

THE CIVILIAN

VOL. VI.

DECEMBER 26, 1913.

No. 18

Civil Service Federation of Canada.

Minutes of the Fifth Annual Convention of the Civil Service Federation of Canada, held in the rooms of the Civil Service Club, Bank Street, on December 4th and 5th, 1913.

The convention was called to order by the President, Dr. J. A. Smith, at 2.15 p.m. A meeting of the executive had taken place previously at 10.30 a.m.

The examination of credentials was waived on suggestion of the officers.

The minutes of the last convention were then read by the Secretary-Treasurer, and on motion of Mr. Thompson, seconded by Mr. Holmes, they were amended by inserting therein a notice of motion of Mr. Thompson that Section 2 of Article 5 of the Constitution be amended by increasing the number of the executive committee from twenty to thirty, and as so amended, were received and adopted.

The president then introduced Mr. Doody, president of the Civil Service Club, who, in a few well chosen remarks, welcomed the delegates and extended all the privileges of the club. Mr. Carpenter, of Montreal, and Mr. Vert, of British Columbia, replied and thanked the directors of the club for the courtesies extended to them.

The report of the executive committee was read by the secretary-treasurer, and on motion of Mr. Vert, seconded by Mr. Carpenter, it was received and adopted.

Moved by Mr. Holmes, seconded by Mr. Colvin, that the draft memorial on superannuation, to be presented to the Finance Minister, be read, and that a committee be appointed to present the same to Mr. White. The memorial was then read by the secretary-treasurer, and after considerable discussion, Mr. Jessop moved, seconded by Mr. Sowter, that the memorial, as read, be presented.

Moved by Mr. Holmes, seconded by Mr. Thompson, that the following be a committee to present the same to the Finance Minister: Messrs. Smith, Carpenter, Coats, Colvin, Holmes, Somers, Hynes, Watt, Vert, Sowter, Whear, Sutherland, Drake, Macgillivray, Burke, Shutt, Jessop.

The secretary-treasurer pointed out that the committee named was too large, and after some discussion, it was moved by Mr. Miller, seconded by Mr. Burns, that the president and secretary appoint a committee from the persons named.

Moved by Mr. Vert, seconded by Mr. Jessop, that the matter be laid on the table until the evening session.

The report of the Committee on Insurance was read by the secretary-treasurer, and on motion of Mr. T. H. Burns, seconded by Mr. Thompson, was received and adopted.

The report from the editors of *The Civilian* was read by the secretary-treasurer, and on motion of Mr. Jessop, seconded by Mr. Miller, was received and adopted.

A report from the Committee on Ways and Means was read by the secretary-treasurer, and after some discussion, it being 6 o'clock, the meeting adjourned.

Meeting called to order at 7.50 p.m.

The report of the Ways and Means Committee being considered, it was moved by Mr. Thompson, seconded by Mr. Vert, that the report be received and laid on the table.

A letter was read from Mr. F. Grierson on Co-operation and the secretary-treasurer suggested that the matter be considered and supported by the Federation. It was moved by Mr. J. Burns, seconded by Mr. Davis, that this Federation endorse the movement of the Trades and Labour Congress upon Co-operation, and that a special committee be appointed to circulate a similar petition to that circulated by the Congress and forward the same to the proper officers, for presentation with that of the Trades and Labour Congress. The President appointed Messrs. F. Grierson, W. A. Code and T. H. Burns as a committee.

A draft of the memorial to be presented to the Prime Minister was read by the secretary-treasurer, and it was moved by Mr. Holmes, seconded by Mr. Davis, that the same be received and considered clause by clause.

The first clause, or preamble, then being read, it was adopted on motion of Mr. Vert, seconded by Mr. Jessop.

The second clause, re Sir George Murray's report, was adopted on motion of Mr. Jessop, seconded by Mr. Davis.

Third clause, re salaries adopted on motion of Mr. Holmes, seconded by Mr. Thompson.

Fourth clause, re classification.—It was moved by Mr. Coats, seconded by Mr. Davis, that before the adoption of this clause the meeting divide into committees consisting of the members present from

each class in the service, and that each committee adopt a clause with reference to the particular class to which its members belonged for insertion in the memorial.

Upon the re-assembling of the convention, the following clauses were received and adopted:—

Public Works — On motion of Messrs. Matheson and Hewitt.

Marine and Fisheries — On motion of Messrs. Mailloux and Watt.

Inside Service — On motion of Messrs. Todd and Macgillivray.

Post Office, Outside Service—On motion of Messrs. Lafrance and Davis.

Civil Service Employees in Europe — On motion of Messrs. Smart and Stockton.

Railway Mail Service — On motion of Messrs. Jessop and Fillion.

Customs Service—On motion of Messrs. Somers and T. H. Burns.

Inland Revenue—On motion of Messrs. Miller and J. Burns.

Immigration Employees—On motion of Messrs. Smart and J. Burns.

Fifth clause, re Professional and Technical Officers, adopted on motion of Mr. Coats, seconded by Mr. Hewitt.

Sixth clause, with reference to living allowance west of the Great Lakes. Upon motion of Mr. Vert, seconded by Mr. Sowter.

Seventh clause, on re-organization. On motion of Mr. Thompson, seconded by Mr. Miller.

Eighth clause, Superannuation—Adopted on motion of Mr. Macgillivray, seconded by Mr. Vert.

All of the clauses being considered, it was moved by Mr. Holmes, seconded by Mr. Somers, that the memorial, as adopted, be presented to the Prime Minister, and that the president nominate a striking committee of five to nominate a committee to present the same; and at the same time to nominate a committee to present the memorial on Superannuation to the Finance Minister. The president then appointed Messrs. Carpenter, Miller, Vert, Holmes and Jessop a striking committee.

The committee having retired and considered the question reported committees as follows:—

To present memorial to the Finance Minister: Messrs. Smith, Coats, Somers, Watt, Drake, MacGillivray, Burke, Shutt, Vert, Jessop, Matheson, Mailloux.

Committee to present memorial to Prime Minister: Messrs. Smith, Paré, Coats, Carpenter, Colvin, Holmes, Hynes, Sowter, Wear, Sutherland, Miller, J. Burns.

Moved by Mr. Davis, seconded by Mr. Colvin, that the report of the committee be received and adopted.

The convention then adjourned at 11.30 p.m.

Meeting called to order at 10 a.m., December 5th.

Moved by Mr. Thompson, seconded by Mr. T. H. Burns, that the thanks of this Civil Service Federation be and is hereby tendered to the president and members of the Ottawa Civil Service Club for kindness and courtesy in allowing the Federation the use of their rooms during this session. And that a sum of ten dollars be donated to the funds of the Ottawa Civil Service Club, not as a recompense, but as a slight token of our appreciation of the many favors shown to our members while in Ottawa.

After this an adjournment was made to enable the committees to interview the various departments.

Meeting called to order again at 2.30 p.m.

Various delegates interviewing the Ministers made verbal reports.

The treasurer's report was read by the secretary-treasurer and on motion of Mr. Holmes, seconded by Mr. Burns, was received and adopted.

Moved by Mr. Vert, seconded by Mr. Colvin, that a committee be appointed from the Federation to purchase a suitable testimonial to be presented to the secretary-treasurer, and that the committee be allowed a sum not exceeding one hundred and fifty dollars (\$150.) The president named on this committee Messrs. T. H. Burns, Paré and Smart.

