if he is willing to do the necessary bookkeeping. If he does this, any bank will pay him four per cent or more upon his monthly balances, which means upon the gradually increasing premium. And this is all we are suggesting to the banks. We simply think that banks should assume the initiative.

Such a scheme will keep thousands who otherwise might drop their policies from doing so, it will attract customers to a bank, and it will tend to develop those qualities with which a bank would like to endow all its customers.

If the customer has been paying his premium quarterly or semi-annually, the change to an annual premium, in advance, could be spread over one year, or two for that matter. The two-year scheme, for example, would simply mean that the customer would go on meeting the quarterly premiums as in the past, but would deposit each month in the bank one twenty-fourth of the annual premium minus four per cent. At the end of two years the bank would take over the payment of the premiums. The customer will then save the three or four per cent that he has been paying for the privilege of paying his premium quarterly, and will save four per cent (per year) on each of the monthly premiums which he pays in to the bank. For the bank can pay upon these the four per cent that it would pay upon the monthly balances of a savings account, and can exact prompt payment by the granting of this four per cent only upon those monthly premiums which are paid in upon or within three days of the due date. Lapses in these payments should at least partly offset the advance interest, and failure to meet a monthly payment for thirty days could cancel the obligation.

In addition to this arrangement, which only differs in the advance (one month) payment of

the monthly interest from that which savings banks now grant to one who should adopt the suggested scheme upon his own initiative, banks might also, and quite legitimately, look to the month of grace allowed policy holders by most insurance companies for a return for this advance interest and for the expenses involved in the carrying out of the scheme.

NOTES

The Civilian has received from Mr. Arthur Paré a communication dealing with the subject of "Housing and the Retirement Fund." It is a reply to Mr. A. C. Campbell's comments on this subject which appeared in the January number. We regret that Mr. Paré's reply was received too late for publication in this issue, but will appear in the next edition.

————CSFC————

The ramifications of the public duties rendered by the departments of the Civil Service cannot be fully realized even by those who attempt to study such a complex subject. Between the study of the spectral universe by the great 72-inch reflecting telescope of the Dominion Astrophysical Observatory and the sub-mundane investigations of our invertebrate palæontologists there is a wealth of service rendered to the country that has to do with the material and ethical welfare of our race. To one of these services a fine tribute of appreciation has just been paid by Sir Percy Sherwood, who in retiring from office addressed a letter to Mr. W. D. Scott, superintendent of immigration, which is reproduced for our readers on another page of this number.

————CSFC————

The report of the Hon. Dr. Roche on the results of his investigations into the cause of the strike of the postal employees during the month of July, last, has been issued. When the Editors of *The Civilian* heard that the report had been published, they applied to the Secretary of State Department for the privilege of using the official type, intending to furnish complimentary copies to all postal organizations. Unfortunately the type had been pried and we were unable to carry out our intention, as the report is too lengthy for the pages of our regular issue. We regret our inability to supply this report in full, as we realize its immense value to all postal employees.

————CSFC————

One of the most recent instances of the wisdom of a superannuation law is the adoption of a pension system by the Imperial Oil Company,

one of the most successful business organizations on this continent. The Hon. W. J. Hanna, president of the company, announces a scheme allowing a maximum of 75 per cent of the salary of employees; retirement to take place at the age of 65. The company also puts into effect a life insurance scheme of from \$500 to \$2,000, according to length of service, and also a sick and accident benefit plan. It appears that there is no contribution required from the workers for any of these schemes. The Standard Oil Company has been considered to be an octopus in seeking its own special interests. It is evident the company considers that proper retiring allowances help to make dividends to the shareholders more certain. How long will it be before our own Government takes action upon a subject that is now and has long been an outstanding menace to the working strength of the Canadian Civil Service ?

————CSFC————

On another page of this issue will be found a valuable contribution to our economic literature which has been furnished *The Civilian* by the Insurance Department. We recommend a perusal of this article by all our readers. The increase in the number of policies issued to civil servants by the Insurance Department has been marked since the Civil Service Federation formed a publicity committee eight years ago. At that time there were only 406 policies in force. There are now 3,030 policies representing the sum of \$7,700,000. The Insurance Committee of the Federation, of which Mr. A. D. Watson is chairman, has recently sent out its annual folder addressed to recent appointees in the Service. The Insurance Department reports a good response from this publicity work. The Service at large has not by any means availed itself of the undoubted benefit of our Government insurance policy. We are indebted to the Insurance Department for the kind offer to supply us each month with an article on insurance, and it is to be hoped that those of our readers who have not already done so will send in their application to the Superintendent of Insurance.

————CSFC————

Last month we were called upon to criticize the public utterance of a Minister of the Crown who spoke for Reactionaryism. We have now a pleasanter task to perform in referring to the speech of the Hon. Mr. Rowell at the open Forum, Ottawa, on January 19. The minister in two sentences expressed two lofty themes. The first was that whereas formerly "property" was

held to be the all in all, now "life" is to have first consideration. There may not be many ethical teachers among our politicians, but here we have the basis of a new moral-political philosophy. Of course the only value to this generation of such an ethical creed is its immediate translation into action. The second theme of Mr. Rowell was "the industrial concern that does not pay a fair wage to its employees is not worthy of the name," or words to that effect. This is fine, but also requires immediate translation into action in order to be of benefit to this generation. We do not know how Mr. Rowell voted on the Bonus, but we believe he is sincere, for he has devoted more of his energies to sociologic endeavours than any other public man in Canada and his recent establishment of a Welfare Department in our Government is a palpable indication of his sincerity and good faith.

—CSFC—

The "powers that be" and that have been in this country who have made the amalgamation of property the paramount ideal of all their policies at the expense of the conservation of life, will shortly have to chant a new creed or make way for those who will do so. The Whitley report of the Reconstruction Committee on Joint Standing Industrial Councils of Great Britain enacts that "works committees, district industrial councils and industrial parliaments are to be formed for each industry." On these bodies representatives of workers and employers will sit and discuss better conditions of employment, rates of remuneration and principles of Labour generally. In no group of Labour is the enactment of these principles so essential as in the public services of all countries. It is for the Canadian Civil Service organizations to place the Whitley report upon the agenda of all their conventions. And they must do it now. Government by a small privileged class has led the world to its present condition of anarchy and chaos. If there is to be a renaissance it will be only through action swift and sure on the part of the long suffering masses of the people. A short statute enforcing the Whitley scheme on all employing organizations whether government or otherwise would make Whitleyism the State religion in the Labour world. It is worth mentioning the fact that the Imperial Oil Company has already adopted both the letter and the spirit of the Whitley report.

The Civilian desires to pay its humble tribute to the memory of the late Theodore Roosevelt. At a period in the history of his country when politico-economic license was playing havoc with the lives and liberties of the mass of the people, Theodore Roosevelt arose and during his whole public career fought against tyranny and injustice. He brought the people of his country to a consciousness of the responsibility of organized business to the public welfare. He arraigned the great corporations for their arrogant and ruthless policies. It was he who gave out the astounding estimate that in approximately \$60,000,000,000 of capital invested in the trusts and corporations of the United States, \$40,000,000,000 or two-thirds represented water or arbitrary, bogus value to be turned into gold in the people's treadmill. The bravery and sincerity of Theodore Roosevelt are his greatest monuments. In his crusades for justice he did not fail to make patronage the target of his attack, and for the benefits he conferred upon the moral uplift of his country's good name in improving the public service, for putting trusts and monopolies under some control and for the example he set to the human race of a clean and stalwart warrior battling against might for right and liberty, he must be given high credit and the gratitude accorded him should be world-wide and devout.

—CSFC—

It is to be sincerely hoped that a wise and far-seeing vision will distinguish the attitude of the leaders in our Government in dealing with economic and social problems arising out of the war. A seismic tremour is disturbing the atmosphere of all countries affected by the war and it will be but a dull politician who will misinterpret the signs of the impending earthquake. On account of our economic oligarchy, Canada is but ill-prepared to deal with events even now in course of development. At one Labour Bureau in the city of Toronto, 397 discharged soldiers enrolled for employment in two weeks and this no doubt means that a great many more are actually out of work. "Some of the men who applied were hungry and some have walked as far as twenty miles in one day to get work," says a report from Toronto. The Hon. Mr. Rowell appears to see the momentous problem arising and it is to be hoped he will convert the Hon. Mr. Maclean or any others of his colleagues who may be disposed to view lightly the econ-

omic enigma confronting us. The labouring class having made its sacrifices in the war, it is now becoming that the privileged politico-economic class do likewise. Idealistic expressions will not meet the situation. Action swift and sure and radical is called for on the part of those who at present control the destinies of Canada.

—CSFC—

The Montreal *Star* of January 31 contained a reference to the January number of *The Civilian* claiming that it "consists of an arraignment of Canada's system of government which might have come from the pen of Lenine or Trotsky." The *Star* then answered the argument contained in the article by stating that "the lengthy communication comes carried free of charge in the mails by the government assailed," etc. *The Civilian* has replied to the *Star* asking for the publicity customary under such circumstances of absolute rebuttal. The following is the certificate of *The Civilian's* printers regarding postage on the matter referred to by the *Star*:—

Ottawa, Ont., February 4, 1919.

Civil Service Federation of Canada,
Ottawa, Ont.

Gentlemen,—

We understand that a charge has been made, that *Civilian* Editorials have been franked for delivery. In reply to this charge we wish to state that we have been addressing and delivering to Post Office and paying postage on all *Civilian* matter for a period of 11 years, during which time we have never used a frank nor have been in possession of one, and postage was paid on the particular issue of *Civilian* matter complained of by a Montreal paper.

Yours,
THE OTTAWA PRINTING COMPANY,
LIMITED,
per J. KILPATRICK,
Secretary-Treasurer.

—CSFC—

Our readers will observe that one of the requests made to the Government in the Memorial of January 31, which is published on another page of this number, is for the granting of the bonus to those who have entered the Service since April 1, 1918. Cogent evidence on the affirmative side, which the Government can hardly ignore, is the fact that the Civil Service Commission in advertising for letter-carriers states that the remuneration is \$2.00 per day and a provisional allowance of \$350 in the East and \$480 in the West a year. Appointments as a result of this ad-

vertisement will be made after April 1, 1919, and the new carriers will get the bonus, while under the Order-in-Council entrants into departments other than the Post Office are not to receive the bonus. Is this preferential treatment accorded to the postal employees due to the fact that this Service went out on strike last July? And is the non-payment to the other departments the method the Government takes to reward those who have been "good"? And is this discrimination in favour of the strikers of any help to our pacifist friends who think the tone of the Federation Memorials somewhat lacking in the customary subserviency and who deplore the necessity of affiliation with other branches of Labour?

—CSFC—

According to the official U. S. Bulletin the United States Railway Administration, Division of Public Service and Accounting, has issued an order providing rules for the destruction of old railway records, and officials have been named to superintend the work. Would it not be a good move for the Canadian Government to put through a somewhat similar order and see what could be done in this way to relieve the storage and rental problem? The Government all along has found difficulty in securing sufficient office accommodation, and is paying pretty high prices for what it can get. Probably the best persons to decide on what should go overboard would be the deputy ministers of the various departments in consultation with their record clerks; but as this action might be open to the suspicion that some useful political material might get on the scrap heap, deputies could be instructed to get together the material they considered should be destroyed and a committee in whom the Government had confidence could go over the records and probably destroy most of it as fast as it was handed to them. There is no doubt that amongst other material choking the files are such things as cancelled cheques, files dealing with completed construction work (which railways always destroy when the job is wound up) and such things as "I have the honour by direction to acknowledge the receipt of your communication of the blank instant. In reply am to send you the documents mentioned hereunder" etc., etc.

Now that we are having a re-organization of the Service and have recognized the principle of efficiency methods and the business doctor, why not save filing and storage space and cut down rental expenditure?

At The Sign Of The Wooden Leg

Your
Humble
Servt
Silas
Wegg

Arise and Sign!

SCIENTISTS tell us that the Earth is slowing up in its rotation on its axis. The ocean tides are acting as a brake on our planet, and, as a result, our day is perhaps a second or two longer than it was ten centuries ago. We cannot expect man to pursue his purposes with the slow and methodical sureness of Nature, but there are occasions when he seems to follow her courses so closely that we have a suspicion then that he is under the influence of some universal force far different from the petty motives that dictate so many of our actions.

Thus it is that I regard the new regulations affecting the hours of attendance in the Inside Service as important in the highest degree. Of course two seconds in a thousand years are as nothing compared to fifteen minutes all at a jump. Still we cannot expect too much of frail mortals. Errors are accumulative, necessitating in the revision of the calendar at one time the dropping of twelve days, and calling for the insertion of a 29th of February every four years as a regular thing.

