

THE CIVILIAN

A FORTNIGHTLY JOURNAL DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA



NEMO SIBI VIVIT.

FEATURES

Main Estimates for 1913-14.—Increases for the Outside Service.

Editorials—Reporting Progress, Report of C.S. Commission, Money Wanted.

The Streets of a City—By Silas Wegg.

Civilian Portrait—Dr. Alfred Thompson, M.P.

Minimum Salaries of Second and Third Divisions.

Deputation of Railway Mail Clerks.

Promotion by Merit—The Murray Report.

Government Purchasing.

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THE CIVILIAN

VOL. V.

FEBRUARY 7, 1913.

No. 21

Increases for the Outside Service

The Estimates for 1913-14.

The main Estimates for the fiscal year 1913-14 were laid on the table of the House of Commons on Monday last, the 3rd inst. This is always an incident of some importance to the service at large, and this year it is unusually so. There are no special increases to the Ottawa service except in one or two instances. The large increase in the vote for Civil Government, which is \$364,395, is due to ordinary promotions and to the large increase in the staff, indicative of the growth of the business of the country. The number of clerks has increased from 3,491 in 1912-13 to 3,734 for 1913-14.

The increases to the Outside Service are particularly gratifying in view of the increased cost of living. Certain salaries for officers outside of Ottawa are scattered through a number of votes and it is not easy to pick them out. The votes for some of the larger services are published on the following pages in detail. The increase to the Excise officers is \$43,807 compared with \$31,000 for 1912-13. The Customs salaries are increased from \$2,700,000 to \$3,375,000, an increase of 25% as compared with only 9½% for 1912-13. The Post Office services are at last coming in to their own, so it would appear. The clerks in the city Post Offices are to get an increase from \$2,571,978 to \$3,618,459, the advance being \$1,046,481, or 40%, as compared with 12% for 1912-13. The Railway Mail Service is to get an increase of \$191,000, or 23%, as compared with 11% for 1912-13. The Post Office inspectors' officers are increased by 34%, as compared with 8% for 1912-13. The distribution of these large amounts to individual clerks, whether it is to be by bonus or increases in classification, is of course not known, but judging from the figures given the service is sure to benefit immensely. Congratulations are in order for the ministers concerned, especially Hon. Mr. Pelletier and Hon. Mr. Reid.

XLII.—POST OFFICE—OUTSIDE SERVICE—Continued.

No. of Votes.	Details.	1912-13.		1913-14.		Compared with Estimates of 1912-13.	
						Increase.	Decrease.
	POST OFFICES.	\$	cts.	\$	cts.	\$	cts.
	<i>Salaries.</i>						
	Chief Post Office Superintendent	4,000	00	4,000	00		
	Charlottetown	22,615	00	27,961	03	5,346	00
	Halifax	69,184	25	76,589	50	7,405	25
	Sydney	5,069	75	5,069	75		
	Moncton	5,382	75	5,382	75		
	St. John	67,397	00	86,976	50	19,579	50
	Fredericton	12,035	00	13,833	25	1,778	25
	Quebec	93,862	25	117,642	25	23,780	00
	Sherbrooke	19,716	00	23,966	00	4,250	00
	Trois Rivières	4,658	50	6,107	00	1,448	50
	St. Hyacinthe	4,012	50	4,012	50		
	Montreal	510,835	75	675,325	25	164,489	50
	Hull	2,897	00	3,543	00	646	00
	Ottawa	150,808	50	187,703	25	36,894	75
	Brockville	5,168	00	5,637	50	469	50
	Kingston	33,594	75	39,744	75	6,150	00
	Peterborough	18,086	25	20,592	75	2,506	50
	Toronto	521,374	00	660,816	75	139,442	75
	Galt			5,168	00	5,168	00
	Niagara Falls	5,168	00	7,086	00	1,918	00
	Guelph	7,868	50	9,238	75	1,370	25
	St. Catharines	6,185	25	7,633	75	1,448	50
	Hamilton	114,677	75	144,241	75	29,564	00
	Brantford	24,836	75	32,866	75	8,030	00
	Berlin	7,144	25	7,790	25	646	00
	Stratford	7,790	25	8,436	25	646	00
	London	82,585	25	99,527	50	16,942	25
	St. Thomas	6,831	25	7,144	25	313	00
	Sarnia	4,658	50	6,909	50	2,251	00
	Chatham	6,263	50	7,712	00	1,448	50
	Windsor	21,344	25	25,971	00	4,626	75
	Owen Sound	5,715	75	7,164	25	1,448	50
	Sault Ste. Marie			5,168	00	5,168	00
	Port Arthur	5,304	50	7,320	75	2,016	25
	Fort William	8,436	25	10,530	75	2,094	50
	Winnipeg	203,597	25	255,617	50	52,020	25
	Brandon	19,767	50	24,583	00	4,815	50
	Regina	31,872	00	44,827	75	12,955	75
	Moose Jaw	4,267	25	5,715	75	1,448	50
	Saskatoon	4,991	50	5,637	50	646	00
	Edmonton	45,540	75	70,731	00	25,190	25
	Lethbridge	5,168	00	5,950	50	782	50
	Calgary	65,384	00	94,788	75	29,404	75
	Vancouver	131,808	75	167,683	00	35,874	25
	New Westminster	5,715	75	7,633	75	1,918	00
	Victoria	50,910	00	63,971	50	13,061	50
	Money Order Exchange Office	18,924	25	61,002	50	42,078	25
	Provisional Allowance	103,000	00	170,000	00	67,000	00
	For Temporary Assistance			260,000	00	260,000	00
	To provide for the appointment and payment of letter carriers in cities and towns where the letter carrier system may be established.	15,504	00	15,504	00		
		2,571,978	25	3,618,459	75	1,046,481	50

XLII.—POST OFFICE—OUTSIDE SERVICE—Continued.