Moved by Mr. Coats, seconded by Mr. Holmes, that this convention again desires to record its appreciation of the excellent service *The Civilian*, now completing its sixth year of publication, is rendering in the best interests of civil servants throughout the Dominion. It notes with satisfaction the improved appearance of the paper and learns with pleasure that it is steadily growing in the confidence and support of the members, as shown by the increasing circulation. As a means of disseminating full and accurate information of the varied activities of the service, and as the only regular channel of communication between its widely scattered branches, the work of *The Civilian* has been of the greatest value, and the Federation strongly urges upon every member, both on personal grounds and in the interest of the service as a whole, that the management is entitled to every encouragement that can be given in their effort to increase its circulation, and thus still further extend its sphere of usefulness. That a committee be appointed to assist in furthering the interests of the publication. The committee to consist of Messrs. Power, Sutherland, Mailloux, Carpenter, Davis, Colvin, Vert, Sowter and F. Grierson, chairman.

Moved by Mr. Coats, seconded by Mr. Callow, that the Federation beg to tender Mr. Grierson their thanks for his able and thorough report on insurance, and that founded on the information therein con-

tained, we request: (1) An extension of the benefits of civil service insurance by amending the Act to provide for: (a) raising the amount of insurance from the present limit of \$2,000 to a maximum of \$5,000; (b) admitting lady members of the service to the benefit of the Act; (c) repealing Section 16, which now discriminates in the matter of insurance against a section of the service. (2) That the present committee be continued and that they be authorized to expend a sum not exceeding twenty dollars.

Moved by Mr. Coats, seconded by Mr. Davis, that whereas, it is desirable that our organization be extended so that its benefits be shared by all the members of the service throughout Canada, and that our Federation may represent every province and part of Canada, and, whereas, the work of extension has been in the past mainly performed by the officers, and it is felt that the different units composing the Federation should become more interested in this work,—Resolved, that a special committee be appointed of whom the president and secretary shall be members, whose duties it will be to effect if possible organizations of civil servants in places where no associations now exist and also to bring in all existing organizations or associations not now affiliated with this Federation. Further, resolved that with a view of arousing the widest interest possible in the Federation and furnishing the fullest information of its objects and worth, the incoming executive be instructed to arrange for distributing to the members of both the Inside and Outside service a detailed report of the proceeding of this convention. The following committee was appointed: President and Secretary—Messrs. R. Holmes, W. Taylor, H. J. Birmingham, T. G. Matheson, P. J. Mailloux and W. E. Spike.

Moved by Mr. Miller, seconded by Mr. Colvin, that sufficient copies of the memorial and proceedings be printed separately to enable the local associations to use the memorial in furthering the interests of the Federation with their local members of parliament and to distribute the proceedings among their members.

On motion of Mr. Stockton, seconded by Mr. Holmes, the president and secretary were appointed a committee on Ways and Means.

The election of officers was then proceeded with, resulting as follows:

Dr. J. A. Smith—Nominated by Mr. Jessop, seconded by Mr. Colvin.

Vice-President — Mr. G. A. Carpenter, nominated by Mr. Miller, seconded by Mr. Lafrance.

Secretary—Traesurer — Mr. F. Grierson, nominated by Mr. Coats, seconded by Mr. Davis.

Moved by Mr. Thompson, seconded by

Mr. Matheson, that clause 2 of Article 5 be amended by increasing the executive committee from twenty to thirty. Motion lost.

The executive committee were then nominated and elected, as follows:—

Messrs. W. Taylor, George Watt, E. Giroux, R. Colvin, R. Holmes, J. F. Whear, P. J. Mailloux, H. T. O'Neill, F. W. Davis, Joseph Lafrance, Dr. J. D. Pagé, W. G. Jessop, W. F. Miller, W. Caven, H. Matheson, A. Paré, G. B. Smart, A. E. Vert, R. H. Coats, W. J. Lynch.

Mr. Thompson gave notice that at the next annual convention he would move that all past presidents and secretary-Treasurers of the Federation be ex-officio members of the executive committee.

The Federation then adjourned.

CIVIL SERVICE FEDERATION OF CANADA.

Financial Statement, 1912-13.

Receipts.

Balance from 1911-12 ..	\$377 29
Interest on deposits	13 19
Receipts as per list below	233 80

Expenditures.

Sec. allowance expenditure	\$63 35
Telegrams	2 57
Insurance Committee ...	23 50
Printing Annual Report.	20 00
Balance	514 86
	<hr/>
	\$624 28 \$624 28

C. S. Loan & Savings Association	\$208 54
Balance in Bank	127 46
Cash on hand	178 86
	<hr/>
	\$514 86

Audited:

E. E. STOCKTON.

Certified correct:

R. H. COATS,
Secy.-Treas.

Per Capita Tax—Receipts.

<i>Arrears—</i>	
Dominion Employees in Europe..	\$7 28
Ottawa Post Office Employees ...	5 95
<i>Current year—</i>	
Toronto Pub. Works Assn.	5 40
Excise, Hamilton and St. Catharines	2 50

Customs, Northern Alberta Assn...	3 70
Customs, Maritime Provinces Assn.	12 80
Customs, Hamilton	5 60
Canal Employees, Cornwall	5 00
Prince Edward Island Assn.	4 80
Ottawa Post Office Employees	6 00
Quebec Customs Assn.	20 38
Dominion C. S. Association of B.C.	19 00
Toronto Postal Employees Assn....	20 00
Toronto Ry. Mail Clerks	5 00
Kingston Postal Employees	1 60
Toronto Customs Assn.	15 00
Ottawa Customs Assn.	4 60
Windsor Customs Assn.	5 00
Niagara Falls, C. S. Assn.	5 00
Montreal Customs	10 00
Ottawa C. S. Association	45 19
Montreal Postal Employees	24 00
	\$233 80

REPORT OF THE OFFICERS.

To the Executive Committee and Delegates of the Civil Service Federation of Canada.

We have the honour to submit the following statement with regard to proceedings during the period since the last annual Convention of the Federation, held November 15 and 16, 1912.

The instructions of the convention were in general terms to continue the line of policy laid down in the preceding year, the immediate object being to secure from the Government the introduction of legislation with regard to the extension of the principles of the Act of 1908 over the Outside Service, the enhancement of salary scales in accordance with the increased cost of living, Superannuation, the increase of the amount of the Civil Service Insurance benefits, etc.

It will be recalled that shortly after the accession of the present Government to power a Royal Commission consisting of Messrs. Morine, Lake and Ducharme was appointed to which was referred all questions relating to the Public Service. The Executive of the Federation at once embraced the opportunity of laying its views in full detail before that commission. A few weeks later, however, the resignation of Mr. Morine, the chairman, took place, and the Government appointed Sir George Murray a special commissioner to deal more particularly with the details of Civil Service organization and administration. While these commissions were in existence the Government uniformly replied to all representations addressed to it on the subject of the civil service, that consideration would have to be deferred until the reports of the Commissioners had been received.