The persons responsible for the lengthening of our day by fifteen minutes are going by leaps, which is not Nature's way; but the leap is such a modest one that we are sure that it was made, not for the purpose of getting more work out of the Service, but rather, in response to an appeal from Nature herself. Here we have an adjustment between the Civil Service hours and the slackening of the speed of the Earth on its axis good enough to cover all the errors since the first saurian got into the third division on and on until our evolution shall find itself complete with Gabriel and Michael as heads of departments. There will be no need, as far as the demands of Nature are concerned, for any further tampering with the office clocks for all time. The Cabinet has now leisure to consider the real problems of the Civil Service.

That is how the case stands in theory. Cursed with memories as we are, however, we must often revise our conclusions, and in this instance we remember that there was a day, before the time of Adam—that is, the Second Adam known as the Short—when the attendance book was left out on the corridor desk all morning, and in some departments was not taken away from one book's end to another. Those were the happy days. The Service then was composed of the elder sons of civil servants and the second sons of gentlemen, imported from England for the purpose. You were born to the purple or came to it when remittances from home became slack. You carried a cane and a fine air of disinterestedness in your work. You signed the book on your arrival without bothering about entering the time when that occurred. Time was for slaves.

But that was not to endure forever, and some reformer had the day begin at nine-thirty, although I am not sure that an earlier attempt to declare sun-up at ten may not have been made. In support of this we may cite the fact, even after nine-thirty became the official cock-crowing, some departments in the East Block, perhaps in other blocks, continued to keep the book on the desk until ten. They were the guys who put the ten in attendance, as the present reformers will live in history as giving the poets a chance to string rhymes on *nine* and *sign* and *line*.

The next intaking of the breath was about ten years ago. The regulation then established, of which this last order is but an interpretation—some say an interruption—was that the hours should be from nine to five, but that you were not late if you came at nine-fifteen. There was but one thing to do in such circumstances—get to the office as close upon the heels of nine-fourteen as possible. We would as soon have accepted *nine* as *the hour of starting, except when we*

wished to make a case for ourselves before the public, as a customer would offer ten dollars to a merchant who said, "You can have this coat for nine-fifty, but the price is ten."

Thus for ten years or so we have been coming to our offices at nine-fourteen-and-a-fraction, although we knew we were not reprehensibly early if we came at nine. We who have lived through it all have learned to study the shining morning face of the alarm clock as a lover studies the face of his mistress. The angles that the hands formed at eight-ten, if that were the time we entered the breakfast room, were as significant to you of the day as a sextant's reading is to a mariner. Were that minute hand a few degrees lower in its progress on the dial we knew that the good-wife would have to put the coal into the furnace, or we could not read the editorials in the *Citizen*, or we had to take a car—or be late. We generally compromised. We let the wife look after the furnace, we read the editorials and the sporting page of the newspaper, we did not walk and we were not on time.

There was no real satisfaction in being late, however. We were never given a chance to be called before the Deputy, although some have tried hard to do so in that way in order that they might have a chance to speak with the Veiled Prophet concerning matters of promotion. The sport consisted in beating out the clock, the narrower the margin the better the sport. Sometimes it was difficult to put in all the time at one's disposal. Perhaps there was a fire on your street, or the baby had croup, and you were up at seven o'clock. You loitered over your shaving, and cleaned up the cellar, and called at the plumber's on your way up town to see how much you owed, but with all your cunning it was five minutes to nine when you reached Sparks street. How were you to dispose of the nineteen minutes that were still

yours? It is tiresome work trying to fill in time that is of no use to you. However, let me say this: we generally succeeded in our game.

Now we have to make an adjustment of all this. The fifteen minutes of grace have been stricken out of our charter, and we have to study new angles on the clock's face and transfer more morning duties to the other members of our families. It is foolish to talk about going to bed fifteen minutes earlier. It needs an act of Parliament to trick us into our nests at any other than the ordinary hours. No, we must get up a quarter of an hour earlier, and in that lies all the cruelty of this new order.

Do Cabinet ministers have no beds? If they do, and use them, — some of them, they say, sleep on their jobs,— they must know that the dearest luxury in life is the last fifteen minutes in bed. Whether one is awakened to the new day by the cock's shrill clarion or the echoing horn, by an alarm clock—the devil's reveille—or a wife's dig in the ribs, there is nothing half so sweet as the few minutes, five, ten, or fifteen, that we claim as our very own to yawn in and fall back on the pillow in, breathing deeply and sighing, "In a minute —just a minute—Gee, this-is-comfy." Is that the odour of bacon coming up the back-stairs, or are we inhaling the perfume from some altar in the land of the lotus? Then we snooze. Another dig in the ribs may be necessary

RED TAPE

I am Red Tape—red because I mean murder, the murder of our own soldiers. The barbed-wire entanglements of the enemy find their best aid in my entanglements. I can take the most enthusiastic, skilful, altogether effective worker, and in a month squeeze all the enthusiasm out of him and render his skill as ineffective as a sucked orange. There is only one thing I am afraid of, and that is the sharp knife of public criticism. Even that I manage to snarl up in time, though it has slashed me viciously; for I have many coils to spare. Indeed, like all lower animals, I can be cut anywhere and two new animals grow at each cut; so the slashing is painful to me, but multiplicative. Some day—I shudder to think of it—they may try the fire of national wrath. That would be the end of me.

before we get out of the blankets and begin to grope dazedly for the bathroom slippers. The day, with its duties, begins then.

Is that fifteen minutes to be lost? Am I, morning after morning for the rest of my days, to go from bed to work and from work back to bed again without any consciousness of having waked up? There are lands without twilights. "At one stride comes the dark." We would not care, we who are used to the blindman's holiday of our latitude, to pass our days in such lands. The fifteen minutes in the morning of which we have been talking is our second twilight. Woe unto them who would rob us of it!

Of course some will say—there is always somebody to say something—that we shall have a last quarter of an hour in bed anyways. But it is that particular quarter of an hour that I am fearful of losing. You keep your watch under your pillow, don't you? Every reasonable man does. You draw it out and look at it when first aroused. You know what grace you have. It is all a part of your subconsciousness. You don't have to be awake to read the dial. But, if it is another fifteen minutes that you have to *calculate*, then the brain has to work, and it will take some of us a year or two to get accustomed to such mental exercises at that time of day. Heaven knows what is to become of us. The chap who had a

part in a play where he had to come in from the right and say, "My lord, your carriage is waiting," was asked to come in from the left and say, "My lord, your carriage is waiting." He groaned and beat his forehead with his hand. "More study, more study," he muttered. I hope this Union government does not put any more stunts over on me.

Why not then be late? You have but one life to live. Take your fifteen minutes and be happy. Ay, but you have not read that ominous clause about penalties, more ominous and awful because they are not in definite terms. The Commission and the Deputy are to confer and fix such punishment upon an offender against the regulations as they may deem fit. This may vary between boiling a clerk in oil and saying "Sir" to him—with such a look! No. I don't carry enough insurance—or should I say I lack assurance? — to permit me to trifle with fate by signing below the line now. The only way out of the deadly peril I am in is to get two or three promotions, running concurrently, and thus attain that happy status that relieves an official from the necessity of signing at all. In the meantime all friends desiring to see me, but with no wish to have conversation with me, will find me at eight-fifty-eight, at the door of the South-West Block, and at eight-fifty-nine-and-a-half, if they follow me in, they can behold the real Sign of the Wooden Leg.

C S F C

GOES TO THE C.M.A.

The Canadian Manufacturers Association has again shown its habit of picking a man out of the Civil Service for a good job. E. Blake Robertson, of the Department of Immigration and Colonization, is the latest choice. Mr. Robertson had been in the Service for fourteen years and had risen to the post of Assistant Superintendent of Immigration.

—The National Civil Service Reform League in an extended report charges inefficient management in the United States Civil Service Commission, and asserts that it "has unnecessarily kept from the public its eligible lists and rating, so that it has been difficult and sometimes impossible to detect the political manipulations thereof. It refused to members of the League the opportunity to examine such lists for the purpose of ascertaining whether or not the appointees stood highest or lowest among those certified and whether or not such appointments were probably due to partisan reasons." The League considers a re-organized commission indispensable to the reconstruction period.

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PURGATIVE WATER

Is the Surest Cure for CONSTIPATION.

On Sale at all good Druggists

25 Cents per Bottle.

His
Majesty's
Mails

POSTAL JOURNAL

Postal
Clerks'
Forum

FOR AULD LANG SYNE.

We have been wondering for the past few months just where the present situation of the various organizations of Postal employees is going to lead to. Unless we close our eyes, shut our mouths, in fact deaden our faculties, we cannot but admit that only in unity is there strength, and unless a panacea for the present rupture between the East and West can be found, things loom dark for our enterprises. No matter where we turn, we hear complaints about the high cost of living. Why? because the masses, disorganized, are opposed by a highly organized body of manufacturers, merchants, transportation companies, etc., who play ducks and drakes with food, and other controllers exploit the people to the utmost limit.

There is only one real and sure remedy, and that is, organization. Only a year or so ago it looked as if the people had at last realized that the way to success was along this road; but the year nineteen eighteen has seen many tragic results brought about by failure to grasp the true meaning of organization.

How can organization be adapted in order to produce the best results? Certainly not by creating strife and ill feeling in the ranks as is existing at present by the dividing of our association East and West. Some favour our association taking in all classes of workers, while others believe in class or trade organizations all affiliated under one Dominion-wide body. The first seems to be two unwieldy and the second scheme is also possessed of disadvantages. However, the second is far the easier method to be adopted, as nearly all classes or trades belong to an organization, and a large number of these are already affiliated, therefore the last mentioned way appears to be the proper course to pursue at present.

During the whole period of the long and terrible war, much has been said about the changes that would come as an aftermath: the worker would at last receive something like just recognition, and true democracy would arise from the ruins of autoocracy.

Now that the time has arrived for the fulfilment, what do we find? Have the people prepared for the new regime which is at hand? We think not! The reason is not hard to find, for, while the capitalistic class is leaving no stone unturned in order to retain their special privileges and concessions from an all too willing Government, the workers are gradually drifting apart.

During the past five months the P. C. A. of the D. of C. has lost nearly one-third of its entire membership. The Fed. Assn. of Letter Carriers is in the same predicament, while the Railway Mail Clerks have also suffered, but in a lesser degree. Had the men who seceded from these bodies stood to gain anything by so doing, we could understand their action, although even then it might be looked upon as selfish; but they did not. A careful study of the present standing of these delinquents fails to show the slightest possibility of gain. On the other hand, they are holding back part of the strength necessary for the furthering of enterprises essential to satisfactory working conditions for themselves and their fellow workers.

There is no doubt that the civil servants in Canada are facing the most critical time since Federation. The next session of Parliament promises to be fraught with all kinds of opportunities and also dangers. Patronage is far from being a dead one, and if either of the old parties gets back in power, look out for squalls. If we are to gain anything, we must show a solid front and concentrate more than heretofore our forces. If the present state of affairs is allowed to exist much longer, the Postal Service will have lost the best opportunity they ever had to improve their working conditions. There is only one thing to do,—forget the past, work together, and allow the true spirit of fraternalism to hold full sway; and, unless this is acted on, the present status will be taken full advantage of by those anxious to defeat us.

It is woefully few the number of friends the Service has on the floor of the House, and until we have more,

we never shall get fair treatment or a fair hearing. It is hard to understand a Government that uses its power to induce large employers of labour to pay fair wages, yet turns a deaf ear to the demands of its own servants for less than the standard of wage which the Government recognizes as fair; but such is the case, and until we change our present disorganized standing, it will always be the same.

Now, what we must do is reorganize and co-operate with the new Labour Party. The majority of civil servants are fast losing the distrust and prejudice that they formerly had for this party, and why not? Are we not all labourers, and are not the people our employers? At one time Cabinet ministers and kings of finance were the only ones to whom we thought of appealing, never realizing who our real employers were, and underestimating the true value of public opinion.

Although we may not agree altogether with the views of the Labour Party, that is no reason for our keeping aloof. Join in the movement, send your representatives to give expression to your ideas, and thereby endeavour to improve the party so that it may fit in with your ideals. There are a vast number of civil servants throughout the Dominion, and in all large centres their vote would be sufficient, combined with the labour vote, to swing an election.

Canada, supposedly a democratic country, should have a large representation of labour in the House, instead of the present state of affairs. If the East and the West will sink all differences, grasp the hand of the tillers of the soil recently extended to them, and at the same time stretch out the other hand in friendship and sympathy to the returned men, then such a combination could easily carry all before it.

Let reconciliation be our first effort this year in order that we may reap the full benefit of the enormous amount of work done in the past.—J. M. Green.

“By jove, Squidge, brother Green pushes out a spoonful there, and I

think it should be brought before all our executives throughout Canada, and not only brought up, but worked on. There has been too much of underestimating our own power, and the only way we shall find ourselves in organizing, and going in for politics as well as everything else; and I move right here that a propaganda be started to bring about this desirable state of affairs." Squidge carefully put his notebook away and glanced absent-mindedly into the fire. "I was going to tell you about that duck hunt I participated in." I settled down in my chair with a groan of martyrdom and awaited the inevitable, my sidetracking had been to no purpose.