No. of Vote.	Details.	1912-13.		1913-14.		Compared with Estimates of 1912-13.	
						Increase.	Decrease.
	POST OFFICE INSPECTORS' OFFICES.	\$	cts.	\$	cts.	\$	cts.
	<i>Salaries.</i>						
	Prince Edward Island Division.....	2,600	00	5,100	60	2,500	00
	Nova Scotia Division.....	19,950	00	21,750	00	1,800	00
	New Brunswick Division.....	16,196	00	17,824	25	1,628	25
	Quebec Division.....	17,930	75	26,926	75	8,996	00
	Montreal Division.....	19,596	25	26,178	25	6,582	00
	Ottawa Division.....	17,516	00	27,252	00	9,736	00
	Kingston Division.....	9,900	00	12,900	00	3,000	00
	Toronto Division.....	20,596	00	25,696	00	5,100	00
	London Division.....	19,140	75	24,590	75	5,450	00
	North Bay Division.....	7,639	00	10,089	00	2,450	00
	Manitoba Division.....	19,032	50	25,032	75	6,000	25
	Moose Jaw Division.....	11,950	00	15,826	00	3,876	00
	Saskatoon Division.....	9,226	00	13,774	00	4,548	00
	Calgary Division.....	15,984	25	19,084	25	3,100	00
	Edmonton Division.....	13,602	50	17,752	50	4,150	00
	Vancouver Division.....	14,280	75	16,080	75	1,800	00
	Victoria Division.....	8,606	00	11,046	00	2,440	00
	Provisional allowance.....	6,000	00	11,500	00	5,500	00
	For temporary assistance.....			6,000	00	6,000	00
		249,746	75	334,403	25	84,656	50
	<i>Railway Mail Service.</i>						
	Salaries.....	848,532	50	1,034,582	00	191,049	50
	Provisional allowance.....	40,000	00	60,000	00	20,000	00
	Mileage allowance.....	260,599	00	320,599	00	60,000	00
	For temporary assistance.....			34,000	00	34,000	00
		1,144,131	50	1,449,181	00	305,049	50
	Total, Post Offices.....	2,571,978	25	3,618,459	75	1,046,481	50
	Total, Inspectors' Offices.....	249,746	75	334,403	25	84,656	50
	Total, Railway Mail Service.....	1,144,131	50	1,449,181	00	305,049	50
		3,965,856	50	5,402,044	00	1,436,187	50
	<i>Mail Service.</i>						
	Mail service by railways.....	2,095,000	00	2,195,000	00	100,000	00
	Mail service by steamboats.....	164,940	00	174,940	00	10,000	00
	Mail service by ordinary land conveyance, including rural mail delivery.....	2,950,000	00	3,002,000	00	52,000	00
	Supply and repair of mail bags, &c.....	99,300	00	120,000	00	20,700	00
	Wages of drivers and master mechanics to be employed in connection with motor car service at city post offices at an amount not exceeding \$3.00 a day each for drivers and \$4.00 a day for master mechanics.....	6,573	00	8,653	00	2,080	00
	For rural mail boxes and extra expenditure in connection with rural mail service.....	150,000	00	150,000	00		
		5,465,813	00	5,650,593	00	184,780	00

XXXVI.—CUSTOMS.

Amount to be voted \$3,830,000 00

No. of Vote.	Details.	1912-13.		1913-14.		Compared with Estimates of 1912-13.	
						Increase.	Decrease.
		\$	cts.	\$	cts.	\$	cts.
348	Salaries and contingent expenses of the several ports in the Dominion, including pay for overtime of officers, notwithstanding anything in the Civil Service Act	2,525,000	00	3,125,000	00	600,000	00
	Salaries and travelling expenses of Inspectors of ports and of other officers on inspection and preventive service, including salaries and expenses in connection with the Board of Customs	175,000	00	250,000	00	75,000	00
	Miscellaneous—Printing and stationery, subscriptions to commercial papers, flags, dating stamps, locks, instruments, &c., for various ports of entry, express charges on samples, stationery and forms, legal expenses, premiums on guarantee bonds and uniforms for Customs officers	110,000	00	120,000	00	10,000	00
	To provide for purchase of new revenue cruiser and for expenses of maintenance of revenue cruisers and for preventive service—Revote \$225,000	255,000	00	330,000	00	75,000	00
	Amounts to be paid to Department of Justice to be disbursed by and accounted for to it for secret preventive service	5,000	00	5,000	00		
			3,070,000	00	3,830,000	00	760,000

LETTER CARRIERS.

Questions Answered in the House on
January 30th.

Mr. MARTIN (Regina):

1. Has the Government, or any member thereof, received any representations from the letter carriers of Canada asking for an eight hour day?

2. Has any representations been made with respect to placing a limitation on the weight of mail to be carried by a letter carrier, his rate of pay, and with respect to conditions generally affecting this class of Government employees?

3. Has the Government dealt with any of the matters referred to in questions 1 and 2? If so, with what results?

Mr. PELLETIER:

1. Yes.

2. Yes.

3. Favourable consideration has already been given to the eight hour day request, and to the question of placing a limitation on the weight of mail. The

other matters referred to are before the department, and their consideration is connected with the enormous increase asked by the tramway companies for the transportation of the letter carriers.

INVESTIGATION OF UNITED
STATES SERVICE.

In the House of Representatives, January 2, 1913, Mr. Godwin of North Carolina, submitted the following resolution; which was referred to the Committee on Rules and ordered to be printed.

Resolution.

Resolved, that in order to obtain full and complete information as to the present organization of the civil service, of ascertaining the individual efficiency of the personnel thereof, and of determining what legislation is needed to effect a complete reorganization of such service by making proper provision for adequate compensation, commensurate with the

XXXVII.—EXCISE.

Amount to be voted.....\$911,607.00

No. of Vote.	Details.	Compared with Estimates of 1912-13.							
		1912-13.		1913-14.					
		Increase.		Decrease.					
		\$	cts.	\$	cts.	\$	cts.	\$	cts.
	Salaries of officers and inspectors of excise and to provide for increases depending on the result of excise examinations.....	508,000	00	551,807	00	43,807	00		
	For extra duty-pay at large distilleries and other factories.....	15,000	00	15,000	00				
	Duty-pay to officers serving longer hours at other than special survey.....	1,500	00	1,500	00				
	Preventive service.....	13,000	00	13,000	00				
	Travelling expenses, rent, fuel, stationery, &c.	100,000	00	110,000	00	10,000	00		
	Stamps for imported and Canadian tobacco....	93,000	00	110,000	00	17,000	00		
	To pay collectors of customs for duty collected by them.....	10,000	00	10,000	00				
349	Commission to sellers of stamps for Canadian twist tobacco.....	100	00	100	00				
	Special translation.....	200	00	200	00				
	Provisional allowance of not more than \$150 each to officers in Manitoba and provinces west thereof, whose salaries from any Government service do not exceed \$2,500..	10,000	00	10,000	00				
	To enable the Department to supply methylated spirits to manufacturers, the cost of which will be recouped by the manufacturers to whom it is supplied and to pay for rent, power, freight, salaries, &c.....	75,000	00	90,000	00	15,000	00		
		825,800	00	911,607	00	85,807	00		

class of work performed, for all officers and employees therein, including an equitable plan for the retirement of such superannuated and disabled employees as are within the classified civil service, the Committee on Reform in the Civil Service is hereby authorized and directed to make a full investigation of the matter, and to submit to the House not later than December first, nineteen hundred and thirteen, a report of such investigation with definite recommendations as to the legislation required to affect such reorganization and retirement.