At the time of our last convention Sir George Murray had not completed his re-

port and it seemed inadvisable, therefore, during the interval to take further steps in the way of approaching the Government. As soon, however, as the report of Sir George Murray was published no time was lost in interviewing the Prime Minister. Unfortunately the deadlock with regard to the proposed Naval Bill had by that time developed, and the Prime Minister's reply was that until the Government was able to carry out its programme in this regard, it would be impossible to take up any new subject. This interview took place prior to the Christmas recess so that at first some hopes were entertained that the Government might later be in a position to deal with the civil service. These hopes, however, were not realized, and at prorogation our matter stood in precisely the same situation as at the time of the convention.

Since prorogation our claims have been pressed strongly and, it is believed, not without effect upon the Government. Naturally there is hesitation on the part of the Government during the formative stage of a programme to reveal the nature of any action that is contemplated. We think, however, it may be taken for granted that the report of Sir George Murray will now be taken into careful consideration and that a special Committee of Council will deal with it. Moreover, we think we may have especially good hopes with regard to superannuation. In the absence, however, of definite information, it was thought best to call together the convention at the present time, in order that every influence may be used with the Government, while there is time, to draw up a programme for the approaching session.

With this end in view a memorandum for presentation to the Prime Minister has been drafted and is now submitted to the convention, setting forth briefly the nature and scope of the action that we now desire. A second memorandum dealing entirely with the subject of Superannuation and Insurance has also been prepared.

With regard to the general work of the Federation, the undersigned have done all that is possible to keep the organization at its usual strength, though the uncertainties of the situation made it difficult to know just what was the best thing to do under the circumstances. At the present moment it seems most opportune that we should perfect our organization and enlarge it in every way possible. The prospects for an aggressive forward movement seem excellent for the first time in over two years now. If we can succeed in enlisting all branches of the service and in speaking with a united voice we should be in no fear as to the result, especially as in each and every one of our requests we are asking simply for what will increase the ef-

iciency of the service as a working machine.

J. A. SMITH,
President.

G. A. CARPENTER,
Vice-President.

R. H. COATS,
Secy.-Treas.

REPORT OF INSURANCE COMMITTEE.

To the President, Officers and Delegates,
C. S. Federation of Canada.

Your committee on Government Insurance beg to report as follows:—

During the Federation year 1911-12, distribution of literature on the subject of Government Insurance was made in 210 offices in the service outside of Ottawa. During the year just closed distribution was still more generously made in that service while in the Ottawa service the literature was handed, as has been the custom since this committee was formed, to the Secretary of the Civil Service Association of Ottawa, who assumed responsibility for distribution.

Your committee has always believed that the present system of advertising the Government insurance plan was inadequate, and that it did not measure up to the importance of the task of notifying every single civil servant that there is such a thing in existence. Having this idea in mind, your committee recently made application to the Post Office Department, requesting that notification of the Government's policy be inserted in the "instructions" regularly sent to the city post offices. The Assistant Deputy Postmaster General spoke favourably of the idea. A similar avenue for publicity may be discovered in the other two large outside services.

The number of policies issued to date is 862. This represents a gain of 162 since the last convention, or an increase of 462 in the three years since this committee was formed, as compared with 400 issued in 16 years without publicity.

The expenses of the committee for printing the literature, typewriting, and stamps was \$23.50.

Respectfully submitted,

A. M. MACMILLAN, F. GRIERSON,
Secretary. Chairman.

REPORT OF EDITORS OF THE CIVILIAN.

To the President, Officers and Delegates,
C. S. Federation of Canada.

The editors of *The Civilian* beg to re-

port concerning the operation of the journal since the last convention:—

You, yourselves, are the best judges as to the worthiness of the matter contained in the editorial and various departments of *The Civilian* columns and the editors would be glad to hear comments in this regard, whether such be favourable or unfavourable.

The financial situation is very much as it was a year ago, the editors having to depend upon the gratuitous (at least to a large extent so), contributions of its loyal friends who have stood by the journal since its inception, or who have joined the ranks of the contributors more recently. Subscriptions, as usual, are in arrears. In this connection, the editors wish to offer their hearty thanks to those good friends who have looked after this part of the business in various parts of the Dominion.

Over a year ago the editors undertook the preparation of a special number of *The Civilian*. A great deal has been written in the public press about the service, in terms not always true or agreeable. The editors have long considered it desirable that the service should tell its own story, to describe the magnitude of the task performed and to make such observations as may be considered relevant thereto. Letters have been sent to all the delegates attending the last convention, requesting the photographs of the president and secretary of each local organization, and also a very brief sketch of interesting incidents in the service life. The editors hope that those who have not responded already to this application will do so at the very earliest opportunity.

Respectfully submitted,

F. GRIERSON,
For the Editors.

REPORT OF COMMITTEE ON WAYS AND MEANS.

Your committee on Ways and Means beg to report that the finances of the Federation appear to be in excellent shape provided the work is to be carried on in the future on the same scale as in the past. Up to the present, expenses have been very light, the chief being for printing which has usually amounted to less than forty or fifty dollars a year, and expenditures incidental to the work of the Secretary which have been equally unimportant.

The question arises, and was indeed especially referred to your committee by the convention last year, whether the future scale of expenditures will be equally light and if not whether the present scale of fees will continue to suffice. The Federation is a body which may confidently be

expected to grow in influence and activity with the years. Were the whole of its programme acquiesced in by the Government tomorrow, there would inevitably arise, in the mere details incidental to the carrying out of such a programme, hundreds of points on which the service ought to be able to speak with a collective voice.

The clerical expenses of the secretary's office alone may be expected to increase. In the past the services rendered have been almost wholly voluntary in the matter of such items as typewriting, addressing of circulars, etc. Whether also the expenses of sending a delegate to the annual convention should be borne wholly by the particular association involved is a moot point. In the case of the more distant associations this will in time become onerous, while the Ottawa associations and those near at hand enjoy immunity. Still more pressing is the problem involved in the attendance of members of the executive at committee meetings.

On the other hand there is the practical difficulty that the associations close to the seat of Government have become accustomed to a low fee which it would be exceedingly difficult now to increase.

Our own view is that we should look forward to the time when the Civil Service of Canada shall have a paid secretary and organizer devoting his whole time to organization and educational propaganda, editing the publications of the service, and generally devoting his efforts to the interests of the service, under the Federation. We realize of course that the time for such development may not be ripe.

The committee considers after due reflection that the whole problem is one that would be the better for thorough ventilation in the annual convention. It is one on which the point of view and opinion of local associations is most important. We suggest merely for discussion the following resolution.

That Article 4, Section 1, shall be amended to read as follows:—

The revenue of the Federation shall consist in the case of associations located in Ottawa of a per capita tax of ten cents per member for the first two hundred members; two cents additional up to one thou-

sand, and one cent for each member over one thousand, and that in the case of associations situated outside of Ottawa it consist of a per capita tax of twenty-five cents per member for the first two hundred members, ten cents for each additional member up to one thousand and five cents for each members over one thousand, etc.

J. A. SMITH,
President.

G. A. CARPENTER,
Vice-President.

R. H. COATS,
Secy.-Treas.

CO-OPERATION.

To the President, Officers and Delegates,
C. S. Federation of Canada.