Brantford Branch

Our staff had the pleasure of welcoming back Glad Raymond, one of its old members, who has been overseas since Aug. 11, 1915.

On Jan. 7 a banquet was held, and with such success that it was voted unanimously that the idea of playing more together be given the scope deserved.

At our election of officers for this year E. W. Harvey was re-elected president, T. R. Snodgrass as vice-president, H. J. Hartley secretary-treasurer. These men have done such good service in the past year that we could not see our way clear to make any changes.

There is one thing we should like to see taken up by the various branches, that is, the better protection of clerks handling money packages. The banks are covered by their bond companies; but in case a mail clerk loses sight of a money package, he is held responsible for more money than he could pay in a lifetime. We should like to hear from other branches in regard to this question.

In support of the foregoing, I would call your attention to page 41, paragraph 165, Can. Postal Guide, which reads: "The loss of registered articles is a rare occurrence, nevertheless large sums of money or other valuable articles should not be sent through the post even though registered, as the machinery of the Department is not arranged with a view to such transmission."

Despite the above, in which the inadvisability of the acceptance of money packages seems to be admitted, clerks are still compelled to shoulder what seems to be unnecessary risk.

—H. D. Robertson.

Kingston Branch

The "flu" and Christmas rush made a combination that called for emergency treatment which took the form of 14 hours a day before a successful termination was brought about.

We propose getting together at a dance to be held in Ye Olde Town Hall next month, and great preparations are being undertaken to make the first of many a big success.

Affiliation with labour strikes a responsive chord here.

The Government as a large employer of labour should make ideal working conditions so that other employers might copy.

Officers elected at the last meeting were: president, J. Daly; past president, W. Harkness; 1st vice-president, J. F. Kane; 2nd vice-president, J. B. Cochrane; secretary, T. Bennett; treasurer, H. Nicholson; guard, C. Stockdale; executive committee, Messrs. Harkness, Genge, Scott, Bennett, and Nicholson.

Toronto Branch

The Committee of this branch have arranged to give a Grand Vaudeville entertainment at the Foresters Hall on College St., near Yonge, on Tuesday, February 25th, under the management of Mr. Claude E. Parker, assisted by a Committee consisting of Messrs. W. H. Miller, E. A. Stuart and T. R. Elsam, Secretary.

It is confidently expected that the members will support this entertainment, and thus ensure its success.

Tickets, 50c each, may be obtained of any member of the Executive Committee.

Ottawa Branch

The Ottawa Customs Association Annual Euchre and Smoker was held on Monday, January 27, and was admittedly the best in the history of the association. To the committee, composed of Messrs J. E. Mulligan, chairman, J. B. Potvin, W. H. Sproule, J. Ussher, F. Daniels, E. H. Benoit, great credit is due for their untiring efforts in making it the success it proved to be. A very pleasant incident of the evening occurred, when Mr. F. M. Journeaux, Collector of the Port, on behalf of the staff, in a few well chosen remarks, made a presentation to Mr. R. E. Jamieson, on the occasion of his eighty-second birthday. Although taken by surprise, the old "war horse" was equal to the occasion, and struck a responsive chord in every one present when he stated he anticipated taking part in many more social evenings of the Ottawa Customs Association. The one regrettable feature of the evening was the unavoidable absence of Messrs. Frank Grierson and L. D. Burling, president and secretary respectively of the Civil Service Federation. The boys at the Port of Ottawa look upon them as their own, and were keenly disappointed at their absence.

PUBLIC WORKS, TORONTO BRANCH

At the annual meeting of the Toronto Branch, the following officers were elected: president, M. McCartney (re-elected); vice-president, E. Hewitt; secretary, R. J. Patterson; treasurer, C. Crone; executive committee, Messrs. Davidson, Walker, Anchinloss, Rowley, Hales, McCabe, and Cosgrove.

MAKING MONEY

Canadian coins to the value of \$3,170,221 were issued by the Ottawa branch of the Royal Mint during the year just closed. Coins to the value of \$245,000 for Newfoundland, comprising 620,000 silver pieces, were also issued. The total number of Canadian pieces coined during 1918 was 30,904,468, and the total number of coins of all kinds was 32,167,429. During the year 4,435,200 shilling blanks were produced and shipped to the Royal Mint at London.

A RESOLVE FOR 1919

To conduct our business in a manner worthy of those who have journeyed across the seas and died upon the fields of battle that this great democracy might not be crushed under the heel of militaristic autocracy.

To nourish and protect our good will as the most valuable asset we possess.

To have the courage of our convictions and the will to "carry thru."

To strive to promote the welfare of the industry in general rather than to limit our endeavours to our own selfish interests.

To work faithfully to make our products the best that can be made and our name a mark of genuine worth.

To look forward with confidence into the future, in the certain knowledge that right will ever triumph over might and honest methods be the master over unfair competition.

Hooton Chocolate Company, Limited

Office - Factory 60-72 Duchess Street

TORONTO, ONTARIO.

Manufacturers of CHOCOLATE COATINGS, CHOCOLATE LIQUORS,
SOLID CHOCOLATE CONFECTIONERY.

THE W. R. BROCK COMPANY (LIMITED)

WHOLESALE - GENERAL DRY GOODS
WOOLLENS, CARPETS
MEN'S FURNISHINGS
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For whatever purpose you may need
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Civil Service Association of Ottawa

NEVER in the history of the Association has the organization been so nearly complete as it is at the present time. This is due partly to the interest taken in the election of the officers in November, last, when the number of persons voting was 5,359; also to the action taken by the Executive of the Association, in co-operation with the Civil Service Federation, to obtain a bonus to meet the increasing cost of living, and to the fact that civil servants see the necessity for concerted action.

At the present time the Executive consists of the officers and sixty-six representatives, representing twenty-six departments, or branches, and three Branch Associations; only three departments remaining without representation, and according to information at hand, two of these will be organized at an early date.

There have been four meetings of the Executive this year to date; the average attendance being fifty-two. The first was held on December 5, at which the report of the election committee was read, and the officers declared duly elected. Mr. J. C. O'Connor in assuming the office of President offered his hearty congratulations to the other officers and to the members of the Executive, and trusted all would "carry on" in such a manner as would show that the confidence of the Service was not misplaced. He said the opinion of the Service should be obtained when issues of vital importance were being considered, and if necessary general meetings of the Association should be called for that purpose. He drew the attention of the Executive to section 27 of the constitution, which provided three methods of calling such meetings. The following sub-committees were appointed at this meeting: Legislation, Publicity, Superannuation, Audit, Constitution, Membership and Representation, and Sanitation. Messrs. J. C. O'Connor and J. B. Harkin were appointed delegates to attend the Victory Memorial Meeting held on December 8, and a vast amount of routine business was disposed of.

The regular monthly meeting was held on January 8, and special meetings were held on December 18 and January 25, which is ample proof of

the activity of the present Executive. A Housing Committee has been formed, and the Executive had the pleasure of hearing a short address on the subject by Mr. A. C. Campbell, of the Hansard staff. A resolution was passed at the regular meeting instructing the committee on agenda to call a general meeting, and notices have been posted fixing the date as February 3, and the place of meeting, the Collegiate Institute Hall. The different sub-committees have made a number of reports to the Executive, and satisfactory progress is being made in most cases; the subjects of War Bonus, Classification, Superannuation and Housing, receiving particular attention.

In order to ensure co-operation with the Civil Service Federation, the president and secretary of the Federation have been invited to attend the Executive meetings.

SUPERANNUATION

The Federation has had from the earliest days of organization the benefit of the investigations and recommendations of the Civil Service Association in regard to Superannuation. The same practice is still in force and the Ottawa association has therefore taken the lead in connection with this most important question on behalf of both associations. The following letter has been forwarded to the Hon. Mr. Maclean:

Ottawa, January 31st, 1919.

The Honourable A. K. Maclean,
Civil Service Minister.

Dear Sir,—

On behalf of our constituents, we wish to inquire of you, and through you of the Government, as to whether it is the intention of the Government to introduce a measure of Superannuation for civil servants at the coming session of Parliament. The necessity for such a measure is well known and has been admitted by members of the Government on various occasions in the last ten years.

We do not wish to go into the merits of the question at the present time, but would ask that when the bill is introduced we may have an opportunity to place before the Government the opinions of our members regarding the details necessary to make such a measure effective.

It may be that the experts who are now classifying the Service will make some recommendation regarding Superannuation; but we wish to point out that, unless some progress is made shortly, in drafting a bill, it would not be ready to present at the coming session.

We trust that we may receive an early and favourable reply, as we are thoroughly convinced that Civil Service Reform is incomplete without a proper measure of Superannuation.

Yours truly,

J. C. O'CONNOR, J. H. RYAN,
President. Secretary.

HOUSING PROBLEM

The Civil Service Association of Ottawa is devoting attention to the Housing problem with special reference to the Civil Service.

At the last meeting of the Executive, a report was received from a special committee appointed on the Housing question, and as a result a circular is to be sent out to the members of the Association with a view to ascertaining how many civil servants are prepared to consider a scheme proposed by the committee. The scheme is based on the Housing scheme initiated by the Dominion Government under which the Dominion has set aside \$25,000,000 to be loaned through the Provincial Governments for housing purposes. Ontario's allotment of this amount will total about \$10,500,000 and it will be loaned through the municipalities at 5% interest. Any action in connection with taking advantage of the Federal allotment, will involve the organization of a Housing Association under Provincial law.

The Housing Committee has worked mainly on the idea of a Model Suburb, laid out on modern town-planning lines.

Many details in connection with the scheme for the Civil Service taking advantage of the proposition, have been worked out by the special committee, of which Mr. G. N. Boivin, of the House of Commons staff, is chairman. In fact the Executive decided that the time had now arrived when the scheme should be presented to the Service with a view to ascertaining how many would be inclined to consider further action.

Newsy
Personal
Notes

MAINLY ABOUT PEOPLE

What we
all are
doing

THREE VETERANS RETIRE

With the close of the calendar year, three of the employees of the Post Office Department who have helped to make its history passed to that bourne (superannuation) from whence a civil servant seldom returns. In the retirement of Mr. W. J. Beatty, Mr. J. H. Brown and Mr. G. H. Parish, who ceased their labours for the Crown on December 31, 1918, a trio whose long service identified them as being part of the indispensable machinery of their respective branches stepped down and out in obedience to the march of time, all three having visions of years of contentment and satisfaction in the consciousness of Departmental duty well done. In evidence of the esteem in which these gentlemen were held by their chiefs and fellow-clerks, tangible tokens were presented to each, accompanied by best wishes of all for a long and happy life.

—CSFC—

A MAN OF MANY GIFTS

Frederick Augustus Dixon, chief clerk of the Correspondence Branch, Department of Railways and Canals, died on January 12, aged 76 years.

Mr. Dixon was born in England and came to Canada when a young man. He was a journalist, then a tutor in the family of Lord Dufferin at Rideau Hall, and finally became a civil servant in 1878. He married, first, a daughter of the late Alfred Patrick, C.M.G., Clerk of the House of Commons, and, secondly, a daughter of Dr. Herman Hager of Manchester, who, with one son, survives him.

Mr. Dixon possessed high abilities as a litterateur and dramatist. He contributed to various magazines and to several noteworthy works of description and reference. Among his dramatic productions are "The Mayor of St. Brioux" and "A Masque of Welcome." He was also a lover of art and took part in the founding of several organizations for the advancement of art in Canada.

In 1896 he was awarded a bronze

medal by the Royal Canadian Humane Association for saving life at the peril of his own. His death removes a landmark and noteworthy figure from the Canadian Civil Service.

—CSFC—

OBITUARY

EAGER.—At Ocean Port, Cal., John B. Eager, for twenty-five years in the postal service at Hamilton.

SNOW.—On January 3, Arthur G. Snow, of the Geodetic Survey, aged twenty-five years.

COOCH.—On January 4, H. Stanley Cooch, of the Post Office Department, in his thirtieth year.

DOUGLAS.—In Toronto, John Cameron Douglas, son of the late H. M. Douglas, of the Customs.

SPICER.—On January 7, Dorothea Spicer, of the Department of Militia and Defence.

LESSARD.—On January 10, Marcelle Lessard, and, on January 14, Marie Lessard, daughters of J. F. Lessard, of the Department of the Interior.

PELLETIER.—On January 14, J. C. H. Pelletier, of the Bureau of Statistics.

BAILEY.—On January 18, Margaret, daughter of W. M. Bailey, of the Department of the Interior.

CONROY.—On January 16, Sergeant-Major Charles Conroy, aged eighty-eight years; for forty-seven years a soldier of the regular army and Canadian militia; an employee of the Department of Public Works.

GROUT.—On January 22, Evelyn Erica, daughter of F. E. S. Grout.

HAY.—On January 22, Nathaniel Hay, of the accountant's branch, Department of Public Works, aged 66 years.