The committee is invested with far reaching powers and is authorized as a whole or by sub-committee to sit during the sessions of the House and during any recess of Congress. — *The Union Postal Clerk.*

P. O. D. RAILWAY MAIL SERVICE.

The Railway Mail Service Branch of the Post Office Department, under Controller B. M. Armstrong, has removed its office from the Seybold building to the top floor over the Royal Bank, on the corner of Sparks and Elgin streets. The entrance is at 18 Elgin street. The offices are being refitted and promise to be in every way convenient for the service as well as for the public. Like all other branches of the Post Office Department, this branch has greatly increased its business, owing to the extension of railways on every hand and the rapid increase of population.

What is of most use when used up?
—An umbrella.

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THE EDITORS,
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P. O. Box 484, Ottawa

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

Ottawa, Feb. 7, 1913

REPORTING PROGRESS.

The officers of our organizations, who, on behalf of the service, carry on conversations with the government, have done everything within human limitations to represent the case for superannuation, both in respect of Canada's efficient public service and the peculiar exigencies of the distinctly salaried class which constitutes its personnel. Our representatives and spokesmen have thought it well not to involve the supreme importance of superannuation by the introduction of other subjects for discussion, which though not immaterial are perhaps for the moment less consequential. The officers of the federation, having performed their duty, the matter now rests with the government, and some confidence is felt that the present session of parliament will see the long-sought-for Superannuation Act on the statute book.

After superannuation there will

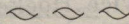
be much to occupy the attention of the leaders of our federation. The report of Sir George Murray affords unlimited matter for serious consideration. Especially is this so in regard to the transfer of the Outside Division and subsidiary branches from the patronage to the merit system. The success of this movement is contingent upon the independent status of the Commission and the unequivocal integrity of the commissioners.

Salaries, grasping and sordid as the subject always, unfortunately, must appear to be, will continue to be of constantly recurring interest. Evidence of the poignant nature of this topic appears in one portion of Sir George Murray's report. In the four years since Sept., 1908, the Inside Division has become top heavy in its classification. This over-topping is directly traceable to the increased cost of living and the absence of the co-ordinating eye, (to which Sir George refers) that would view the service as a whole from the mountain top. In plain terms it exhibits the human side of the ministry, the members of which, experiencing the excessive cost of necessities have acceded to promotions as the only method suggested for meeting the condition. A co-ordinating tribunal of review and revision would readily understand that the maximum of class limitations should be automatically raised to offset the increase in the Labour Department's index number, much in the way that Professor Fisher proposes in regard to the gradation of the gold standard.

Of great importance to the service, though not referred to by Sir George is the legalizing of the co-operative movement by federal enactment. This is a subject pregnant with necessitous representation to the government, and unlimited possibilities of organization within the service itself. This is the field in which the service can under a federal charter

serve itself by initiating a scheme of self-help applicable to the service from ocean to ocean.

Finally it is essential for the service to have the confidence of the government and to retain its attention. Our model is New Zealand, where the government and the service worked hand in hand in the development of a modern system for conducting the public business. Let us hope that this principle will prevail between the government and the service in Canada. Every civil servant can help by affiliating himself or herself as a member of his departmental or local association. By so doing not only is the ever present debt paid of esprit de corps to the particular branch of the individual, but the instinct of patriotism to Canada in whose service we all labour, is thereby served.



FOURTH ANNUAL REPORT OF THE C.S. COMMISSION.

There is about as little as the law allows in the Civil Service Commissioners' Report for 1911-12 tabled in the House since the Recess.

The opening paragraph gives the cue to much of the rest and is as follows:—

"In view of the anticipated report of Sir George Murray on the organization of the Dominion Civil Service, and the recommendations which it may contain, the Commissioners in their present report refrain from the further discussion of certain proposed changes in the Civil Service Law which have been recommended in previous reports, and from raising certain new points which under other circumstances might have been dealt with."

Why should the Commissioners be withheld from comment on their experience of the year because of Sir George Murray's appointment? The more authoritative deliverances we have on the state of the service the better. Especially unfortunate is it

that we know nothing of those "new points" that should have been raised.

Much of what follows has to do with appointments and the difficulty of securing good candidates for the entrance examinations. To this large topic *The Civilian* will return in the near future. Under the heading of "Promotions" the following statement is made:—

"Practically the only written examinations held for purposes of promotion are those which qualify for passing from the Third to the Second Division. The candidates for these examinations require to be nominated by the various departments, and take a qualifying examination, which is a modification of the competitive examination for the Second Division.

During the past year, forty candidates were nominated for promotion from the Third to the Second Division; of these, twenty-four successfully passed, and received promotion.

Certificates for promotion without written examination were granted in the case of three hundred and thirty-one clerks of the Inside Service, and were withheld in the case of fifteen."

The Civilian regrets as before that the Commission has not seen fit to take the public more into its confidence as to the trials and difficulties it has to face. All sorts of rumours are daily in the air as to the action of the Commission in this, that or the other case. But they remain rumors. Those fifteen withheld promotions for instance. Who were they? Why were they withheld? Were they the only ones that should have been withheld? Etc., etc. Why does not the Commission follow the example of the Auditor General and publish their correspondence? If there is no correspondence there should at least be a memo setting forth one side or the other of cases called in question.

MONEY WANTED.

Civil Servants are always wanting money,—and it is usually considered to be a bad sign. Now a Civil Service organization wants money,—and it's a good sign. The Civil Service Savings and Loan Society of Ottawa is anxious to dispose of more stock or to receive a lot of new deposits. The society's business has grown so rapidly of late that there is not enough money at the disposal of the management to enable them to accept all the opportunities offered. Four per cent. paid on deposits, five per cent. on stock and substantial sums added to the reserve funds has been the achievement of two consecutive years and the prospects are that the current year will show even larger profits. Aside from the claim that the society has upon the sympathy and support of the service because of its philanthropic work, the opportunity of investment which it offers is so good that large additional capital should be attracted as soon as the facts are known. Civil Servants of Ottawa! help a good cause along and at the same time help yourselves.



EDITORIAL NOTES.

The editors have been advised of an error in our last number in the list of promotions. In reporting the promotion of Mr. John B. Fleming of the Toronto Customs, the item read to "senior clerk," instead of "senior chief clerk."

* * *

The congratulations of *The Civilian* are hereby tendered to the Post Office services for the long-delayed but most welcome relief which is apparently provided for in the main Estimates for the year 1913-14. *The Civilian* has often bitterly lamented the principle of attempting to extract

a surplus from the Post Office, and while we cannot, perhaps, claim any credit for the abandonment of that policy, we join more heartily in the congratulations to Mr. Pelletier. Liberal provision is also made for the Customs service, and to-day's news will no doubt give pleasure and satisfaction to our friends of the Outside Division.