Gentlemen:—

During the past Federation year, a movement in connection with Co-operation has taken place which might profitably engage the attention of the Federation of Civil Servants. The Trades and Labour Council has undertaken the circulation of a document petitioning the Government to enact, during the next ensuing session, a measure authorizing credit and distributive co-operation. The aim of the Trades and Labour Council is to obtain 100,000 names to the petition.

May I respectfully suggest that the Federation through its various units might well join in this work. Heretofore, when a bill referring to the above mentioned subjects has been presented to parliament, especially in the case of the bill referring to distribution, very strong, organized opposition has been presented to the Government. In marked contrast to this activity, is the apathy or lack of organization on the part of the consumer. The object of the petition is to correct this apparent lack of interest.

It must be borne in mind that there is no law at present authorizing co-operation in Canada. I attach a copy of the form of petition being used by the Trades and Labour organization.

Yours truly,
F. GRIERSON.

LADIES of the Civil Service and others will find

STANDARD GLOVE CLEANER

a great comfort in cleaning Silk Gloves or Waists, also for kid or other Leather
Gloves. It acts like magic and leaves no odour. 25C. A BOTTLE.

The Standard Drug Store - Cor. Rideau and Nicholas Sts.

ROLL AS SIGNED BY DELEGATES FIFTH ANNUAL CONVENTION

NAME OF REPRESENTATIVE	ASSOCIATION	Head-quarter.	PRESIDENT	SECRETARY	Member-ship
J. A. Smith	President.				
G. A. Carpenter	Vice-president.				
R. H. Coats	Secretary-treasurer.				
E. E. Stockton	Auditor.				
A. Paré	Ottawa, Civil Service Association	Ottawa	A. Paré	W. Todd	1,919
W. Todd	"	"	"	"	"
J. C. O'Connor	"	"	"	"	"
J. A. Doyon	"	"	"	"	"
W. Folsy	"	"	"	"	"
W. A. Code	"	"	"	"	"
D. A. Hewitt	"	"	"	"	"
D. Burke	Superannuation Committee.				
E. F. Drake	"				
A. J. McGillivray	"				
W. J. Lynch	Executive				
A. E. Giroux	"				
George Watt	"				
A. B. Sowter	Northern Alberta Customs Association	Edmonton	J. Rea	P. Denison	40
A. Callow	Customs Association, Toronto	Toronto	R. Holmes	A. Callow	150
Robt. Holmes	"				
F. Somers	"				
T. G. Matheson	Toronto Public Works Employees.	"			
A. M. Latouche	Customs Association, Montreal.	Montreal		Frank Simpson	56
W. F. Miller	Inland Revenue Association.	Hamilton		J. A. Beaulac	100
W. E. Spike	Maritime Customs Association	Aroostook		A. Ballantine, jr.	26
		Jet., N.B.		George Watt	128
W. Taylor	"	Halifax, N.S.	"	"	"
J. H. Sutherland	"	"	"	"	"
Albert E. Vert	Provincial Association of British Columbia.	British Columbia	J. R. Greenfield	H. D'A. Birmingham	300
Marshall Thompson	Windsor Customs Association.	Windsor, Ont.	Walter Welsh	John Barnett	50

ROLL AS SIGNED BY DELEGATES FIFTH ANNUAL CONVENTION—Continued.

NAME OF REPRESENTATIVE	ASSOCIATION	Head-quarter	PRESIDENT	SECRETARY	Member-ship
G. Bogue-Smart	Civil Service Association of Great Britain	London, Eng.	Thos. McCallum	R. Colvin	50
R. Colvin	Customs Civil Service Association	Hamilton	T. F. Burton	A. C. Milne	50
John Burns	"	Niagara Falls	Wm. Christy	A. Murphy	200
M. E. Hynes	Postal Employees	Toronto	"	"	"
F. W. Davies	"	"	"	"	"
R. E. Genge	"	Kingston	R. E. Genge	W. J. Wells	16
J. Hébert	Montreal Post-Office Association	Montreal	J. Lafrance	J. Hébert	400
Joseph Lafrance	"	"	"	"	"
P. J. Mailloux	Quebec Civil Servants Association	Quebec	P. J. Mailloux	P. E. Guay	219
J. E. Philibert	"	"	"	"	"
W. G. Jessop	Railways Mail Clerks Association, Ontario	Toronto	W. G. Jessop	R. Cowling	50
H. T. O'Neill	Ottawa Post-Office Association	Ottawa	"	"	"
John F. Whear	Post-Office Association, Prince-Edward Island	Charlottetown	J. F. Whear	W. H. F. Gill	"
T. H. Burns	Customs Association	Ottawa	Alex. Spittal	Jos. McCulloch	50

Memorial.

To the Right Honourable R. L. Borden, P.C.,

Prime Minister of Canada.

Sir:—

It is now considerably more than a year since you accorded to the Civil Service Federation of Canada the privilege of its first interview with you as head of the Government. During that interval the report of Sir George Murray, which was pending at the time we saw you last and the receipt of which we understood from you was necessary prior to any action with regard to the civil service, has been received and published. In the meantime, also, legislation has been enacted bearing on conditions among post office employees, employees in the Justice Department and certain other classes.

For the last-mentioned betterments we desire to thank you, in the first instance, very cordially. There remains, however, to be dealt with the general situation as included within the scope of Sir George Murray's report, as well as certain other existing features, which impel us to again approach the Government with a statement from the point of view of the most comprehensive organization in the service.

We might add that the subjoined represents the views of some thirty-seven organizations of civil servants of various classes and in various localities throughout the Dominion, from Halifax, N.S. to Victoria, B.C., aggregating over five thousand in membership.

Sir George Murray's Report.

While a considerable part of Sir George Murray's report has reference to matters of Government policy in which the service is not directly interested, we beg to state that we are in hearty sympathy with the general principles for which it so ably contends. We believe that the service has much to gain from any reform that increases its efficiency as a working body. Especially are we in sympathy with those portions of Sir George Murray's report in which he advocates the extension of the merit system of appointment, (that is, the appointment of all officers by an independent commission), throughout the entire service, the establishment of a system of promotion under supervision and in which merit alone is taken into consideration, and the establishment of a just and comprehensive superannuation system.

On each of the above points we are prepared to offer our opinions in full detail should the Government so desire. On the present occasion we restrict ourselves to the statement that our plea in general is simply for fair and equal treatment throughout the various branches and classes serving the Government.

Increased Salaries and Revised Classification.

We believe that the revision upward of the salary scale paid to civil servants in several branches is seriously called for under existing economic conditions. As on previous occasions we place the claims of certain branches in this respect under two headings, (1) the increased cost of living, and (2) the need for an improved classification scheme.

On the subject of cost of living it would appear unnecessary to adduce further evidence at this date. According to the Government's own statistics the cost of living has advanced by fifty or sixty per cent. in the last twelve years. The justness of the civil servants' claim was recognized by the Government in the case of the Inside Service in 1909, when a flat increase all round was granted. Our petition is that similar treatment be accorded to all branches of the service.

On the subject of classification our views in some detail are as follows:—

Customs.