KING.—On January 20, Elizabeth Ann, wife of G. W. King, Department of Public Works.

MAIN.—On January 23, Thomas R. Main of the Department of the Interior, aged 33 years.

DWYER.—On January 21, Gladys G. Dwyer, of the staff of the Board of Pension Commissioners.

LAMBART.—On January 24 Hon. Octavius Henry Lambart, of the Survey Records Branch, aged 64 years.

CLARK.—On January 24, Gordon Clark, of the Department Militia and Defence, aged 31 years.

CHEVRIER.—On January 26, Regina, daughter of E. L. Chevrier, postmaster of the Department of the Interior.

—CSFC—

PURELY PERSONAL

The marriage of Lieut. Charles Bruce Daubney to Helen Kathleen, daughter of Judge and Mrs. Jonah, was celebrated at Trinity church, Sussex, N.B., on New Year's Eve.

Roland McIsaac, of the Department of the Interior, was married in the Sacred Heart church on January 8, to Alma, daughter of the late Captain T. Aumond.

Mr. and Mrs. J. M. Briand announce the engagement of their daughter, Yvonne, to J. B. DesRivières, the wedding to take place in June.

Fernand Omar Hamel, for ten years in the chief architect's branch of the Department of Public Works, has resigned to enter private business. On January 13, his confreres of the office presented him with a purse of gold.

Civil servants will fill all the chief offices of the Central Canada Veterinary Association for 1919. Dr. Fred. Torrance is honorary president, Dr. George Hilton, president, and Dr. A. Wickware, secretary.

Inspector Parkinson, of the Dominion Police, has placed his resignation in the hands of the Minister of Justice.

J. A. Robert, letter-carrier, Ottawa, fell on an icy sidewalk and broke his right arm.

On the eve of his departure for Europe, in charge of an exhibit of Canadian minerals to be shown in various cities, R. A. A. Johnston, chief mineralogist of the Department of Mines, was given a little "send-off" by his fellow-workers of the staff and presented with a fine box of cigars and a holder to smoke them in.

The
Collector of
Comments

Dominion Customs Association

The
Unofficial
Surveyor

AS it is the intention to have the convention of the Civil Service Federation meet on March 17, I think the members of the D. C. A. should come together some time prior to that date in order that we may put in shape the problems affecting us, for discussion and action by the Federation. In *The Civilian* for January, I invited our members to give an expression of opinion; but received no replies. As the date is now definitely fixed for the session of Parliament, February 20, it is urgent that our convention should be held some time after that date and prior to March 17. The coming convention of the Federation will be the most important ever held in the history of the Civil Service, and I trust the D. C. A. will have the biggest and best representation at that meeting. Let us show that we are members of a worth while organization, and that we value at its true worth our membership in the D. C. A.

The Western Tour.

The members of the D. C. A. will, I am sure, be pleased to read the following report of the tour of our president and secretary-treasurer, and the reason which prompted it.

The scheme of a tour of the principal ports of the West, originated at the meeting of the Special Committee of the D. C. A. which convened in Ottawa last October. The secretary-treasurer described a visit to the principal ports of the East, and its results, and it was unanimously decided that a similar visit to the West should be made by the president and secretary-treasurer, Messrs. A. J. Taylor, Winnipeg, and T. H. Burns, Ottawa.

Leave of absence was readily granted by the Minister of Customs, Hon. Mr. Sifton, when the object of the tour was explained, and a cordial welcome was promised by the western ports when the visit was broached. An outbreak of influenza caused a dislocation and delay of the schedule, and it was the last week of November before a start was made on the long journey.

The object of the tour, and the procedure, were as follows: the study at first hand of conditions of the Service; an explanation of the aims and objects of the D. C. A., and to give an account of the activities to date, and the future prospects. A general meeting of the staff was held in each port, addresses were delivered by the visitors, followed by a general discussion. The staff was visited, and problems discussed in groups and singly and an endeavour was made to interview every officer, and learn his views. Much valuable information was obtained, and light thrown on Civil Service reform, departmental regulations, etc.

The result of the tour was to bring all members into close touch with the work of the D. C. A., and a clearer understanding of its scope and limitations was arrived at. The advantages of organization were conclusively shown, and the claims of the D. C. A. were found to be based on efficiency, commonsense, justice, and the application of the merit system.

Many matters were brought to light, and numerous questions dealt with or noted for future action. This is not the time nor place to discuss them, suffice to say that they are not forgotten. The officers of the Customs Outside Service are looking forward with patience and confidence to the Civil Service Commission, for the report of reclassification, which is expected to adjust the conditions of the efficient and underpaid men who compose this branch of the Service. It is hoped that their expectations will be fulfilled.

Notes.

The public spirit and rivalry between some of the western cities was interesting and amusing. The local enthusiast, after pausing for second wind after an oratorical flight as to the many advantages of his city, usually ended with, "Wait until you reach *** then you will appreciate our advantages." Upon arrival at ***, the first local boost was a knock for the former city. Friendly rivalry.

The attention of the visitors was directed to a piece of property near Vancouver, owned by a local Customs officer, as a settlement for members of the Service. It was described as high and dry and known as Cosgrove Heights. It was an appropriate description; and is as yet undeveloped, the owner, Dr Cosgrove, awaiting the commercial development of an aerial service, before putting the property on the market.

The local staffs of Edmonton, Calgary, Vancouver and Moosejaw tendered banquets to the visitors, at which all members were present and enjoyed a social hour. At Edmonton, it may be noted, as an example for other ports to follow, the wives of the officers were present and added much to the pleasure of all concerned. The annual meeting of the Regina Association was held during the visit as was also the annual meeting of the Province of Saskatchewan, which took place at Moosejaw, with a record attendance. At Victoria, the visitors were escorted to the Dominion observatory, where the friendship was renewed with Dr Plaskett, the father and promoter of the largest telescope in the world, whose complicated mechanism he exhibited with just pride. Afterwards the party was entertained by Mrs. Plaskett at her residence.

A complete disregard to the limitations of overtime was noticed as far as the visitors were concerned. The eagerness of the local officers to discuss affairs, at all hours of day and night, proved most interesting, though exhausting to the travellers, whose stock of enthusiasm and vitality was subjected to a severe test before the tour was completed. Eighteen cities and towns were visited, and six thousand and thirty miles covered in five and a half weeks, a most wonderful, profitable and strenuous experience, which united into a compact body the members of the D. C. A. from the Atlantic to the Pacific.

The following letter is a grievance document, and forms part of the records of a port visited, and indicates that patience is one of the qualifica-

tions required of a Collector of Customs:—

“Collector of Customs
(Of a Western Port)”

“I am in receipt of your letter and contents noted very carefully.—Now it seems very queer to me that a man in your position can be so very dense.—Now this piano you are holding at has been laying there *one whole month* all for nothing but nonsense.—Now we live ten miles from town and have been obliged to drive in two different times to have forms filled out for notary public and gone in two times to have letters mailed.—Now this could have been all done in *one* letter and piano shipped before this if there was any business about you.—I’d like to be your wife for about ten minutes, I’d beat some sense into that block of yours, it amazes me how you can hold a position at all.—You ask for full particulars.—They have

been given to you already, but seeing you are so extremely dense and dull I shall have to repeat them once more and will try and make myself as clear as possible so you can get it into that ‘NUT’ of yours, where there is ‘Nobody Home Upstairs.’

“This piano was given to me, that is, my parents made me a present of it, (I mean my father and mother) about 12 or ten years ago, I can’t recall the exact number of years and I don’t remember the month, day nor hour, and I do not know what it cost when new.—Anyway it has been my own property for that number of years.—The way you act about the matter one would think I had stolen the piano.—Now when I came out here 4 years ago we could not afford to have piano shipped out here so I left it with relatives and when I went home for a visit I found that I was obliged to have it repaired so I

sent it to the * * * of * * *, and they repaired it.—If you doubt my word write them in regard to the matter.—I knew if I should have it done out here it would have taken five years at least, judging from other things and these people did it in a few days.—Now when this soaks in and you have kind of come to I wish you would forward piano as I am sick and tired of writing you about this.—I suppose next you will want my pedigree, wish you was close enough, I’d soon hand it to you.—How you can pretend to be Collector of Customs beats me, must be short of men.—Better go home and keep house and let your wife take your place.

“Now, is there any other possible thing you can think of about this piano. I came out here and settled four years ago last April, I don’t remember the hour.”

Yours truly,

* * *

CSFC

Ottawa Civil Service Operatic and Dramatic Society

WHEN the organizer of the Ottawa Civil Service Operatic and Dramatic Society started the ball rolling, there were not a few who “from long experience” felt certain that the effort would result in dire disaster. “Apathy”, other interests”, “cliqueism” and what not were assigned as the stumbling blocks which would inevitably bring the optimists down with a crash amidst the tolerant laughter of those who had said “I told you so”. However, the society exists and, more to the point, continues to grow, to rehearse and progress. “Apathy” has been overcome, “other interests” counteracted, and “cliqueism” ignored—if it ever was in evidence, and St. Patrick’s Hall has witnessed, each Saturday night, the spectacle of perfectly respectable civil servants, bonused and unbonused, being moulded into pirates, policemen and wards in chancery. Naturally the pirates are chosen from the “unbonused” and the police from those whose lives have been cheered by the spasmodic appearance of extra checks. The wards in chancery have been chosen for their good looks—and be it said no applicant has yet failed to pass the test. The response to the appeal

for members was given enthusiastically by the ladies, and until latterly with modified rapture by the men, who showed a modesty as to their abilities which was more creditable to them than helpful to the enterprise. Still, as water will wear the hardest stone, so appeals softened the masculine heart and the society now boasts a company equal to requirements, though not as fully manned as might be.

If, therefore, any man desires to be a pirate or try his hand at police work (with Sundays off), now is the time.

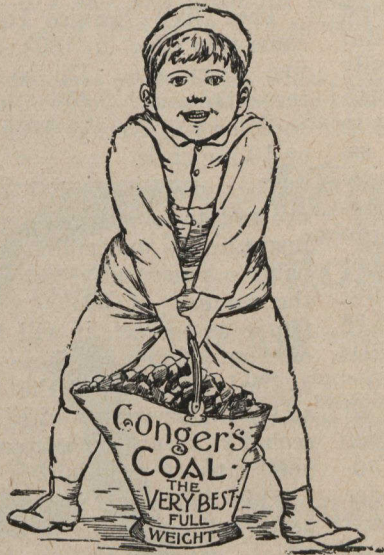
Much of the success achieved must be attributed to the unflagging work of the officials who have had the help and influence of the Hon. President, the Hon. Dr. Roche, to back them up. The amount of work involved in getting the members together, providing a meeting place and making provision for the performances has been heavy and frequently discouraging. The first idea was to produce the opera “The Pirates of Penzance” in the Russell Theatre, but an estimate of the cost involved made it impracticable. At the outset it was resolved that the opera should have the proper setting, the scenery and

costumes should be correct and prepared for the occasion. To provide the two elaborate scenes on a large stage like the “Russell” meant a big outlay of money and consequently little chance of handing anything over to a patriotic or charitable object. After viewing practically every hall in the city (Oh! for that “Memorial Hall”), St. Patrick’s Hall was chosen as being at once the best appointed, most central and most easily adapted. The owners were approached and met the society with every consideration. The result is that the hall is to be fitted up as a theatre with a complete stage, scenery and everything necessary to give a well finished performance.

To the expense of the alterations, the society contributes fifty per cent, and in return gets a material reduction in all future charges for renting. The “Pirates” will be played for five nights and possibly a matinee, and it is confidently anticipated that the impression made by the initial performance will ensure full houses for the remainder.

To provide such expenditure as must be met before the production a circular letter, signed by Dr. Roche and the chairman of the society, has been sent to the higher officials of the Service, inviting them to become honorary members, the subscription being \$10.00 per annum, which entitles the subscriber to two reserved

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seats at each of the semi-annual productions. Dr. Roche was the first to respond to his own appeal, and there is but little doubt that the large majority of those written to will help to support an organization which will do much to encourage good fellowship and closer communion between all grades of civil servants.

Music hath charms to soothe the savage Bolsheviki, and even the threat of "time clocks" fails to raise a "grouse" in those who have joined under the "Black Flag" or the benign smile of the Sergeant of Police.

The task before the society is a big one; but it can be done, and done with credit to the Service and the City, if those who desire a better community spirit to prevail will give assistance.

It may be added that all concerned with the society are working without pay of any kind: the scenery is being painted by the stage manager, and the costumes as far as possible provided by the members.

Nothing is being left undone to make the first production first class in every detail.

CORRESPONDENCE

LABOUR AND THE STRIKE

Editors, *The Civilian*.

The question of the proper relation of the Civil Service to organized labour and to the strike is now fairly before the public, and it seems to me that this is a good time for an expression of opinion on the matter.