* * *

We would draw the attention of our readers to the "epitomized Pilgrim's Progress" to be found to-day at the "Sign of the Wooden Leg." Silas Wegg tells us a lot about life "In the Streets of a City" in tabloid form. Read it! It is worth it.

C.S. HOCKEY LEAGUE OF OTTAWA.

The Civil Service Hockey Club is very evenly matched, and the five teams in the league are so closely bunched together that it would almost take a modern "Moses" to pick the winners.

At present, West Block and East Block are tied for first place with Census and Customs next. Post Office is third as they tied Census, the score being 2 all. Customs defeated P. O. by 4 to 3. Census and East Block tied 2 all, and West Block defeated P. O. 4 to 2 and Customs by a score of 6 to 1. Manager Boyd, of the Census, has a strong team and is taking his team to Maxville on the 7th inst., where it is expected they will achieve victory. West Block has a few cyclone Taylors and is looked upon as the most formidable team in the league.

"What did the banker's daughter say when you asked her to marry you?"

"She said I would have to go to par before she could take stock in my proposition."—Baltimore American.



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At the Sign of the Wooden Leg

By "Silas Wegg."

The Streets of a City.

"Sown in a wrinkle of the monstrous hill the city sparkles like a grain of salt." The name of the hill is Time, and the name of the city is Life. How insignificant the city seems to the cynic who stands, detached from Life, out on the sandy plain of his philosophy! But how big and real it is to the citizens, they who came into it through the eastern gate of Birth, who have built for themselves houses and shops and theatres and churches, and who know that they must go out from the city, even unto the Mount of the Cypress, through that grim western gate which is called Death! What to the cynic of the plain is an accident, a speck of cosmic dust unhappily conscious of itself, to them is Life. They feel themselves to be citizens of no mean city, a city that hath foundations, which is not to be plucked from its setting in the hill and "cast as rubbish to the void" by some God who had dropped this jewel from his fingers while he slept.

Our philosopher of the plain sees Life as a man out for an evening stroll sees Mars. The latter looks at our sister planet and finds it a very simple phenomenon—a glim of light which comes and goes with the night. He does not see the Martian snow caps and canals. Neither does the stand-off philosopher see the streets of the City of Life. And the streets are very real.

The realest of all, perhaps, is Grub Street. This street is not occupied solely by the penny-a-liners

who know how to spell their words and to punctuate their sentences well enough to make a dollar a day when the day is fine, but by all who have to keep sweating for their rights of citizenship. It is a crowded street, and there are few "modern conveniences" to be found in its houses. Rents are low there, because houses are not high. For fifteen a month you can get a hole in the wall large enough to accommodate your wife and the cook stove, with a space in the back shed for the grindstone. Every one in Grub Street who has a nose has also a grindstone. To the citizens of Life, whether they be of Grub Street or other streets, there seems to be something inevitable about the fellowship between grindstones and noses for these people, as if noses were made for grindstones and not for ordinary olfactory purposes.

Some day, so my ultra-radical friend Jorge says, these Grub Streeters will lift their noses long enough from their grindstones to smell a rat, and then there will be a revolution of a kind to which the grindstone people have not been accustomed. In the meantime the whirring of the wheels goes on inside, and outside the wolf keeps scratching from the front door the paint which the landlord put on the year paint was down. You have heard of the Grub Street Wolf. He has many names, one of which is Cost-of-Living—when he comes in his sweat-shop guise to tempt the wife and children to overwork he is the wolf in cheap clothing. He is

not the Wolfe who took Quebec, but he would rather be the author of an elegy than take Quebec just the same. It is Jorge's belief that the Wolf would be the subject of an elegy were it not for the Grindstone. "Break the Grindstone," says he, "and you kill the Wolf." Perhaps so.

You must travel some distance from Grub Street to get on Easy Street. This is the Broadway of Life, mistaken by some for the street of that city seen by John, "pure gold, as it were transparent glass." The houses on this street are held mainly on lease from the firm of Chance and Change. The leases seem to be long ones when executed, but there are many loopholes in them by which the landlords may get out.

"I am on Easy Street now," says the new leaseholder and he begins to appreciate Life. From his windows he thinks he sees the Delectable Mountains. Sometimes what he sees is but a cunning bit of scenery painted on the panes by the landlord. When, by chance, a window pane is broken some day and he looks out upon an ash-heap, he hastens to his landlord with his complaint. "The Delectable Mountains!" exclaims the landlord. "Are they nominated in the bond?" Alas, they are not, nor are hosts of other things which the tenant hoped to find on Easy Street.

"And what means this phantom Grindstone? Now comes my fit again." When the luckless leaseholder hears the whirring of the Grindstone in his dreams, he realizes that instead of being on the street of pure gold seen by John in a vision he is treading "the burning marle" which Milton saw in fancy. He has to move, perhaps not back to Grub Street, but to some other street, Trouble Row belike, where the Wolf may not enter but where the sound of the grinding is incessant though low. Some few remain on Easy Street all their lives. They

are the freeholders of Fortune who are no more frightened by a grindstone than by a doughnut.

Is there no short cut from Grub Street to Easy Street? There is supposed to be one, but of such sinuosities that it is short as the crow flies but not as the crow walks. It is called Queer Street and the Old Serpent himself traced it out on his way back from Eden.

There are strange houses on Queer Street, with overhanging gables and squint-eyed windows. As to the residents, a goodly number stay there the whole year round. They could not be happy in any other street. But the most of people there are merely moving on, looking for an outlet into Easy Street and ever getting into the blind alleys of failure and despair. In Queer Street you will find all manners of brokers and breakers, real estate and unreal estate sharps, live wires and dead beats, and very few who will not take their oaths that the street is as straight as a yardstick.

Some who have houses on Easy Street do business by day on Queer Street, going to and from their residences by underground passages. These are the meanest of the Queer Street family, for they pretend to direct others to Easy Street, while in reality they are leading them the way to Grub Street where the Grindstone Trust, of which there are members on Easy Street, can exact its toll from the victims. It is sad to have to keep one's nose to one's own grindstone, but it is sadder still to have that nose kept to a grindstone by a member of the Easy-Queer Street fraternity.

There are many other streets of which we could speak — Primrose Path, Lover's Lane, Via Dolorosa, etc. There is one that should not be overlooked and that is the street that is called Strait. It is the longest of all the streets in the City of Life, extending from the eastern unto the western gate. Many paths

run off from it, and some of these paths are pleasant and many dangerous. There is a belief that only martyrs keep to that street, but I am told that many happy people are to be found there. It is a street which almost all plan to be on some day. In fact there are many who have motor cars in readiness to make an eleventh hour dash to the western gate along this street, but in the meantime they prefer Easy or Queer Street for practical purposes.