That the following scale be put into effect:—

Chief Inspectors	\$3,500 to \$5,000
Inspectors	2,500 to 3,500
Collectors	500 to 4,500
Surveyors	1,600 to 3,000
Senior Chief Clerks	2,400 to 3,000
Chief Clerks	1,800 to 2,400
Senior Clerks	1,400 to 2,000
Clerks	1,000 to 1,400
Appraisers	1,200 to 2,500
Assistant Appraisers and Gaugers	1,200 to 2,000
Tides Surveys, Assistant Surveyor, Chief Locker, &c.	1,200 to 1,800
Landing Waiters	800 to 1,400
Examining Officers	800 to 1,200
Messengers, Packers and Sorters	800 to 1,000

That a first annual increase of at least \$100.00 be given until the maximum of the class be reached, and that when overtime is required, the amount of compensation be 50 cts. per hour, and in case of overtime being required on Sunday or Statutory Holiday, the allowance be paid for a full day.

Excise.

Adjustment of salaries as follows:—

Collectors.

Class.	Minimum.	Maximum.
1st	\$2,800.00	\$3,500.00
2nd	2,200.00	2,800.00
3rd	1,800.00	2,200.00
4th	1,600.00	2,000.00
5th	1,300.00	1,700.00
6th	1,300.00	1,700.00
6th	1,000.00	1,300.00
7th	800.00	1,100.00

With an annual increase of \$200.00 until maximum is reached.

Deputy Collectors.

1st	\$2,400.00	\$3,000.00
2nd	1,800.00	2,400.00
3rd	1,400.00	1,800.00
4th	1,100.00	1,400.00
5th	1,000.00	1,300.00

Deputy Collectors who have passed the special class examination may receive an additional salary not to exceed \$200.00 per annum.

With an annual increase of \$200.00 until the maximum is reached.

Accountants.

1st	\$1,600.00	\$2,000.00
2nd	1,200.00	1,600.00
3rd	1,100.00	1,400.00
4th	900.00	1,200.00

With an annual increase of \$150.00 until the maximum is reached.

Probationary Term.

During the probationary term provided by the Civil Service Act, third class excisemen shall be entitled to receive a salary at the rate of \$800.00

per annum. At the expiration of such time he (if retained in the service) shall be entitled to a salary of \$900.00 per annum. After one year's service he may receive an annual increase of \$100.00 until he shall reach a salary of \$1,100.00.

The salary of a second class exciseman shall begin at \$1,100.00 and may rise by annual increases of \$100.00 until the maximum of \$1,400.00 per annum is attained.

The salary of a first class exciseman shall begin at \$1,300.00 and may rise by \$100.00 per annum until the maximum of \$1,800.00 is attained.

The salary of special class excisemen (Chief Officer in charge of a Distillery) shall begin at \$1,800.00, and may rise by annual increase of \$100.00 until the maximum of \$2,200.00 is attained.

The salary of a special class exciseman (other than the foregoing) shall begin at \$1,400.00 and increase by \$100.00 per annum until the maximum of \$1,800.00 is attained.

Messengers, \$800.00 to \$1,000.00, with an annual increase of \$100.00 until maximum is attained.

Immigration.

The following schedule is recommended:—

Border Inspectors	\$1,000 to \$1,400
Inspectors in charge and Port Agents	1,400 to 2,000
Travelling Inspectors	1,800 to 2,800

Inside Service.

A general revision upward of the salary scale proportionate to the increase in the cost of living since the date on which that scale went into effect.

Marine and Fisheries, Outside.

(1) Recognition and consideration of the number of years of service in status of classification.

(2) Readjustment and increase of the minimum and maximum of the different classes of the outside division, particularly in the lower grades.

(3) That the registrars of Shipping Employees of the Customs, Department be paid for the work done by them.

Post Office, Outside.

(1) That the annual increase be not less than \$100 for all classes.

(2) That the minimum of the third class be raised from \$500 to \$900 on appointment.

Public Works Department.

That employees of the government, mechanics in all trades employed about the buildings, engineers, electricians, firemen, elevator operators, caretakers in charge of buildings, watchmen and cleaners, be granted an increase consistent with the wages paid by private corporations, and as provided in the various provinces of the Dominion of Canada by the schedule of fair wages and

working day hours of government contracts, paid semi-monthly.

Railway Mail Service.

(1) The plea of the Railway Mail Clerks is for such an increase as will make their salary adequate to support their families respectably.

(2) That the annual increase be not less than one hundred dollars (\$100).

The arduous nature of their work and the consequent short life of the Railway Mail Clerks should serve as a plea for this as a measure of justice. The immense responsibility of the Railway Mail Clerk in the matter of money and valuables consigned to their custody demands commensurate compensation. The Act of 1912 which was calculated to better the condition of the older clerks is so limited in its effect that almost none are benefited. The previous amendment leaves the large body of the clerks, that is those in the

middle span of the service and who are bearing the burden and heat of the day, without any benefit or increase for from four to eight or ten years.

There is no prospective promotion for Railway Mail Clerks, and so far no provision has been made for their transference to any less arduous employment in old age.

The Civil Service in Europe.

(1) A reasonable advance in salary.

(2) That due consideration be given to the fact that by reason of their official positions, officers in Europe are obliged to contribute officially to public charities and to expend large sums of money in the proper transaction of public business, which are not allowed in the public accounts of Canada, although similar expenditures are admitted in commercial enterprises.

Professional and Technical Officers.

This association is convinced of the general advantage that would accrue from placing professional and technical officers in the civil service upon a clearly defined classified standing.

The tendency of the time is unquestionably towards specialization. Manufacturing, industrial and transportation interests all have their technical and professional branches, such as the various kinds of engineers, legal, medical, chemical and other scientifically skilled persons—not to speak of the more special attainments closely allied to the conduct of special business—who receive remuneration commensurate with their special expert or technical knowledge and skill. It is a matter of common knowledge that in the world of business, such persons are distinguished from ordinary clerical workers, and that recognition is given to the expenditure of time and means necessary to the attainment of the qualifications which they possess.

In so far as the Government is an employer of technical and professional persons, it is in all essential respects in a similar position. The proper performance of the public business of the country requires that technical and professional officers of the best training and highest ability should be secured and retained in the service, which can be done only by approximating the conditions of their employment to the conditions which obtain in general business. Furthermore, it is an injustice to the regular classes of the service that such officers should be permitted to remain in the ordinary grades. It is well known that, as a matter of fact, in many departments the presence of such officers in the usual grades, obstructs the advancement of the regular clerical staff.

This Federation, therefore, upon a review of all the features involved, is clearly of the opinion that the well-being of the public service, of the professional and technical officers themselves, and likewise of the regular staff, makes it desirable that a special system of classification should be applied to the officers in question. On account, however, of the diversified nature of the duties of such officers in the service, and the widely differing situations in individual departments, the Federation recognizes the difficulties of indiscriminately applying the system of classification to all.

Living Allowance in the West.

Owing to the higher cost of living in Western Canada we request that an additional living allowance of 15 per cent.—a figure based on scientific examination into conditions—be made for all civil servants employed west of the Great Lakes. At present only a portion of the service is thus dealt with.

Re-organization.

In addition to the enactment of a revised system of salary scales we believe that a thorough re-organization of the service is called for. With the rapid

growth of the service in recent years many posts have greatly enhanced in importance, while the classification and salary attached has remained the same. Though the correction of these anomalies in a comprehensive way is a work of considerable magnitude, it is pointed out by Sir George Murray that it is quite feasible and indeed could be accomplished by suitable machinery both thoroughly and expeditiously.

Superannuation.