As a member of the Civil Service, I consider myself a servant of all the people of Canada, and am proud of the position. I will not ally myself with any section of the people in opposition to any other. Therefore I will not join the farmers, the workers, the traders, the manufacturers or any other class, nor will I be a member of any association that allies itself with any class. I do not see any way by which a civil servant can serve two masters, the public and a section of the public, and whole-hearted devotion to my august master, the public, is both my duty and my pleasure.

The same consideration, somewhat differently regarded, puts me against

the strike. I have not a word to say against either the private employer or his employee because of any steps they may take, within the law, to gain right or advantage. If I were in private employ, I would be a staunch member of my labour union, and I would strike if that seemed the best way to win justice for my class. But in so striking I should oppose only another private interest, and, if justified in my course, should be acting in strict loyalty to the public. Not so, however, if I join with others to deprive the public of any necessary service. That is clearly against the public interest and, in my opinion, is not to be justified by any or all the arguments used in favour of the strike as a weapon of labour against the private employer.

I know that they are now doing all these things in Britain and in other countries supposed to be very "advanced." Those whose opinions are taken ready-made will be impressed by such facts. Personally, I have no desire to be "advanced," nor, for that matter, to be "re-actionary": my one object in these things is to be right.

It may be said that in joining the Civil Service Association I commit myself to maintenance of the interest of civil servants even as against that of the public. If I thought so, I would leave the Association. But my very strong belief is that the Association is an absolutely necessary means to enable the Civil Service as a whole to serve the public to the utmost.

I am a very earnest believer in the right and duty of the Civil Service to organize for its own interest. Yet, as a good democrat and therefore one who has complete confidence in the rightness and goodness of the whole people, I believe quite as earnestly that our interest lies rather in glorifying our work by improving its quality than in asserting our rights by force of numbers and the strike.

A. C. CAMPBELL.

Ottawa, January 11, 1919.

—CSFC—

The American Manufacturers' Association objects to the War Labour Policy Board's ruling against the employment of child labour. The members refuse to sign contracts containing this provision against employing children under 14.

GOVERNMENT INSURANCE

Furnished by the Department of Insurance.

The Civil Service Insurance Act came into effect in 1893, over twenty-five years ago. Up to date, about three thousand policies have been issued, on the average about 120 a year or 10 a month.

The number of civil servants who up to date have been eligible for this insurance is uncertain, but it is probably a conservative estimate to place the number at 30,000. Taking this figure as correct, it will be seen that one out of ten of those eligible has availed himself of the opportunity to secure insurance with unsurpassed security at an exceptionally favourable rate of premium.

This statement is not, it must be admitted, creditable to civil servants; but in fairness to ourselves, it must be pointed out that this indifference to one's opportunities is not confined to government employees, but is in evidence throughout the country generally. Excluding industrial policies, the number of insurance policies in force in Canada is slightly over 800,000, or one for every ten of the entire population.

The average amount insured by insurance policies throughout Canada generally is slightly over \$1,500. The average amount of Civil Service insurance policies is approximately \$2,500. Here the Civil Service shows to better advantage, especially when it is considered that many civil servants carry, in addition, insurance in ordinary companies; but those who do not should reflect on the fact that the latter sum invested at 6 per cent will yield but \$150 a year to help to keep the wolf from the doors of their dependents.

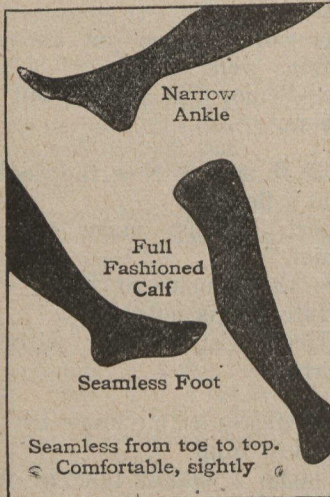
The fact is that Canadians are notoriously under-insured and it appears that the danger of death in an unusual or spectacular form is necessary to impress us with the need of this form of protection.

In the United States, before that country's entry into the war, the average amount insured by life insurance policies was \$1,800. Under the optional insurance scheme, provided for soldiers by the Government, practically all the 4,000,000 or more men insured for between \$8,000

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Is manufactured by a firm who established themselves in Canada, over 56 years ago---a firm who have succeeded in producing woollen underclothing (CEETEE) that is not surpassed Anywhere in the World---not even in the old country---so famous for the high quality of its woollen goods.

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and \$9,000 each, on the average, the maximum amount available being \$10,000.

In Canada the call for recruits was followed by an urgent call on the part of the recruits for insurance, but few perhaps realize that the risk of death to men overseas proved to be not materially greater than the risk of death incurred by the average man at home during the ten years between age thirty and age forty.

We are unmoved by the commonplace but greatly stirred by the unusual. Death in its silent, stealthy form is always with us; it impresses us for the moment but the impression is soon gone. In its more violent and spectacular form it drives us to seek

the maximum protection for those who may be left dependent as a result of its ravages. The terrible ravages of death overseas should not blind us to its presence at home. The need of one's dependents is the same whether its hand fell there or here. Insurance which was adequate five years ago is entirely inadequate to-day, and while there may be less margin in the salary cheque to provide it now, a careful scrutiny of the average civil service budget will probably reveal still a few unnecessaries which may be dispensed with.

Civil servants should avail themselves of their own insurance scheme to the limit. The attached coupon will bring information required. Cut it out and mail it to-day.

Application Form

To the Superintendent of Insurance,
Insurance Department, Ottawa.

Date.....

Dear Sir:

Please send to my address, as below, an application form for insurance under the Civil Service Insurance Act, and all necessary information relating thereto.

- I contribute to Superannuation Fund No. 1.
- I contribute to Superannuation Fund No. 2.
- I contribute to Retirement Fund.

Name.....

House Address.....

Departmental Address.....

Note—Draw a line through the funds to which you are not a contributor. If you do not contribute to any of the above funds, but are nevertheless employed permanently, you will state so.

—CSFC—

The completion of the first year of the War Insurance shows that nearly \$35,000,000,000 insurance has been written for the United States soldiers and sailors, or approximately as much as the ordinary life insurance in the world at the beginning of the war. During the year the bureau has distributed in allotments and allowances \$200,000,000. This largest of all insurance companies occupies thirteen buildings at Washington, and has 13,000 employees.

The new Minister of Lands of British Columbia says the central idea of the Government's policy was to turn to useful purposes the vast area of idle and undeveloped lands in the province. The large tracts will be appraised, and if the owners do not sell at that rate a super tax will be laid that will become so heavy as to compel them to sell. A quarter section of land valued at \$1,260 will be sold to a soldier for \$500 less, with a payment of only \$78 down.

THE POSTAL CATS

(A Legend of Ind.)

In a Sub Post Office in Hindostan
They were plagued by a swarm of rats,
And, as poison failed to keep them down,
The P.M. applied for two Cats.

The Cats were obtained and rations supplied
By the Delhi "Controller of Stores,"
The Rats were cleaned out and all things went well
Till the Senior Cat strayed out of doors.

The sub P.M. said: "Now the Senior Cat's fled,
A report I must make to my chief."
So "I've the honour to state (he wrote in his note)
Our Head Cat's away without leave."

"Will you please let me know by the earliest Mail
What steps I should take in this plight."
But no answer came back (as a matter of fact
The letter was "filed" out of sight).

Now the Sub P.M. was a man of resource
And was not by the slight much enraged,
So the junior "Feline" was promoted a step,
And a temporary Cat was engaged.

The Routine of the Office went on as of yore,
And no rations did either Cat lack;
No need for more writing and all things went well,
For the absent Cat never came back.

HENRY A. ASHMEAD,
Letter Carrier, Toronto G.P.O.
Author of "Poems from the Press."

—CSFC—

—The shortage of coal in Denmark has led to high prices being paid to people to work in the peat bogs. It is no unusual sight to see students, military officers and others digging industriously in such places.

Commission Orders and Decisions

The following lists of appointments, promotions, transfers and successful candidates for the months of November and December have been furnished by the Civil Service Commission:

Appointments.

Telford E. Orr, Division 3B, Militia and Defence; C. Murota, Yokohama, translator, Trade and Commerce; Jas. Halliday, clerk, Kingston P. O.; E. Cyr, packer, Ottawa P. O.; T. J. M. Monogue and T. H. Thompson, letter carriers, Hamilton P. O.; T. V. Boyd, letter carrier, Galt, Ont.

Naval Dept.—Miss Mary F. Murphy, Division 3B.

Interior Dept.—T. A. Peers, messenger, Irrigation Br., Calgary; Miss M. E. Deshaies, Division 3B.

Public Works Dept.—Miss B. P. McLean, Division 3B; Thomas Knox, caretaker, Customs House, Port Arthur; C. E. Lloyd, caretaker, Port Arthur P. O. building.

Secretary of State Dept.—P. M. Corrigan, Grade "C" of the Second Division.

Customs and Inland Revenue Dept.—Wm. Chivers, excise officer, Guelph and Waterloo.

Lena L. Shane, clerk, 2C, Dept. of Indian Affairs; Richard E. Osborn, clerk, Indian Agency, Battleford; Dieudonne Barsalon, clerk, 2C, Marine; Henry Dooley, storm signal agent, Marine, North Sydney; Robt. C. Yuill, elevatorman, Public Works, Winnipeg; Alexander Marr, cleaner, Public Works, Hamilton; Phyllis C. Hawley, 2C, Immigration; Lily Alberta White, clerk, 2C, Secretary of State; Lucien D'Aoust, clerk, 2C, Post Office Dept.; John T. Kackney, Isaac Roughley, E. H. Prior, Hugh McLeod, F. H. Helps, Customs, Toronto; F. L. Biggar, Customs, Niagara Falls; Chas. W. Campbell, Customs, Leamington, Ont.; Thomas Paul, Indian agent, Sarnia; Marion Stewart, 2C, Mines; Pearl Slonemsky, 2C, Naval Service; John Arthur Roy, wharfinger, Marine, Campbellton, N.B.; Hilary J. Richardson, 2C, Naval; Jas. W. Tuck, engineering draughtsman, Vocational Br., 1D, Soldiers' Civil Re-establishment; Jas. McLay, clerk, 2C, Secretary of State; Jean C. Letellier de St. Just, French translator, 1E, Soldiers' Civil Re-establishment.

Promotions.

Agriculture—Miss E. W. Rogers to Div. 2B; J. A. Hurtubise to Div. 3A.

Public Archives—Alfred Archambault, Miss M. Smith and Miss F. McDonald to Div. 2B; Gustave Lanetot to Div. 1B.

Customs and Inland Revenue—David R. Gibson to appraiser at Port of Hamilton; J. T. Wren to chief clerk at Port of Winnipeg; Jas. Alex. Ross to Div. 1B; Geo. A. Clarke to senior clerk of Bridgeburg; C. J. Furlong, Mrs. A. V. Lyon, Miss E. F. Doyle, Miss M. H. Beard and Mrs. L. G. Trumppour to Div. 2B.

External Affairs—Miss M. G. Mahoney, Miss Mary Flanagan and Miss Julia Seymour to Div. 3A.

House of Commons—Geo. A. Boudreault to chief messenger.

Interior—R. A. Gibson to Div. 1A; J. J. O'Keefe, A. J. L. Morin, Fred. Mitchell to Div. 3A; W. I. Traversy to Div. 2B; Grier Wyld to Div. 1B; R. T. Moore to Div. 2B; Jas. L. Johnston to Div. 2A.

Immigration and Colonization—Miss E. Rock to Div. 3A; Miss E. A. Cleary to Div. 3A.

Justice—M. F. Gallagher to Div. 1A.

Labour—E. A. Thomas, F. W. Giddens, Chas. W. Bolton to Div. 1B.

Marine—L. Matton to Div. 2B; L. P. M. S. D'Ornano to Div. 1B; Emile M. Longtin, A. J. Poulin to Div. 2A; T. E. Danse-reau, Miss Laurence Gay, Miss M. T. Roy, Miss A. Fleury, Miss V. A. Siddall to Div. 3A.

Mines—G. B. Barrowman to Div. 2A.

Militia and Defence—Miss Daisy Milroy, Miss E. T. Hutchingame to Div. 3A.

Naval—J. R. Dupuis to Div. 2B; Miss Lea Church, Edna L. McKechnie, Bertha A. Noble, Francis Jones to Div. 3A; F. O. Weeks to Div. 2A; F. X. Talbot to Div. 1B; W. J. E. Casey to Div. 2A; Andrew Halkett to Div. 1B; E. Lisle to Div. 2A; S. C. Hayden to Div. 1B; W. R. Todd to Div. 2A; Raoul Frechette to Div. 1B.

Public Works—(corrected notice)—K. M. Cameron, T. W. Fuller to positions of assistant chief engineers, Div. 1A; L. H. Colman to Div. 1A.

Royal Northwest Mounted Police—Wilfred Gravel to Div. 2A.