All the streets lead to the western gate. That is the surest fact in topography that we have. We have our doubts whether Queer Street runs beyond. We have our hopes that Grub Street ends there. We would not be quite satisfied with an infinitely long Easy Street, so much of sham comfort does it contain. As to the street called Strait—well I don't belong to the Preacher's Union.

Civilian Portraits.

Dr. Alfred Thompson, M.P., for the Yukon who addressed the Civil Service Club.

The portrait above is that of Dr. Alfred Thompson, member of Parliament for the Yukon Territory, who was a guest of the Civil Service Club on Saturday evening, January 18th at an informal dinner.

The affair was very successful. After the toast of "the King," Mr. C. H. Parmalee, King's Printer, proposed "Our Guest" in felicitous terms. Dr. Thompson, after thanking the members for their hospitality delivered a most interesting speech, which *The Civilian* would like every civil servant to have heard. He complimented the service upon the great work they were doing for Canada. Governments might come and go, but the service

went on forever, and while each political party, in turn might for the time being occupy the treasury benches, the real work of governing Canada was performed by the Civil Service.

Dr. Thompson considered it an honorable calling, which contained some of the brightest minds in Canada.

The Civilian takes pleasure in thanking Dr. Thompson for the interest he has shown in the service



DR. ALFRED THOMPSON, M.P.

and feels confident that when opportunity offers he will not be found wanting in advocating on the floors of Parliament any just claim which this great body of citizens may advance.

Alfred Thompson, M.P., was born in Hants County, Nova Scotia, in 1869. He is the son of James A. and Jane Thompson. He was educated privately and at Dalhousie University, Halifax, and graduated in medicine there. He went to the Yukon Territory in the early days and has witnessed all the various phases of that distant portion of Canada's growth. He was elected to the Yuku-

on Council and first ran for the House of Commons in 1904 and was elected. He did not contest the seat in 1908, owing to pressure of private business, but came out again in 1911 against his old opponent (also a Nova Scotian) F. T. Congdon, K.C., and again defeated him. Dr. Thompson is a Conservative and a Presbyterian.

In 1904 he married Miss Elsie Miller of Nova Scotia and they have two children, son and daughter, who are splendid little examples of the sturdy children born in the Klondike.

OTTAWA C.S. CLUB NOTES.

A most enjoyable club dinner was held on Saturday evening, Jan. 18th. The President, W. E. A. Primeau, presided, while the vice chair was filled by Mr. W. J. Johnstone, of the P. O. Dept.

The guest of the evening was Dr. Alfred Thompson, M.P., for the Yukon. After an elaborate dinner the toasts of "The King" and "Our Guest" were given. Dr. Thompson's reply appears in another column. The balance of the evening was spent with cards and billiards.

A membership campaign is on in the club. It has been decided to admit 40 new members at an entrance fee of \$5 if such can be secured before Feb. 20th. This is a reduction of \$15.

The following is a sample menu, taken at a random in the club, at lunch time.

Soup—Tomato
 Fish—Filet of Halibut
 Joint—Roast Beef
 Vegetables—Potatoes and Mashed Turnips
 Desert—Sago Pudding

Tea Coffee Cheese

The above is daintily served in the cosy dining room of the club at 35 cents, and cannot be equalled anywhere in Ottawa.

WAR TO THE KNIFE.

There's war in Ottawa,—war to the knife,—or, perhaps, it would be better to say a war of the knife or about the knife; anyhow, they are fighting for a knife. For many years it was the custom in all departments to present each clerk with a knife at Christmas time. Then someone said the custom was "abused" and costly to the government, so it was stopped right there. For a year or two no one "got the knife" at Christmas. But now there is another change. Last Christmas the staffs of several departments were very pleasantly surprised to once more receive the nice little samples of the cutler's art. The gifts were shown to admiring and envious friends and within a few days representations were made to several Deputy Ministers to have the knife-giving custom restored in all departments. Evidently this petition bore some fruit, for, in one of the largest departments of the service, knives were distributed after the New Year was some weeks old. Some departments are still knifeless,—hence the war. The knife is a small thing but the incident raises the old anomaly of "favoured departments," which, it was hoped, had been effectually killed by the Amendment Act of 1908. Equal treatment to all is one of the things that civil servants must insistently demand,—knife or no knife.

Messages to The Civilian.

From Belfast:—

I much appreciate the good work which *The Civilian* is accomplishing.

From Antwerp:—

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REPAIRS.

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Minimum Salaries of the Second and Third Divisions.

There are two gateways to the permanent inside division of the public service: the Third Division Examination (sometimes called the High School Standard) with an initial salary of \$500; and the Second Division Examination (the University Standard), with initial salary of \$800. Both salaries are too small; they were too small even in 1908, with the increased cost of living during the last four and a half years they have become still more inadequate, and more discouraging to those who have to live on them.

Think of the government of a great country like Canada paying out of its abounding revenues initial salaries of \$500 and \$800 respectively to its Third and Second class clerks! In its first Annual Report, issued in September, 1909, the Civil Service Commission speaks on this matter as follows:

"In this connection, one quite important feature was apparently overlooked at the time of preparing the Act of last session granting an addition of \$150 to the salaries of all the clerks then in the service. This Act had the effect of raising the whole scale of salaries of those already in the service, by \$150. This was done on the very sufficient grounds that the cost of living had greatly increased of late years. Nevertheless, by leaving the minimum salary of all persons subsequently entering the service at the old rate, a gap of \$150, equivalent to three years of statutory increase, is left between the salaries of the old and new clerks. It is further to be observed that, under the new conditions, the scale of qualifications for entering the service is somewhat higher, notably in the Second Division, and, what is more important, it is now exacted from all clerks entering the Third and Second Divisions, whereas a large percentage of

those receiving the special increase had never passed any examination. Further, the cost of living is just as high for the clerks entering this year as for those entering last year or previous years. The practical conclusion is that, to complete the justice of the Act of last session, at least \$150 should have been added to the minimum of the Third Division, and, say, \$200 to the minimum of the Second Division, thus placing the new clerks on a relative equality with those in advance of them, the difference remaining as formerly the amount of the statutory annual increase, according to the number of years in the service. This would also enable the service to compete more successfully with outside employment for competent candidates in the Third and Second Divisions."