The subject of superannuation is so important that we have drawn up a separate memorial, which has been submitted to the Honourable the Minister of Finance. It involves all classes of the service and stands distinctly apart from all other legislative needs of the service. It is sufficient to point out here that the enactment of superannuation has been strongly advised by every authority to which the Government has applied for advice on the civil service, including the Royal Commission of 1907 and Sir George Murray in 1912. The former included a draft Superannuation Bill in its report and the latter outlined a scheme in general terms. To both of these schemes some objection in points of detail are possible, the former as being limited to future entrants alone and the latter as being too general to serve as a basis of discussion. Our petition is that the Government introduce a measure of superannuation at the forthcoming session and that the civil service be granted an opportunity of expressing its views during the formative stages of the bill.

We might add that the spirit of the report on superannuation made by the Senate Committee on the Civil Service in 1910, of which the Honourable Senator Power was chairman, has received the cordial endorsement of every civil service organization from the Atlantic to the Pacific.

Insurance.

As of kindred interest with superannuation we beg leave to renew our request of last year re Insurance, namely:—

An extension of the benefits of Civil Service Insurance by amending the Act to provide for:

- (a) Raising the amount of insurance from the present limit of \$2,000 to a maximum of \$5,000;
- (b) Admitting lady members of the service to the benefits of the Act;
- (c) Repealing section 15, which now discriminates in the matter of insurance against a section of the service.

Recapitulation.

In brief, our requests are four in number:

- (a) A system of appointment and promotion by merit throughout the service.
- (b) Superannuation.
- (c) Revision of classification schemes.
- (d) Reorganization.

In conclusion, though certain of the above suggestions involve questions of Departmental regulation, the Federation believes that the more important require your assent as leader of the Government. We think that all, on examination, will be found to make in their tendency for more efficient administrative machinery for this great and growing country.

We have the honour to be,

Sir,

Your obedient servants,

J. A. SMITH,
President.

R. H. COATS,
Secretary.

MEMORIAL RE SUPERANNUATION.

To the Honourable W. T. White, M.P.,
Minister of Finance for Canada.

Sir.—

The undersigned have been commissioned by the Civil Service Federation of Canada to make known to you and through you to the Government the wishes of the civil service with respect to superannuation.

In directing your attention to a matter of such importance we may be allowed to review very briefly the present situation. All members of the permanent service who have been appointed since the year 1898, including all persons transferred from the Outside to the Inside Service, are now without superannuation. The number of these is approximately seven thousand, the number remaining under the old Superannuation Funds in force prior to 1898 being approximately seventeen hundred. It will be seen that in the case of over eighty per cent. of their employees, the Government are without the means of retiring them with due regard to economy of administration and the preservation of efficiency.

In making this statement we are far from intending any disrespect to the framers of the Retirement Act of 1898; but we venture the opinion that no one can examine the matter closely without becoming convinced that the Retirement Act will never accomplish the objects hoped for from it,—that it can never, in a word take the place of a superannuation measure. This, we think has been demonstrated by the experience of the Government during recent years. If further proof were needed we would refer you to the careful and convincing calculations bearing upon this point which appeared in the Report of the Royal Commission on the Civil Service appointed in 1907.

If, we might ask, the savings bank principle which lies at the root of the Retirement Act be a proper substitute for superannuation, why have not our banks adopted it for their staffs?—for they possess unrivalled facilities for practising it within their very walls. And yet every important bank in Canada has its pension fund. And not only have the banks their pensions funds,—to say nothing of the vast majority of civilized governments,—but all the important railways and nearly all large industrial corporations likewise have theirs. During the last few years at least 75 large corporations doing business on this continent have declared for the principle by establishing superannuation funds of their own. It is an unanswerable inference from these facts that the corporations in question must consider it good business to maintain superannuation funds; and as a matter of fact we know that it is not philanthropy that urges them to this course, but an assurance that thus only can the efficiency of their staffs be maintained.

All the reasons that prompt private corporations to establish superannuation funds apply with even greater force in the case of such a body as the civil service. To re-establish superannuation is not to confer a boon upon civil servants alone; it will confer a much greater boon upon the civil service,—that is to say upon the efficiency of the largest administrative and executive body in Canada. Parliament has recently passed a law which guards rigorously the efficiency of persons entering the Inside Service; but this excellent requirement will not accomplish the desired end unless the persons who have become wayworn in service can be retired easily, humanely, and with a decent regard to the claims of infirmity. All this can be accomplished, it is sincerely believed, only by bringing the whole service within the scope of a Superannuation Act; and it is upon these broad grounds, rather than upon grounds of selfish interest, that the members of the service solicit from the Government the fullest consideration of this most important matter, adding, that in this petition they are simply repeating one of the strongest recommendations contained in the report of the Royal Commission on the Civil Service of 1907, that of the Senate Committee on the Civil Service in 1910, and that of Sir George Murray on the same subject in 1912.

We have accordingly received instructions from the Civil Service Federation in annual convention assembled, representing over thirty associations of civil servants throughout Canada approximating in total numbers of members over five thousand, to bring the following matter to your attention with a view of having it made the subject of legislation at the coming session of Parliament, namely, the establishment of superannuation by the enactment of a comprehensive bill similar in scope and intention to the Power Bill of 1910, the purpose being to provide on an equitable basis for all present and future members of the Service.

We are firmly convinced that the request above made will be found upon examination to be thoroughly reasonable; and that, if given effect to, it will result to the mutual advantage of the country and the civil service.

We have the honour to be,

J. A. SMITH,
President.

R. H. COATS,
Secretary.

CUSTOMS PREVENTIVE OFFICERS.

It will be observed by readers of the memorial to the Prime Minister that no attempt is made to class the preventive officers in the schedules proposed. It seems to have been impossible to do so, and the omission was by design. When the Customs, outside service, is brought under the merit system and re-classification ensues, it is supposed that preventive officers will be placed in the class to which their salaries entitle them, subject thereafter to the annual increment.

WOMEN'S COLUMN.

Editor Women's Column, *Civilian* :

I must tell you that we, of the Interior, are very pleased, indeed, with your kind letter approving our movement, and we wish to thank you for publishing our circular.

We are receiving more adhesions than we had anticipated, and I think it is due to your valiant paper.

M. TREMBLAY.

Ottawa, Dec. 2nd, 1913.

* * *

As relating to the movement started by the ladies of the Interior Department, as indicated by Miss Tremblay's letter published in this column on Nov. 28th, the following clipping from the London *Civilian* will be of interest:—

The Federation of Civil Service Women Clerks, the formation of which was proposed last year when the post office first began to supply the staff to form the nucleus of the new departments necessitated by the National Insurance Act, has now become an accomplished fact. The constituent societies are the Association of Post Office Women Clerks, the Association of Women Clerks in the Board of Trade, National Health Insurance Women Clerks' Association, and the Association of Women Clerks in the Board of Education. The general policy of the Federation is as follows:

To afford a ready means of communication between various sections of the Civil Service for the purpose of taking joint action when necessary in the interests of the whole body of Women Clerks, and to enable them to concentrate more effectively on the larger issues connected with the claim for equality of opportunity for women with men in the Civil Service.