Railways and Canals—Mary E. McCue to Div. 3A; Robt. Howard Lang to Div. 1B.

Secretary of State—Miss E. A. Dent, M. G. Birdwhistle to Div. 2A.

Trade and Commerce—James Scott to divisional engineer, electricity and gas, Vancouver; Gavin T. Scouler to inspector of electricity and gas, Vancouver; Miss M. J. Martineau, Mrs. G. M. Bowden to Div. 2B; Mrs. E. Goodhue to Div. 2B.

Promotion of letter-carriers and grademen have been made as follows:—Calgary, 1; Halifax, 1; Medicine Hat, 1; Montreal, 28; Ottawa, 3; Quebec, 16; Regina, 1; Saskatoon, 2; Sherbrooke, 1; Sydney, 1; St. John, 2; Toronto, 1; Three Rivers, 1; Vancouver, 7; Winnipeg, 16.

Promotion of postal clerks in the city post offices have taken place as noted in the following list. (In future the names will be printed in detail):—Brandon, 3; Calgary, 2; Charlottetown, 1; Edmonton, 4; Guelph, 3; Hamilton, 5; Kingston, 1; London, 6; Montreal, 23; Moosejaw, 1; Ottawa, 5; Quebec, 5; Regina, 19; St. Thomas, 1; St. John, 1; Sherbrooke, 1; Saskatoon, 1; Toronto, 10; Winnipeg, 8; Inside Service, 1—101.

Transfers.

S. J. Willoughby from the Dept. of the Interior to the Soldier Settlement Board.

J. J. Costigan, H. J. Dager, J. B. Cosgrove from the Customs and In. Rev. Dept. to the Dept. of Trade and Commerce.

C. J. Passmore, Geo. Surgeon from Immigration Dept. to Interior.

A. W. M. Carter from the Library of Parliament to Dept. of Agriculture, Winnipeg.

C. E. Campbell from Dept. Railways and Canals to Finance Dept.

J. B. Champagne from Outside to Inside Service, Dept. of Customs and Inland Rev.

John A. Dickson from Outside Service of Interior at Lethbridge to Outside Service of Customs at Moosejaw, Sask.

Alfred B. Lambe from Dept. of Trade and Commerce to the Dept. of the Interior.

Successful Candidates.

The following appointments have been made as the result of special examination:—

For the position of Indian Agent at the Sarnia-Walpole Agency, Dept. of Indian Affairs, at an initial salary of \$1,200.00 per annum,—

Thos. Paul, Sarnia, Ont.

For Photographer in the Natural Resources Intelligence Branch, Department of the Interior, at an initial salary of \$1,200.00 per annum,—

J. H. Wilkinson, Ottawa, Ont.
(Returned soldier.)

For the position of Artist in the Exhibits and Publicity Bureau of the Department of Trade and Commerce, at an initial salary of \$1,300.00 per annum,—

E. S. Turnbull, Ottawa, Ont.

For the position of Electrician in the Department of Public Works, at an initial salary of \$85.00 per month,—

Charles E. Smith, Ottawa, Ont.

For the positions of Auditor in the Department of Soldiers' Civil Re-establishment, at an initial salary of \$1,500.00 per annum,—

Charles W. Yeo, Ottawa.
(Returned soldier.)

Alfred J. Hill, Ste. Agathe des Monts, P.Q.
(Returned soldier.)

For the positions of Director of War Purchasing Commission, at an initial salary of \$3,000 per annum.

W. B. Bartram, Toronto.
J. B. W. Reade, Ottawa.

For the position of Engineering Draughtsman in the Department of Soldiers' Civil Re-establishment, at an initial salary of \$1,800 per annum,—

J. W. Tuck, Milltown, N.B.
(Returned soldier.)

For the position of Assistant Engineer in the office of the Water Power Branch, Department of the Interior, at Winnipeg, at an initial salary of \$1,500 per annum,—

Grant Pearson, Schomberg, Ont.

For the position of Draughtsman in the Forest Products Laboratories, Montreal, Department of the Interior, at an initial salary of \$75.00 per month,—

E. A. Williams, Montreal.

Equal Pay
for Equal
Work

What Our Women Are Doing

In Honour
Preferring
One another

Woman's Status in Britain.

MR. Howden Smith, a special correspondent to the *Toronto Star* and the *Chicago News*, writing from London, January 6, gives the following view of the liberation of woman in Britain. "The notable change in English life to a person seeing the country for the first time since the war is the economic and social status of women. English women to-day apparently are completely emancipated. They participate in all trades and occupations on the same footing as men and are accepted on equal terms. It is probable that, like all sudden movements, this has been carried to an extremity at the beginning; but it is certain that the women can never be ousted from their present independence."

In this connection it is interesting to note that in the report of the Machinery of Government Committee which has just been issued, the committee states, as regards the employment of women in the Civil Service, that the absence of any substantial recourse to women's services has hitherto deprived the public of a vast store of knowledge, experience and fresh ideas, some of which would for particular purposes prove far more valuable and relevant than those of the men civil servants. Women have been admitted to full membership on the same terms as men by the Incorporated Auditors and Accountants of England by a big majority vote.

The bill qualifying women for membership in the British House of Commons has passed the third reading in the House of Lords, after an amendment to permit peeresses in their own right to sit in the House of Lords and vote had been rejected by a vote of 33 to 14.

In France.

The women of France, grouped under several organizations representing many shades of political opinion, have issued a manifesto demanding recognition of women's political

rights before the next elections.

If the women of France haven't earned the franchise, who have?

Paris, Jan. 22.—A claim that women be given a place in whatever bodies may be created for putting into effect the idea of a league of nations is made in a resolution presented to the peace conference by an organization of French women, under the presidency of Madame Juliette Adam.

This resolution accompanied that passed by the organization in which the demand was made that those responsible for atrocities during the war be punished as criminals so as to prevent the recurrence of barbarities.

In Finland.

The Finnish women have erected the first memorial to commemorate the enfranchisement of women at the foot of the highest hill in the Finland Alps near the town of Frobjerg. The stone bears the words: "On man and woman equal rights confer; let her serve him; likewise let him serve her."

In Hungary.

Hungary has appointed Mme Rosika Schwimmer as its ambassador to Switzerland. She is the first woman to serve in the capacity of a diplomatic representative.

In The United States.

Over ten and a half million women will have a share in choosing the next President of the United States. The Farmers Union of North Carolina, with a membership of 17,000, has taken a firm stand in support of equal suffrage. The American Red Cross reports that 8,000,000 women volunteer workers have made 291,000,000 necessary articles during the past seventeen months.

In Ottawa.

The rate-payers of Ottawa, on January 6, elected their first woman school trustee in the person of Mrs. J.

L. McDougall, widow of the late Auditor General for Canada.

The foregoing does not pretend to cover what is being done to emancipate woman. It is merely a few of the most interesting news notes that come to hand daily, and even as we write them they become old and give place to more startling advances. Lack of space prohibits any comment; in fact the items speak for themselves and require no comment.

The January Meeting.

On Tuesday evening, January 21, the Women's Branch held its general meeting in the Club rooms. Not only was the usual business transacted, but hand sewing was given around by the Red Cross convener. The program included vocal numbers artistically rendered by Mrs. Inez Sheppard accompanied by Miss Long, and readings by Mr. Sproule, who delighted his audience with some selections of James Whitcomb Riley. The speaker of the evening was Mr. H. S. Barber, who gave an able address on Tariffs.

The program convener, assisted by Miss Turnbull, Miss James, Miss Helmer, Miss Reynolds, and Miss Lyon, served a dainty supper, and the singing of God Save the King brought a pleasant evening to a close. The next meeting of the Women's Branch will be on Tuesday, February 18; so keep the date free.

Dancing Class.

Miss N. Casey, convener of recreation, has announced that the spring dancing class under Prof. Laing will be commenced on March 4. Twenty lessons will be given for \$4. Those desiring to become members of the class are requested to send in their names as soon as possible to Miss Casey, or phone Q. 6988.

Miss Annie MacNicol.

One of the first to offer her services when the call came for nurses to go overseas, was Miss Annie MacNicol, daughter of Mrs. Anna MacNicol of 234 Lisgar street. Miss MacNicol is a graduate of the Arnatt Ogden Memorial Hospital of Elmira, N.Y., and had nursed for several years in New York and, later, in Ottawa.

When war broke out, Miss MacNicol was employed as a clerk in the Money Order Branch of the Post Office Department. She enlisted in January, 1915, and sailed from Canada on the *Zeeland* on February 4, 1915. It was while the *Zeeland* was still at sea that the Germans entered on their submarine warfare.

On her arrival in England, Sister MacNicol was sent to Netheravon, where she remained on duty until May, 1915, when she received orders to proceed to No 2 Canadian General Hospital at Le Tréport, France. Here she remained for two years, and at the end of that time she volunteered for service at Salonika. The trip to Salonika was via Gibraltar and the submarine-infested Mediterranean, but was safely accomplished, and she remained on duty at Salonika for one year. At the end of that time, the Hospital Unit was sent back to England, and Sister MacNicol went on duty at Shorncliff, where she has remained till the present time.

On July 20, 1918, at Buckingham Palace she was invested with the Royal Red Cross, by the King, in recognition of her splendid services.

Christmas Parcels.

Among the most interesting of the activities of the Women's Branch this past year has been sending parcels overseas. The Civil Service has twelve representatives in the V. A. D. and one nursing sister in England, and parcels have been sent to these, as well as to the two adopted Belgians, at intervals since they left Canada.

Unfortunately the Emergency Fund has been at rather a low ebb through the summer and fall, and funds were not available for Christmas parcels for all our Civil Service boys overseas as we sent them last year. But we stretched the finances as far as possible and sent boxes to

all those whose acknowledgment we received last year, about fifty in all. To the V. A. D.'s additional comforts were sent in the shape of tea, coffee, milk, oxo, etc. We find that most of the things sent the nurses find their way in the end to the soldiers.

Besides the individual Christmas parcels to the soldiers and nurses about 65 lbs. of candy, raisins, dates, nuts, and figs were sent to the Red

Order Branch and Dead Letter Office of the P. O. Department, especially collected by Miss Landor for the Christmas parcels.

The work of looking after our Belgians and of buying the contents, packing and shipping the Christmas parcels, was accomplished by a small committee under the able direction of Miss Grace Reynolds. It is only by attention to the Emergency Fund Box on the fifteenth of each month that this kind of work can be financed by the Women's Branch. Five cents from each person in the Service would aggregate so much.

Halcyon Club Notes.

At a meeting of the Halcyon Club members in their rooms on Wednesday, January 15, reports of the two governing committees were presented and received with much enthusiasm. The reports covered the work carried on from the inception of the Club in May, 1918. The paid up membership to date is 372. Capital account has \$314.05, out of which it is proposed to purchase bookcases, sofa cushions, and a phonograph. Current account for maintenance has \$179.30; sufficient to carry on till the end of February. It was the opinion of the members that the small amount of \$200 necessary to complete the year could easily be raised during the winter.

The following resolution were passed:—

Resolved that this meeting of the members of the Halcyon Club adopt the reports of the House and Membership Committees, and that on the advice of these committees and the Executive of the Women's Branch, do now proceed to organize, under a president, a secretary-treasurer and committees for the various activities of the members.

The President shall have a seat on the Executive of the Women's Branch after her election shall have been ratified by that body at its first meeting of the year. Her status shall be that of a convener of a standing committee.

Since the Club year begins May the first, the election of officers and formation of Committees shall take place at the Annual Meeting, between April 15 and 30 of each year. Other



NURSING SISTER
MISS ANNIE MACNICOL

Cross Hospital, Grove Road, Balham. Two or three of our Civil Service girls are at this hospital, and one of them, Miss Beer, wrote us that they were unable to get any kind of Christmas Cheer for the wounded soldiers in their hospital and wanted candies and dried fruits. These were despatched, and arrived some time ago, as they report, in good condition.

Though the war has ended, the need for parcels is not entirely over. Most of our boys are still over there, and many are yet in hospital, and we should not like them to feel neglected even now, so that the Emergency Fund will still merit the kind attention of all donors. We wish to acknowledge \$11 from the Money

committees may be formed subsequently as the need arises. These committees, with power to add to their number, may be selected in any manner the Club members may choose. Conveners of committees shall be chosen by the committee members and shall constitute an Advisory Council to the President.

Since all funds must be in the hands of the Treasurer of the Women's

Branch, the Secretary-Treasurer of the Club shall be a medium through which the accounts shall pass.

The meeting then proceeded to elect its officers. Miss Inglis, who had been house convener, was selected as president, and Miss Lyon, convener of membership, as secretary-treasurer—both elected unanimously.

Some discussion followed in the arrangement and designation of com-

mittees, and it was finally decided to have the following: house, membership, publicity, refreshment, outdoor sports, musical and entertainment. Whenever the need arises other committees will be formed. The president explained that the idea was to have committee machinery to put into execution any social schemes that the members might desire.