It would be useless to comment on the main topic of this paragraph; the equity of the case is so clearly and fairly expressed that it cannot fail to convince. In addition, however, to the equitable reason for increasing these initial salaries, there is a very practical one hinted at in the last sentence. An employer gauges the adequacy of the salaries he pays by his ability to secure *suitable applicants* for the vacancies which occur. In 1908 Parliament decided that the test of eligibility for clerkships in the Inside Service would be a system of examinations. These examinations were to be not merely qualifying, the intention being that selection should be made in order of merit from those who could obtain the requisite minimum of marks. Much benefit to the Public Service was anticipated from this system; in particular, it was thought the Second Division would tempt educated men to enter the Service as a career. How the youth of Canada have responded to the call can be seen by comparing the number of

positions advertised with the number of candidates fulfilling the minimum requirements. To take the total number of candidates would, indeed, sufficiently illustrate our point; but it is unnecessary to consider those who fall below the standard of requirements. From the standpoint of the employer, the number of *unsuitable* applicants for employment is of no importance; and in presenting themselves for examination many candidates display an optimism worthy of being united with better judgment.

Eight regular examinations have been held since the establishment of the system. In the Second Division, only three times has the number of candidates obtaining the minimum marks been equal to the number of positions advertised. In the other five examinations the number of qualified applicants was insufficient. This might be explained for the first year or two by the fact that the changed conditions of entrance into the Service were not widely known. But in November, 1911, the number of positions advertised was 65, and the number of candidates with the minimum qualifications only 34; while last November there were but 36 qualified applicants for 40 positions.

In the Third Division Examinations for male clerks the comparison becomes more striking. No comment is needed on the following table:

Third Division Examination.	No. of Positions Advertised.	No. of Successful Candidates.
May, 1911	40	19
November, 1911 ..	55	17
November, 1912 ..	75	16

In the examinations for male stenographers in the Third Division, the comparison takes on a ludicrous aspect.

Male Stenographers' Examination.	No. of Positions Advertised.	No. of Successful Candidates.
May, 1911	20	1
November, 1911	25	1
May, 1912	25	2
November, 1912	15	3

These figures show clearly that, while all these examinations are competitive in *theory*, the competitive element has been, in general, entirely lacking, and will continue so until the salaries are raised. Moreover, a large number of positions must have been unnecessarily and unsatisfactorily filled by the employment of temporary clerks.

It is to be expected that the number of candidates from Ottawa will always be much larger than from any other centre. But it was surely not intended that the number should be so enormously out of proportion that it frequently far exceeds the sum of those from all other places. The Inside Service should not offer a career to the youth of Ottawa alone; and the salaries should be sufficiently high to attract young men and women from all parts of Canada.

In concluding this argument for raising the minimum salaries, we feel it incumbent upon us to mention Section 33 of the Act of 1908, which provides for an addition not exceeding \$500 to the minimum salary, when the qualifications required for the performance of the duties of a position are of an exceptional character. This section might appear to provide, in deserving cases, a remedy for the low standard of salary. On the contrary, we believe that, in actual operation, it has intensified the sense of injustice ranking in the bosoms of many who made a high standing on the examination, but were allotted to positions at the minimum. In the first place, the greatest diversity of opinion will be found amongst departmental chiefs as to what constitutes an exceptional qualification. In the second place, it must not be supposed that one's standing on the examination determines his appointment to one of these "special" positions. In the third place, this section, when used in Third Division appointments, tends to nullify the advantage which one passing the higher ex-

amination should obtain. In the Third Annual Report we find 17 such appointments in the Third Division. To place the man who stood first in the Second Division and the man who stood twenty-third in the Third Division at the same salary of \$800 appears like a wanton stultification of the whole system of academic tests.

It is unnecessary to pursue the argument further. The salaries must be raised or the standards of entrance considerably lowered. The latter step would mean a departure from the principle underlying the Act of 1908.

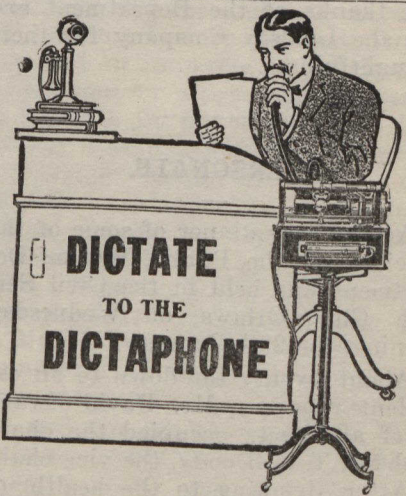
When the minimum of each class is raised, two points remain for consideration. The first is the position of those who have entered since 1908. That they will be raised to the new minimum goes without saying. But is this enough? Some have already had three annual increases. To be placed on the same salary level as the new entrants, or in other words to have the value of their experience in the service appraised as nothing, will arouse in the minds of these a strong sense of injustice. It is well enough to argue that they will get all they have bargained for, and to quote the parable of the eleventh hour laborers; but a more efficacious manner of producing contentment would be to add the annual increases already earned to the new minimum.

The second point for consideration is the relation between the minimum salaries of 3A and 2B. At present the former is the greater. We have never heard of any reason why this should be so, and it is easy to see how the advantage in salary of the lower grade is sometimes productive of injustice. Take a case which is not exceptional. Two men come into the service together, one by way of the Third Division examination, the other in the Second Division. The first is appointed at \$500, but in a year's time is promot-

ed to Subdivision A at \$900. The other comes in at \$800 and, though displaying an equal amount of zeal, is not promoted, the "jump" to the minimum of the next class (\$1,600) being considered too great. The result is that at the end of their first year of service the Second Division man finds himself at \$850, and the Third Division man at \$900. Thereafter the man who entered the higher grade of the Service is penalized to the extent of \$50 per year.

Those whom this question of minimum salaries immediately affects do not fail to recognize other problems and sympathize with other grievances than their own. But they feel very strongly that the Association should take this matter into consideration and deal with it as ably and resolutely as it has done and is doing with other matters affecting different parts of the service.

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CUSTOMS' DEPT. DINNER AT OTTAWA.

Another of those enjoyable Departmental dinners was held Wednesday evening, January 22, when the officers of H. M. Customs gathered at the club for dinner and social intercourse.

Mr. R. R. Farrow, Asst. Deputy Commissioner, presided and the vice chairs were occupied by Messrs. W. J. McCaffrey and R. Telford of the Statistical Branch.

After ample justice had been done to the very excellent menu provided by the club steward and the usual honours paid to His Majesty King George, the balance of the evening was given up to speech making, song and story—contributed to by Messrs. Bliss, Journeaux, Breadner, Fairburn, Selater, Ross, Watson, Lafontaine and Gleeson. A feature of the entertainment was a selected programme on the Victrola, kindly loaned by the C. Lindsay Company. The thanks of the Department are due the Lindsay Company for their thoughtfulness.

PERSONALS.

A very cosy dinner of some of the officials of the Public Works Department was held in the Civil Service Club, Ottawa, on Wednesday evening, the 29th January.

About twenty sat down to an excellent repast. Mr. David Ewart, chief architect, occupied the chair, and Mr. T. N. Doody, the vice chair.