The objects of the Federation are:—

- (1) To protect and promote the common interests of Women Clerks in the Civil Service.
- (2) To remove the artificial restrictions placed on their employment.
- (3) To secure that their remuneration for services rendered shall not be differentiated by reason of sex.
- (4) To secure the free and unfettered admission of women to all clerical appointments under the State.
- (5) To secure the removal of the civil and political disabilities of women.

PRESENTATION TO MR. R. H. COATS.

A pleasant event of no little importance to the civil service of Canada, though unaccompanied by the usual pomp and circumstance, occurred at the home of Mr. and Mrs. Robert H. Coats at Rockcliffe on Thursday evening, 18th inst. The Civil Service Federation of Canada, recently engaged in convention in Ottawa, appointed a committee to choose for and present to Mr. Coats the retiring secretary, some slight token of its appreciation of his brilliant services in conducting the affairs of the Federation, since its inception.

The committee composed of T. H. Burns, Arthur Pare and G. B. Smart accompanied by F. Grierson, the present secretary of the Federation, and a number of friends proceeded to the Coats homestead on Thursday evening. The testimonial took the form of a beautiful inlaid tea tray, silver tea and coffee pot and supplementary pieces of silver, spoons, etc.; in all making a very fine display. Complimentary speeches were made by the four above named gentlemen referring to Mr. Coats' splendid services to the Ottawa Association, the Federation, and his work in connection with *The Civilian* of which he was for several years an editor.

Mr. and Mrs. Coats both made speeches in reply, expressing their unbounded pleasure at the presentation and the kind words expressed. Conversation and supper took up the rest of the evening until a late hour. The committee is to be congratulated upon its promptness and thoroughness in carrying out the wishes of the delegates attending the convention, now scattered to the four corners of the Dominion.

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Ottawa, Dec. 12, 1913

"The law pertaining to the civil service should be honestly and rigidly enforced, to the end that merit and ability should be the standard of appointment and promotion, rather than service rendered to a political party."

* * *

"Entrance to the civil service should be at the bottom, and the custom of securing men from outside the ranks and placing them ahead of old employees should be discouraged, and only resorted to when public interest demands. Civil service protects employees in their positions, but it holds them there in stagnation unless a method be found to not only secure the time of its employees, but to stimulate and reward their ambition."

CHRISTMAS AND THE SERVICE

This is the season of universal good-will. It is the season especially of family reunion and the duties and joys of home.

Stated so, it would seem that in Christmas there is contradiction—the spreading of our love abroad yet concentrating it upon our own people.

The contradiction is but a phase of the paradox of the ages,—that he who would save his life must lose it; that he who would be greatest among all must be the best servant of all. The man who best knows how to spend Christmas in his own home most truly loves his fellowmen everywhere.

Every tie by which folks can be bound together should be renewed and re-consecrated at this time to the service of all.

The history of every trade is made glorious by services rendered to humanity. The perils of the sailor and the miner, the patient toil and steady improvement of the handicraftsman, the devotion of the teacher and thinker, and the care and accuracy of the scribe and recorder, are just reasons for pride and necessary incitements to renewed loyalty to fellow-workers and still greater earnestness in the performance of future tasks.

The civil servants of Canada have special reasons for keeping in mind the claims of their calling. We in a very special sense are the heirs of all the ages. With the public work of a new half continent to do, we must be lacking indeed in imagination if we fail to see a future for our trade, and utterly without the Christmas spirit if we do not gain a new inspiration of loyalty to one another and devotion to the work of our master, the people of the Dominion of Canada.

This is the time for us to remember how great are our numbers and how widespread our duties. There is the highly-paid specialist or expert, but there is also the boy or girl who

but yesterday was at school and who to-morrow will take up the lowly duties of never-ending routine. There are the members of the service in the Capital or in some greater city, and there are the men who keep open the arctic trail of His Majesty's administration, or, solitary, trim the beacon light on some rock in the wintry waste of ocean.

This is the time for us to be conscious of our loyalty to one another and of our duty to Canada and the world which that loyalty the better fits us to perform.

A Merry Christmas to all.



EDITORIAL NOTE.

Notwithstanding the fact that the present issue of *The Civilian* is enlarged by eight pages, a number of contributions have to be held over, including the second instalment of Civil Government by Commission. The pressure to day is largely due to the lengthy reports of the C. S. Federation Convention.

CO-OPERATIVE NOTES.

I do not intend to invade the realm of Silas Wegg. He is *The Civilian's* professor of philosophy while co-operation comes under the heading of economics. There is, however, a philosophy connected with the co-operative idea, and if, in expatiating upon this philosophic aspect, I mingle philosophy and economics I shall only be following the example of Plato and Aristotle whose mixing of various sciences must be distressing to the specialists of today.

What is the co-operative philosophy? For one thing, it gives a co-operator a spirit of Stoic calm as he contemplates the problem of the cost of living. The co-operator sees his unenlightened fellow-beings exercising their ingenuity to save a dollar; many are veritable bargain hunters; the scan the daily papers, not to refresh their souls with news of human progress, but to find what storekeeper is offering a bargain, that may often necessitate their rising betimes to secure. Not so with the co-operator. He sends his orders to his store loyally, content with the knowledge that he is getting his desires supplied at a reasonable figure

and knowing that when the dividend is paid he is paying but the mere cost of production and distribution for his needs. The co-operative spirit then is one of greater peace of mind as regards the cost of living.

* * *

There is a feeling of brotherhood among co-operators that is another element in co-operative philosophy. Co-operation is nothing if not altruistic, and altruism is one of the finest elements in the human soul. The co-operative motto is, "All for each and each for all," the very essence of altruism. This altruism works out in the principle of association for mutual benefit, not only of individuals in the Civil Service, but of co-operators the world over. Wherever co-operators draw their supplies, whether from the coffee plantations of Brazil, or the tea fields of Ceylon or China, a kindly interest is awakened in the welfare of all who minister to human comforts, and their struggles for better conditions are shared in by their brothers in better-governed lands. And the co-operative bond—how much it means in the course of universal peace! Isn't the co-operative spirit appropriate to the spirit of the Christmas season? Both have the same message of peace and good will.

* * *

It is well known that co-operative activities extend beyond distribution to manufacturing, and in some cases, as in fruit-raising and tea planting, to original production. A friend sends a clipping from Reynolds's newspaper which indicates that the co-operative movement is entering into a new field of industrial activity. The English Desborough society has bought up the entire village of Harringsworth, in Northamptonshire. It is thought there are valuable deposits of iron on the site, and it is the intention of the society to work them. The production of pig iron and steel will be a new departure in co-operation. But success has been so marked in other lines of manufacturing and milling, why not also in iron and steel?

H. F. O.

Bowling in the Ottawa service is humming now and the hockey league has also got under way again. The only pity about it is that there are not more clubs in the hockey league. The principle of not permitting senior league players to take part in the matches is a good one, and will prevent 'wire pulling' to get men positions in the service so that they can play hockey for some Department. Past differences seem to have been settled, and everything points to a good season.

At the Sign of the Wooden Leg

By "Silas Wegg."

A December Dirge.

I should like to meet the guy who put the claws in Santa Claus,—meet him alone on a dark night in some wilderness where, amid stunted Christmas trees, there towers a lofty pine or sturdy oak with a projecting branch to which a rope, with a noose in it can be secured. There he would suffer for his sins, with candles burning about him and a stocking stuffed in his mouth.