ELIAN.

—CSFC—

PARTY GOVERNMENT

(Continued from page 93)

by public meetings, by the general interchange of ideas among the masses of the people, by communications between members of parliament and their constituents, but chiefly by general elections; and the most successful party is that which most clearly and accurately gauges the trend of public sentiment. As men differ widely in their views of possible solutions of political problems, they can co-operate only by subordinating some of their ideas to a general policy. Therefore one obvious function of a political party is to bring men together in large masses in order that they may speak with a united voice instead of uttering an unintelligent babel of discordant cries.

Parties Present the Issues.

Another important function of a political party is to crystallize public sentiment by formulating the issues on which the electorate are called upon to pronounce. The issues are often confused, but they would be much more confused if there were no parties and each candidate made his own independent platform. As there are usually a number of issues, there would probably be on the various issues as many differences of opinion as there are candidates. But under the two-party system the electorate is offered a single choice between one general policy and another. It is essentially a case of yes or no, the sort of simple issue on which it is within the competence of a widely democratic electorate to give a clear and definite verdict. Thus the people have a very direct voice in deciding public questions and in choosing and controlling the government. There are no doubt at times sinister influences at work to interfere with their freedom of choice; but that is another story. A general election determines in an orderly manner the

policy of the nation and the character of the legislature and the government, which would not be the case if there were no cohesion among the elected representatives, who, when they met together, would inevitably become the victims of all sorts of evil combinations and personal intrigues. Here comes in the function of organized parties as a means of bringing about among the people's representatives a workable accord which makes for orderly methods in the operation of democratic government.

The Party System and Popular Interest.

The party system intensifies popular interest in public affairs. On the approach of a general election all the machinery of these vast organizations is set in motion to instruct and persuade the people on all the questions of the day—by public addresses, by the press and by the widespread circulation of political literature—incredible sums of money being expended in these efforts. The natural human love of a conflict is engaged, and the rival forces enter the fray with a vigour and eagerness that would not be possible without party organizations. In the legislature the ruling party is subjected to a fire of criticism which, though often factious, leaves no weakness in their armour undiscovered, and keeps them constantly under the necessity of justifying their conduct.

Parties and Candidates.

Along with the function of formulating the political issues, the political parties bring out the candidates. Despite the common disparagement of party politicians, it is more than probable that if the nomination of parliamentary candidates were left to individual initiative there would be a distinct deterioration in the

quality of our public men. There would be more opportunity for eccentrics to thrust themselves on the electorate, while the men of real ability who are sought by rather than seek the office would be deterred from the unseemly scramble. In this matter the party machine really operates as a conservative and restraining force. It naturally seeks out a man of wide influence in his district, the one likely to win the largest number of votes and therefore to be most truly representative of his constituents; and a close observation of our public men for a number of years will convince any unprejudiced mind that the men so chosen are—not always by any means—but, as a rule, in character and ability, above the average of their fellow citizens, and worthy of the responsibilities entrusted to them.

Parties Promote Stability.

Party government tends in other ways to stability and order. Political parties are essentially conservative, setting their faces against new experiments not demanded by public opinion, and withstanding sudden waves of popular excitement. It has often been observed that every party on attaining power leans in the direction of the policy of its opponents: a Conservative government becomes more or less Liberal, a Liberal government Conservative. It is a common experience for each party in turn to be reproached by its extreme followers for adopting the policy of its adversaries. This complaint is an evidence that both parties are conscious that national movement follows a course between their exclusive fields of policy. As J. Ramsay Macdonald, the British Labour leader, has said: "Party is the consistent and organic way of applying a principle and should be taken as a whole and not in parts.



Appearances Are Deceptive

Beneath a dress suit, there may be scratching, binding underwear, while a suit of business tweeds may cover "Zimmerknit."

But there is no reason why there should not be "Zimmerknit" comfort in both cases.

It is all a matter of good judgment on the part of the wearer.

"Zimmerknit" is easy to remember. Just mention the name to your dealer.

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Particulars of entry may be obtained on application to the Department of the Naval Service, Ottawa.

G. J. DESBARATS,

Deputy Minister of the Naval Service.
Ottawa, January 8, 1918.

Unauthorized publication of this advertisement will not be paid for.

The existence of party secures that a stream of tendency flows through human affairs." The absence of highly-organized parties enabled powerful orators to sway the early parliaments as they could not a modern legislative body. The division of the latter into parties accustomed to discipline and guidance makes it less accessible to sudden appeals of emotion or sentiment, and gives a greater ascendancy to calm and prudent counsels than was the case in the earlier assemblies. Modern parliaments are of the nature of national rostrums from which public men address themselves to the whole people.

Parties Resist Despotism.

Parties are an obstacle to despotism. The existence of an organized opposition to the government of the day is a bulwark against the tyranny not only of a despot but of a fanatical majority, and the extreme weakness or the extinction of an opposition would be a peril to the nation; in fact, it would be a misfortune for the party in power, which, freed from all restraint, would be in danger of committing grave excesses and abuses and ultimately breaking up into factions fighting among themselves.

Party Bias.

Now, let us turn to the abuses of the party system. Some of these are familiar to us all.

It causes a bias which substitutes mere partisanship for patriotism to such an extent as to make men incapable of forming an entirely unbiased judgment on questions of policy or on the merits of candidates. This bias resembles the bias of religion or of race or of country. No one can free himself wholly from the influence of association. It is a part of the gregarious instinct that has made man a social and civilized being rather than a solitary animal. It is an inevitable result of those mutual individual concessions which are necessary in all organizations of men working together for common ends.

Political Parties Hypocritical.

This bias accounts for the artificiality of the lines of cleavage between political parties. Parties are undoubtedly more or less hypocritical. They falsify public opinion by not corresponding accurately to real differences in thought, and often make a pretence of harmony where it does not exist in order to win an election, so that even in the verdict

of the electorate public opinion is liable to be somewhat distorted. Yet as the men of moderate views in both parties have very much in common and are usually in the great majority, the result makes for moderation, caution, stability, for a policy that comes near to the average view of the people as a whole and hence for a real government by public opinion.

Parties Become Unprogressive.

Party organizations, like all other human institutions representing forms of thought, tend to become mechanical, inflexible, unprogressive, intolerant of individuality and freedom of thought on the part of their adherents. This is especially true of a party in power, so that usually we expect only the party in opposition to be accessible to new ideas or new policies. But even a party of reform, once it attains power and achieves the immediate measures of its programme, gradually loses its enthusiasm, fulfilling the old couplet:

"As bees alighting cease to hum,
So Whigs in office soon grow dumb."

Any party continuing in power for an undue length of time is in danger of becoming paralysed for action and degenerating into a mere conspiracy to retain the sweets of office. Therefore it is quite natural to find most radicals and fundamental reformers always, like the proverbial Irishman, "agin' the government." It would seem to be a fair conclusion that a healthy and progressive public opinion accords best with brief terms of office for political parties and frequent changes of government.

The Party Boss and Patronage.

In the United States the party system has produced the professional politician and political boss, who manipulates his party, dispenses patronage, and barter public offices. In Canada the professional politician has not attained the same bad eminence, under our system of responsible government, and with the appointive rather than the elective method of filling public offices. Yet we have in no small degree experienced the evils of party patronage. With us it is dispensed, not by the party boss, but by the government itself or the minister of a department acting under the instructions of a patronage committee in each constituency. This has been one of the worst evils, if not the worst, of our public life. It has corrupted the electorate, sapped the independence

of the press, debased and demoralized the public service, bribed constituencies with wasteful and unnecessary expenditures of the people's money, and even gone the length of awarding government contracts or high honours in return for contributions to election funds.

True and False Functions of Party.

The evils pointed out are not necessarily inherent in party government. They are due to the failure to keep separate the true functions of parties or governments from those which should be assigned to experts or to responsible permanent officials. The older and more completely developed democracy of the Mother Country has come to observe this distinction, parties and public men confining themselves to the study and working out of national policies and leaving the details of administration wholly to responsible officers. If the promised abolition of party patronage in Canada by our New Union Government is realized, it will mean a general purification and uplift of our whole future public life.

Government Administration a Big Business.

On its administrative side government is of the nature of a big business, and the methods approved by universal experience in the business world should equally be followed in government business. Who ever heard of a board of directors of a great corporation spending its time over appointments of all sorts of petty officials and in attending to all the multitudinous details of its various departments? Any corporation whose affairs were handled in such a manner would be foredoomed to speedy bankruptcy. The directors of every successful large business simply determine the general lines of policy to be pursued and leave the details to be worked out and the subordinate appointments to be made by their expert officials without interference. Party government fails in so far as it attempts to do too much or concerns itself with matters outside of the range of its true functions, and it succeeds whenever it confines itself strictly to those functions.

For the reasons stated political parties would seem to have no proper place in local or municipal affairs, which are in the main matters

of administration and have no relation to the national issues which divide the parties.

New Issues and Parties after the War.

The great ferment of popular thinking accompanying or following the war seems destined to bring about many great and even revolutionary changes, political and social, of which the peoples of the various countries are already having a foretaste. In this upheaval old party traditions are likely to lose their sway, old factions to become obsolete, new issues and new parties to come into being. Party conflicts, instead of diminishing, will probably become more intense, because they will be over real principles and real policies in place of the old artificial slogans. We may expect parties to lose much of their rigidity and inflexibility, party loyalty becoming less blind and the independent and changeable vote becoming stronger. This tendency may be furthered somewhat by the admission of women to the electorate. It will undoubtedly be furthered by the adoption of proportional representation, which appears to be on the way. With a grouping of constituencies, the electorate would of necessity concern itself more with questions of general policy than with local interests, currents of fresh thought would be constantly sweeping into the stream of public affairs, and the strength of parties would more truly reflect the actual condition of public opinion. In the evolution of government by party, the time may come when a party will exist for advocating one principle only, and when there will be many parties succeeding one another, each in existence for a short period. A political party will then fulfil Burke's definition as "a body of men united for promoting by their joint endeavours the national interest upon some political principle in which they are all agreed."

The contents of this article was prepared for and read at a meeting of the Unitarian Club by the author last winter.

This was written prior to the enactment of the existing Civil Service Act abolishing party patronage in appointments to office.

THE NEW CIVIL SERVANT.

It has been said by a close observer and a good judge that in the main the civil servant as a business man, and the business man as a civil servant, have not been great successes: but that the civil servant has unquestionably made a better business man than the business man has made a civil servant. Probably most business men will agree with the dictum. The new duties of the civil servant required that he should exchange routine for resolution, abandon his love of precedent, grasp responsibility, learn from every one and endeavour to spread over the rapidly increasing Service the ideas and standards of integrity that characterized the old Civil Service. The business man was called to carry on business often without the impelling power of the earned dividend behind him. . . . Let us say unhesitatingly that the Service has learnt much, very much, from the business men with whom it has been thrown into contact, and that the country's work has in the great majority of cases been carried on by business men on a high standard of business efficiency and business morality.

—The Civilian, London.

A WISH.

(Arthur S. Bourinot (Lieut., R.A.F.), Holzminden Prison Camp, Germany.)

Sad death will come for one of us some day,
And standing on the threshold,
enter by
The portal which was once the wondrous way
The wings of Love were wont to flutter nigh—
And O, my love, when he has entered thus,
I only ask that I shall be the one
He chooses, when he comes to sunder us,
Until we meet beyond the mortal sun.

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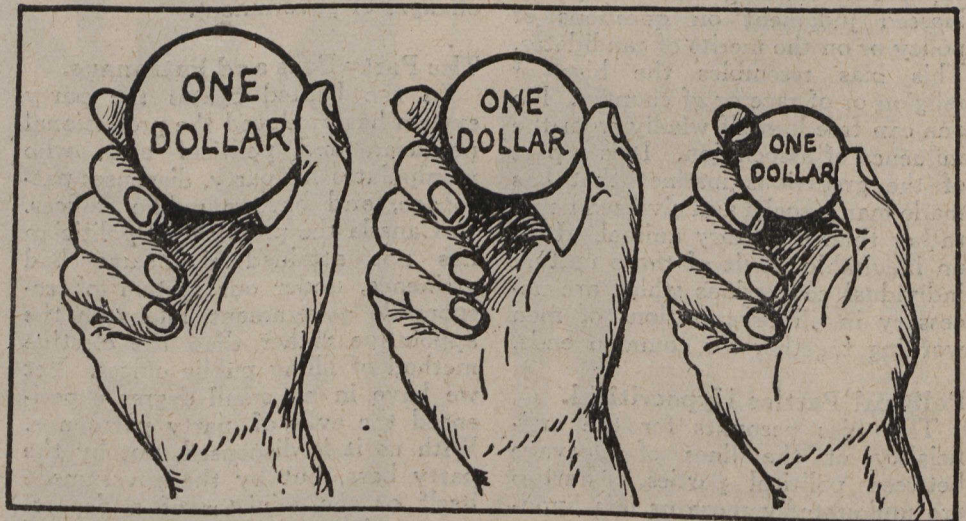
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a quarter.