After drinking to the health of His Majesty, the King, short speeches were made by Messrs. Ewart, A. St. Laurent, W. R. Billings, J. R. Ray and D. A. McLaughlin on behalf of the Department. The party then adjourned to the upper rooms where they spent the evening in pleasant recreation.

Her many friends throughout the

Service will deeply regret the death of Miss Fannie Yielding, of the Records Branch of the Department of Indian Affairs, which occurred after a brief illness on January 12th last.

Miss Yielding entered the Service in April, 1882, and was one of the first women appointed to the Inside Service.

Much sympathy is extended to the members of her family.

The staff of the Indian Department, as well as many friends in the Service were pleased to receive a visit recently from Archibald Ponton, D. L. S., of Edmonton.

Mr. Ponton was attached to the survey branch of the Dept. for a number of years but resigned to take up his profession in the west, and has since had charge of a number of surveys for the Dept. of Interior and the Provincial Governments. His friends in the Service are glad to hear of a "clean up" which he recently made in Regina real estate.

DEPT. OF AGRICULTURE.

Mr. W. Gagné, assistant to the secretary of the Deputy Minister, has returned to duty after a severe illness.

Miss Bertha H. Frazer, stenographer in the Deputy Minister's office, is one of the many victims in the Service of the grippe. *The Civilian* wishes her the speediest possible recovery.

Mr. W. J. Lynch, chief clerk of the Patent Branch, was made a member of the editorial committee of the C. S. Association at the latter's regular monthly meeting on Friday last.

The Public Health Branch is nothing if not altruistic. The salutary perfume of a pine forest may now be inhaled along the corridor of the second floor of the Langevin Block. If you have a bronchial affliction, or desire to anticipate a stroll down the piney aisles next summer, take a walk along the western end of the corridor in question

—and “sniff.” It can’t do you any harm, and may do you much good.

New appointments to the Immigration staff at Niagara Falls include W. S. Homan and F. J. Gribble. The former succeeds M. C. Good-sir as assistant chief inspector.

FAREWELL DINNER AT OTTAWA TO MR. FRANK CREAN.

On Thursday, Jan. 23rd, a farewell dinner was tendered to Mr. Frank J. P. Crean, late of Railway Lands Branch, a former director and one of the most popular members of the Civil Service Club, by a number of his friends, about 25 of whom were present and spent a very pleasant evening. Mr. C. B. Burns occupied the chair, with Mr. Lucien Bance in the vice chair. Mr. C. H. Parmalee proposed the health of Mr. Crean, who made a reply most feeling and at the same time extremely witty as usual. He wished the club every success, and will continue as an outside member. He strongly endorsed the remarks of Dr. Thompson, M. P., at the club dinner of the previous Saturday.

The chairman presented Mr. Crean with a pipe on behalf of those present.

Mr. Crean is leaving the service to accept a lucrative appointment in Calgary.

RAILWAY MAIL CLERKS.

A deputation representing the railway mail clerks waited on the Postmaster General on Wednesday, 15th January to ask for changes in the service. The deputation consisted of Messrs. D. J. Walker, W. J. Ramsay, and W. G. Jessop, of To-

ronto District; and C. B. Hathaway, of London. Accompanying the delegates were a number of members of Parliament who took this means of showing their sympathy with the objects sought by the service. Among these were Hon. A. E. Kemp, Sir Edmund Osler, M. J. A. M. Armstrong, Mr. Hugh Clark, D. J. W. Edwards, Mr. J. A. Currie, Mr. T. J. Stewart, and others. Accompanying Hon. L. P. Pelletier, Postmaster General, in receiving the delegates were Dr. R. M. Coulter, Deputy Postmaster General; Mr. Hector B. Verrett, assistant deputy; and Mr. B. M. Armstrong, Controller of Railway Mail Service.

A memorial setting forth the requests of the railway mail clerks was submitted and was discussed in a manner which indicated that the merits of the service were generally recognized. The Postmaster General promised attentive consideration of the case submitted. While the reply of the minister was formal something of a more specific nature has developed since the estimates were laid on the table of the House of Commons in which there appears an increase in the salaries of the Railway Mail Service from \$843,000 to \$1,034,000 being an advance of \$191,049, or about 23%, compared with an increase of only \$80,000 for the year 1912-13.

The delegates though few in number represented all the divisions of the Mail Service. Their requests, it is understood, were for necessary important improvements in the service, and also for an increase of the maximum salary from \$1,400 to \$1,800 and a yearly increase at the rate of \$100 per year to the older clerks such as is now given to the juniors.

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Promotions by Merit—The Murray Report—A Court of Appeal Needed.

That portion of Sir George Murray's report which deals with the difficult problem of promotions cannot be read with satisfaction by civil servants. It is certainly in violent contrast with the constructive tone which characterizes many of the other findings. It begins by the sententious remark that the Head and Deputy Head of a Department alone can judge of the work of their employees and should therefore have the sole say in promotions. This of course presupposes, as Sir George is at once led to remark, that the Head and Deputy Head be entirely removed from undue influences. That they are not invariably so Sir George at first dismisses with a wave of the hand—he is not supposed to deal with matters like that. Going into it a little deeper, however, he does seem to have discovered that the opposite is at least possible and that there have occurred a case or two where other merits than those of the good work of an employee have led to his promotion. Nevertheless, and in spite of this, Sir George returns in his concluding remarks to the opinion that no outside check on promotions is desirable, preferring to base his judgment on an assumption which he admits is unfounded, to facing the problem as it stands. Where there are two horns to a dilemma, Sir George believes that if you successfully impale yourself on both, the dilemma may be left to take care of itself.

The Civilian has no wish to belaud the present system, which is one that has bred much irritation without compensating advantages. No more does it desire to hint that Heads and Deputy Heads are habitually unjust and unsympathetic towards their staffs. It does affirm, however, that promotions no less than appointments should be safeguarded in every way possible, and that to leave them unprotected, as Sir George Murray proposes, is to invite very serious dangers. Who does not know that in the large Departments, promotions half the time are the result of "pull" and "pull" only? And, knowing that, who shall say we ought to let the matter rest there? Of the two evils, appointment by "pull" and promotions by "pull," the latter is the more demoralizing.

We do not ourselves claim to know any plan that will be found entirely satisfactory. We are, however, attracted by the New Zealand scheme as outlined in our last issue, which virtually offers two independent tribunals to settle questions concerning the personnel of the service. As at present constituted we venture to suggest the following for discussion and comment: Let the Head and Deputy Head become again the sole arbiters of promotions, as in the good old days. But let there be created a court of appeal to which any civil servant who feels himself passed over in a specific promotion may carry his case. It is for just such a tribunal that the British service is at the moment putting up its strongest fight. The personnel of the court is a detail. But the performance of some such function might easily be added to the duties of the Civil Service Commission who are more in touch with the service as a whole than any other body. The commission would then cease to give the merely desultory or perfunctory O.K. to promotions that goes at present (with exceptions that are arbitrary and therefore particularly calculated to create friction and bad feeling) but would be required to look into such cases as are duly and with a prescribed amount of evidence brought to their attention by aggrieved employees. This would leave to the Heads and Deputy Heads a free hand in the great majority of cases, but would make them amenable, as they should be, where a civil servant can demonstrate, on grounds consistent not merely with his own but with the public interest in efficient administration, that he has been unfairly dealt with.

GOVERNMENT PURCHASING.

The present system of Government purchasing is a tremendous advance over the system of ten years ago. It is only within recent years that there has been such an official as Purchasing or Contract Agent in any of the Departments. Formerly the several branches were allowed to do their own buying, often by employees who were not competent to judge the quality or fairness of price of the material bought—having no standards of quality nor records of prevailing prices at different points. At present, however, there are six Departments who have Official Purchasing Agents, through whom all purchases are centralized. These men are held responsible for both quality and prices of all materials purchased for their Departments, and no invoices can be paid without their certificate to this effect. The remaining Departments who have no Purchasing Agent are sadly in need of an official to act in this capacity, and there can be no doubt whatever that this will come in time.

The system of purchasing supplies for the Government must be carried on in an essentially different manner to the routine generally adapted by the ordinary mercantile firm. One of the first qualities to be looked for in a Departmental Purchasing Agent is that of Tact. His official position as a Public servant demands that he treat the trade with uniform courtesy and fairness, bearing in mind that his branch of the service is the main connection between the trade and the Department, and on his manner of handling public business depends, to a great extent the good or bad repute of his Department. He must so systematise his work that should a question be made in public, or otherwise, his records must be complete in writing of all action taken from the time the demand for material

originated, until the material is delivered and paid for.

On whatever lines the present system is carried out it is far from ideal, inasmuch as each Department is keeping records each of which is practically a duplicate of the other, also purchases are being made by each in small quantities, thus necessitating the paying of a higher price than would be necessary if all Government Departmental requirements were purchased together. As an instance one Department will have a requirement for a certain description of paint, tenders are called for with the request that samples be submitted for test. After each sample has been put to either a practical test or to analyses the contract is awarded. At the same time one Department is going through this routine, five or six other Departments are going through exactly the same thing, paying a higher rate for their material purchased in small quantities as well as bearing the unnecessary expense of the extra testing or analyses.

It is rumored that the Government authorities are considering the establishment of a Purchasing Commission to do all the buying and to arrange all the contracts for all Departments and branches of the service. The greatest point in favour of such a step would be the probable abolition of patronage—or at least patronage would be extremely unlikely if the Commission is composed of men whose integrity is unquestioned. There are, however, a great many arguments against such a step, the necessary lack of close relationship which would exist between a Departments receiving and using branches and the Commission would be perhaps the greatest difficulty. There would be a possibility that the standardization of materials might be carried too far, and one Department be thus compelled to bear the expense of material of a higher quality than necessary for

their requirements, or that another branch be compelled to use an inferior article. These and many other considerations both for and against a Purchasing Commission no doubt will be fully discussed by the Government Authorities, but it would seem reasonable to judge that any step which the Government may take which will effectually do away with the possibility of patronage in purchasing supplies, which may or may not be existant, will be a great advantage in the efficiency of the service.

W. L.

Athletics.

The Civil Service Bowling League of Ottawa, will close on February 8th, with Interior No. 1 winners for the third year in succession.

The fight for second place lies between the Mint and Railways and Canals, with the money makers as the most likely winners of the place.

J. H. Stewart of the Railways and Canals is still leading in the high average closely pressed by H. L. Edwards of Interior No. 1.

J. A. Armstrong of the Mint has a strangle hold on the high single with 269, likewise R. S. Raby on the high cross alley with 627.

The real sensation of the second half is the East Block team. Tailenders for the past two years, they are now fighting it out for a place in the first division with Customs.

In all 137 bowlers have taken part, many new phenoms having turned up who give great promise of bowling ability.

It is probable that next year the Civil Service bowlers will own and operate alleys of their own. The idea being to erect a very substantial club house with membership open to the entire service.

The bowlers are holding a smoker and boxing tournament at St. Pat-

rick's Hall shortly. They are worthy of the support of all the service.

THE LATE JOHN SMITH.

In the last five months, the Parliamentary library has lost no less than two of the members of its staff through death. Both clerks were highly valued and their loss will be felt for a long time to come.

After nearly a year of the most intense suffering, the late John Smith passed peacefully away on the thirteenth of January, leaving behind him the memory of a gentleman of the highest type, and a thinker, ever broad-minded and sympathetic in his outlook upon life.

Mr. Smith was born in Paisley, Scotland, in 1841. There he received his earlier education, and eventually completed his course of studies at Edinburgh.

Two years before Confederation, he came to Canada, and in 1867, married Miss Martha Martin, of Ottawa, who pre-deceased him four years ago.

For a considerable period, Mr. Smith was accountant for the Citizen, giving his health not a thought, he laboured incessantly, and as a result, seriously undermined his strength.

He went to the library in 1885, where he remained till his death.

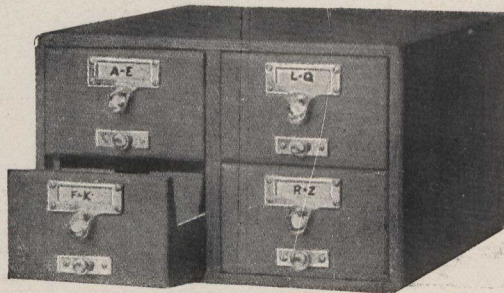
In religion, Mr. Smith was a Unitarian, being an active member of the "Church of Our Father." He was also a prominent member of Carleton Lodge for twenty years or more and did much good work in the interest of the Oddfellows.

A painstaking, conscientious worker, a student first and foremost and a courteous, kindly gentleman, he made many friends who highly respected his sterling worth and valued much his loyal friendship. With them, *The Civilian* joins in expressing to the bereaved family, of five sons and one daughter, its sincerest sympathy.

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LEVIS	- - - 12.10 a.m.	MONCTON	- - - 2.20 p.m.	LEVIS	- - - 3.00 a.m.
MONCTON	- - - 3.45 p.m.	LEVIS	- - - 3.00 a.m.	MONTREAL	- - - 7.35 a.m.
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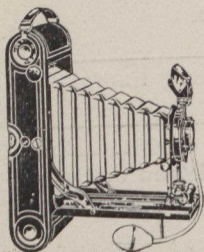
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