Adapted from The Woman's Home Companion.

Lilting
Lines

Brickbats and Bouquets

By
Blackie
Daw

Lilting Lines by Blackie Daw.

NOTE.—The following excerpt is from a letter written by a young lady who has one brother "asleep in Flanders Fields"; another brother an orthopedic case, and a third brother "granted twelve months' sick leave." Blackie Daw puts this young lady's case into lilting lines without taking any of the seriousness out of it. Our fair correspondent asks, "Do those who did not offer their services ever give thought to what the returned men must think of them; to what the people of Canada who really count think of them; to what the man and woman who have lost those who were nearest and dearest to them think of the "stay-at-home," and do these lovers of luxury ever give thought to the welcome our heroes who have died will extend to the "man who would not help his king and country" in the life to come? Oh, how much grander it must feel to know "I did my best" than to ever have the thought before you, "I might have gone but I didn't."

HOW ABOUT YOU?

"When war was first declared I thought, it certainly is up to me to quit the job I now have got and join the *real men* in klfaki; and so I hied me down the street to where the chief recruiter stayed, and on my way I chanced to meet my old friend William Wallace Wade. Said Bill, "I think that Sherman's right, for war is nothing else than hell, although our duty is to fight; to beat the Hun and beat him well. Of course I cannot go myself, I'm on the fritz from tip to stem, but those who can and those who go, why nothing is too good for them." Now Wade had hardly left me when along came Jones; said he, "I say, how is it you're not at your work; this ain't no bloomin' holiday." I told him I was through with jobs, that army life appealed to me. "Good boy," said Jones, "such guys as you just make me proud as I can be. 'Tis fine to see the likes of you, you see your duty, phist, it's done; I bet when you get over there you'll make them German soldiers run. And don't forget when you come back, your place will still be here for you, just look me up, I'll lend my aid, too much I know I cannot do." To make a long, long story short, I

was away, but now I'm back—I've had my fill of fighting, sure, and all I ask is one more crack at Jones and Wade, for now I find, while I was over there, *by Gob!* Wade pinched the girl I left behind, and Jones is holding down my job. My nerves are in an awful state; one arm and leg are out of biz, and as I go down town I hear "My Lord, that poor guy sure got his." If sympathy were made of gold, and kind remarks were jewels rare, I'd be as rich as Timbuctoo, and have a car and a chauffeur. And yet, I'd rather be just ME and feel I'd done my little bit to help put down autoocracy and make the world that much more fit. For, take a little tip from me, when all our boys home once more get, the guy without a "Service Badge" will lead one awful life, you bet. I'm but a wreck of what I was—there's little left that I can do—but, Lord, I'm glad I played the game; I hope that YOU can say so, too. I'd rather far have lost all limbs and be a "basket case," by Gee, than know that those who really count point with a hand of scorn at me. The pampered boy, the spineless man, who stayed at home, away from strife, does he I wonder ever think of what he'll get in after life; when those who died on battlefield, who gave their all that we might be pro-

tected from the Hunnish hordes, assemble in their majesty? But no, such think of NOW alone, their visions dimmed with selfish thought; the suffering and the woe of friends, to these egotists go for naught. Yet, just as sure as there is life and hope in those who do return, the man who failed to play the game will not be "passed," as he will learn. Take out the "slacker" from his job, make room for husband, father, son, as he returns, make way for him who helped defeat the hellish Hun."

— Organization of a Texas State Land Limit League, the object of which is to effect legislation to limit the land holdings of individuals to actual needs, was planned at a recent meeting in Dallas, Texas. Senator J. C. McNealus declared that he would not give the worthless lands to the returning soldiers, but would have the Government acquire the surplus of good land in the country, of which there is an abundance, as homesteads for the soldiers.

CSFC

Amendment on the floor of the House of Representatives to the Appropriation bill will be sought by the National Federation of Federal Employees, in order to secure the salary increase of a dollar a day, or \$360 per year.

Board of Conciliation and Arbitration for Civil Servants of Great Britain

Conciliation Board Report.

In view of the recent strike of postal employees in the West for the appointment of a Board of Conciliation to inquire into rates of pay and conditions of labour in the outside postal service, the following extracts from the first annual report (1917) of the Board of Conciliation and Arbitration for Government employees of Great Britain will be interesting.

Terms of Reference.

"To deal by way of conciliation or arbitration with questions arising with regard to claims for increased remuneration (whether permanent or temporary owing to war conditions) made by classes of employees of Government Departments, other than classes of employees who are engaged wholly or mainly by way of manual labour of a kind common to Government and other employment, and in respect of whom the Board are satisfied, on the certificate of the Government Department concerned, that adequate means for the settlement of such questions have already been provided, or that changes of remuneration always follow the decision of the recognized machinery applicable to the district generally.

Provided that for the present and until experience has been gained of the working of the scheme, the Board shall not entertain applications for permanent increases of salary from the more highly paid classes of employees of any Government Department, namely, classes of officers with salaries of £500 or over or placed on scales of salary rising to £500 or over."

Method of Procedure.

Any claim which may fall within the Terms of Reference shall be heard before the Board acting as a Triplicate Chairman, together with not more than three official representatives, and not more than three representatives of the class of employees concerned or their Association, where such Association exists. Provided that in all cases the employees concerned shall be at liberty to nominate as one of their representatives a person who is not a member of the class in question. Such a person shall

not, however, be a signatory to any agreement arrived at by conciliation. The official representatives shall be appointed in cases where employees of only one Government Department are concerned—two by that Department, and one by the Treasury. In other cases they shall all be appointed by the Treasury. In the first instance, the official representatives and the employees' representatives shall endeavour to arrange the difference by mutual agreement, but should they fail to settle the matter by conciliation, the case will be at once referred to the Board acting as Arbitrators, who may call for further evidence if they desire, and give such other directions as they may think necessary for the proper decision of the matters in dispute.

Interpretation of "Questions Arising with Regard to Claims."—By our Terms of Reference we are directed to "deal by way of conciliation or arbitration with questions arising with regard to claims for increased remuneration made by classes of employees of Government Departments." Reading these words with the Method of Procedure prescribed for us by His Majesty's Government, we have interpreted them as confining our functions to claims on which a difference has actually arisen between a Department and its employees. This procedure involves the corollary—if this Board is to achieve its purpose—that claims will be dealt with by Departments with reasonable promptitude.

Conciliation Proceedings.—We were given to understand that the conciliation stage contemplated in our Terms of Reference was intended to be subsequent to the opening of the oral hearing before the Board, not to precede it, and our practice follows this interpretation. We have held that a case which has once been opened before us can only be closed before us, and should a case be referred back to the parties and agreement arrived at, we require them to re-attend, in order that a memorandum of the settlement may be signed in our presence and countersigned by us.

Procedure at Hearings.—We have thought it better not to lay down any stereotyped procedure for the hear-

ing of a case, but to keep the proceedings as informal as possible. The hearings are confidential; no verbatim report is taken, but a record of each hearing is made and filed. An undertaking is required from the claimants' representatives that those whom they represent will loyally abide by any decision arrived at either by agreement or award, and an assurance is given to them that the Government on their side will be similarly bound.

Representation.—Questions arising in connection with representation have been of two kinds: (a) whether those who purport to represent a class are, in fact, authorized to bind them; (b) whether outside associations should be recognized as representatives of civil servants.

Except in the General Post Office, organization of employees has not made much headway in the Civil Service. This has made our task more difficult. We have had before us classes with rival associations, classes with associations of which only a small number of the class are members, and classes with no association at all. We have laid down no hard and fast rule as to the evidence of representation which we will require, but have dealt with each case on its merits. By arrangement with the Treasury, the primary duty of investigating this point falls upon the Department concerned, and if a case comes before us without any question having been raised by the Department as to the right of the claimants' representatives to speak for the class on whose behalf the claim is made, we regard this as prima-facie evidence of their title to do so.

The question whether we were to hear outside associations as representing Government employees involved, in our opinion, important questions of policy which we could not properly be called upon to determine. We therefore referred the question specially to His Majesty's Government, who decided that the Method of Procedure prescribed for us should be altered in such a way as to enable claimants to appoint one representative who is not a member of the class in question, but that such a representative should not be a signatory to any agreement arrived at by conciliation.

The French Food Controller is asking for power to lend 50,000,000 francs without interest to municipalities and co-operative bodies for the establishment of national restaurants to combat the soaring prices.

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Has over 1,200 members enlisted as Soldiers of the Empire. Over 100 of these have made the supreme sacrifice, their insurance being paid as rapidly as the claims are completed.

For further particulars write W. F. Campbell, Grand Organizer, or apply to any Officer or Grand Officer of the Order, who will give the information desired.

DR. J. W. EDWARDS, M.P.
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It protects Soldier Members on special terms, information in regard to which will be gladly furnished.

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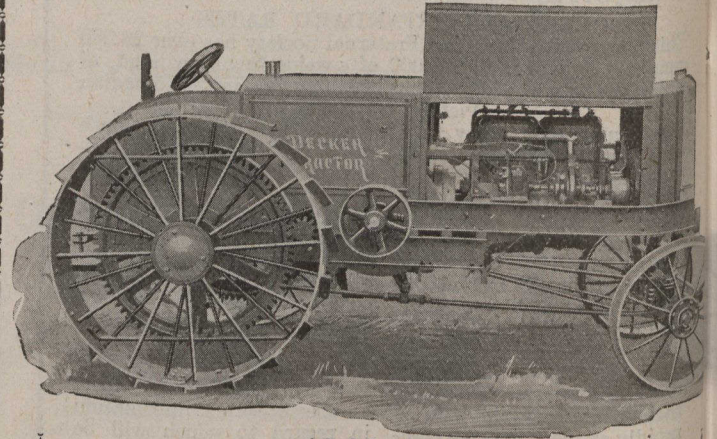
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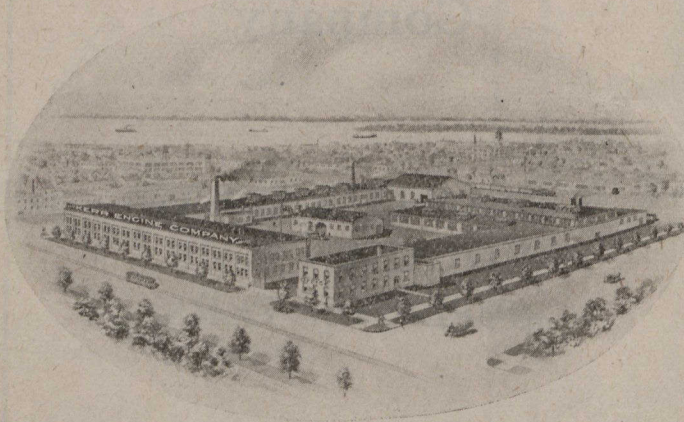
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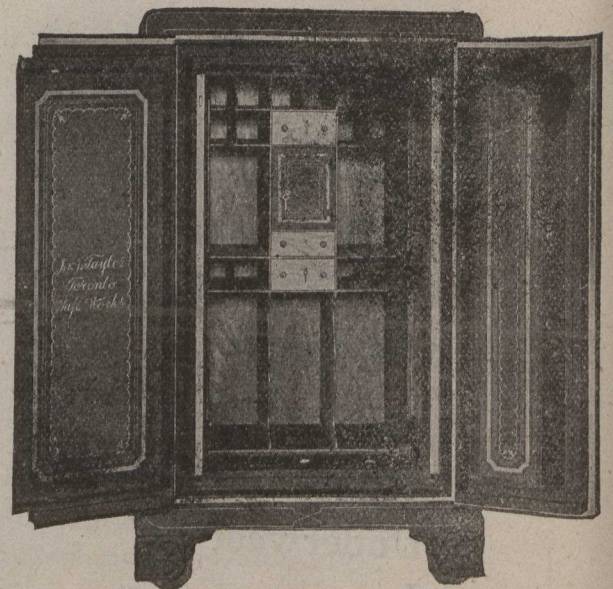
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Importance of Merchant Tonnage

One of the great industrial lessons from the present war is the importance of merchant tonnage to a country. After the war, the countries which build up the largest proportionate trade in overseas markets will be those which have the largest amount of merchant tonnage at their command.

Here in Canada we are realizing as never before the enormous importance to our trade and commerce of the Canadian vessels on the Great Lakes, the St. Lawrence system and the two oceans. We are realizing, too, that our merchant marine is nothing like large enough for our needs. If we are to enter upon a great era of production, then it is absolutely necessary that we should supplement our ocean fleets by considerable additions.

In order to get more ships, it is necessary that we should enter upon ship-building big as one of the national industries. In the consideration of trade after the war, the Government cannot ignore this problem. The Government is doing a good turn to the business interests by deciding upon their policy in regard to encouraging the development of our ocean fleets, and making that policy one which will get the ships for Canada.