The Santa Claus I knew as a boy is no more. His hand was as soft as a kitten's wrist. The tight-fisted, iron-fingered Polyphemus who has taken his place is no more like him than a coal bill is like an invitation to a sleigh ride. Woe unto him who has wrought the change in Santa's nature.

Do you not remember the Noah's Arks—Ham, Shem and Japheth and the blue legged cows—the dappled grey horses on wheels, the jumping jack and his brother in the box, the games of dominoes and lotto, the picture books gay as a summer sunset? Where are they? Santa has stopped making them and is now a joint stock company who makes dividends. "Eyeless at Gaza, at the mill with slaves," he toils for a board of directors and uses all his old gay paints on posters. He is naught but a floor worker for Slam, Bang & Co. Woe unto him, I say, who has wrought the downfall of the truest gentleman that ever breathed.

He came in old days by way of the chimney, smoking his eternally filled

pipe, bearing his inexhaustible bag upon his back. He comes no more, save as a dun with unseasonable importunities. He leaves behind him an odor, not of spruce or fir, or even of tobacco, but of gasoline. His bag is as big as ever, but it is filled with horrors. Has he whiskers? They are pointed like spears. Has he furs and reindeers? The furs are from the backs of tigers and the reindeers are dead long years ago.

He came on Christmas eve when I was a boy. He hangs around all December now, becoming very pestilent after the fifteenth of the month. You may say you are ill and take to your bed. He enters your chamber and talks to you while you sleep. You may flee to Bermuda and forget to leave your address behind you. He comes by parcel post to tell you that your note is overdue. You may harden your heart and put blinders on your eyes and stuff your ears with cotton. It avails not. You must stand and deliver. You must go into his emporiums and pay the money you have saved for clothes to one of his agents who checks you off as Easy Mark No. 985 and sends you home to be at once the scorn of your own soul and the contempt of your relatives.

Well! Well! I could go on writing this way for hours, but I must stop. Silas Junior is insisting that I made him a promise yesterday to read about Santa Claus to-night, and little Sally wants me to give her a stamp to put on a letter which she is going to send "up the chimbley to Sandy." Why can't children let a pessimist enjoy himself for a few minutes?

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Greetings

The Yule log is burning and thousands are yearning
To corner the price of a Turkey or Goose;
They're weeping and wailing and cursing and railing
Because they're no change that is lying 'round loose.
The high cost of pickles precludes all the tickles
These dainty confections impart to the tongue;
And cranberry sauces and stuffed rocking-horses
Will not grace the stockings of old or of young.
The good housewife hollers when counting her dollars
To find that she's barely enough for the prunes;
Without counting brandy or mustard or candy
Or stuffing or spinach or choice macaroons.
She's nothing for "Hubby" or "Margo" or "Chubby"
She hasn't a nickle or centime to spare;
So whilst we're all bleating about Christmas Greeting
She wanders 'round wailing and tearing her hair.
Old Santa's a fizzle—a frost and a sizzle
He ought to be driven away off this globe;
He fills up our noodles with bunches and oodles
Of rot that just keeps us as poor as old Job.
We squander our earnings and fill up with yearnings
Because we have ruined ourselves for the year;
By acting like asses and giving the masses
Great bundles of presents and Christmassy Cheer.
If we'd save our dollars there'd be fewer hollers
About all this "High-cost-of-living" and rot;
We'd each own a porker—a goose or minorea,
A buggy a bank-roll a house and a lot.
Let's cut out this foolish old habit—this ghoulis
Assault on our bill-folds and try to be sane;
And quit all our ravings and lay by our savings
For days when it looks like a shower of rain.
And now, I must wander, so meditate—ponder,
On all this advice that I've handed to you;
Just keep all your nickles and buy pork or pickles
And then you'll feel rosy instead of deep blue.
Adieu—now I'll whisper, God bless you and "Mizpah"
May ZEUS Immortal, protect you, my dears;
And may all his blessings and all his caressings
Be yours for this Yule and a THOUSAND NEW YEARS.

—Low-Rate.

This Sister's Stocking.

St. Nicholas came stealing down
 A chimney very long and murky,
 To where young Clarence, deep in dreams,
 Foretasted pudding, pie and turkey;
 And there he found a stocking hung
 That surely never had invested
 Aught save some goddess' perfect limb,
 So fair the form its own attested.

Its dainty lines quite baffle mine,—
 A perfect profile really fetching;
 A silhouette of symmetry,
 Excelling old Meissonier's etching.
 From where the dainty instep proud
 Had left its faultless, arched impression,
 To gartered limits ne'er were *limned*
 Such witching proofs of past possession.

Entranced into oblivion
 Of flying minutes and his mission,
 St. Nicholas enraptured gazed
 On this divine material vision.
 'Twere vain, he said, to stock what she
 Will fill much better in the morning;
 And so he wrote in merry mood
 For Clarence' eyes this word of warning:

When little boys on Christmas Eve
 Big sister's stockings beg or plunder,
 Because they think their own too small,
 They would do well this thought to ponder:
 That old St. Nick with growing years
 Grows gallant to his old heart's centre,
 And never will his hand rush in
 Where but a goddess' foot may enter!

—Gordon Rogers.



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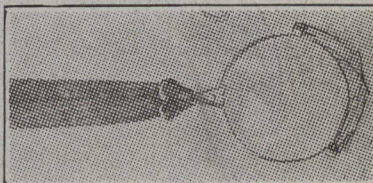
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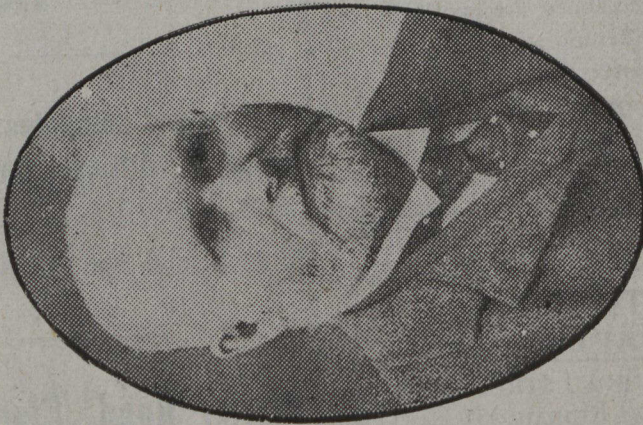
Marier Road, Clarkstown



ROBERT H. COATS,
Labor Dept. Statistician.



C. C. JAMES,
Commissioner of Agriculture.



JOHN McDOUGALD, C.M.G.,
Commissioner of Customs.

A Commission of Civil Servants

To Inquire into the Cost of Living

A commission to inquire into the operating causes of the high cost of living, but one composed of departmental officers in place of outsiders was appointed at yesterday's sitting of the cabinet.

Its personnel consists of Mr. John McDougald, Commissioner of Customs, Mr. R. H. Coats, Statistician of the Labour Department and Mr. C. C. James, Commissioner of Agriculture.

OFFICIAL ANNOUNCEMENT.

The official announcement regarding the matter states:

“Representations have been made to the Government by the councils of several Canadian cities and by other representative bodies and persons urging that an inquiry be made into the increase of the cost of living in Canada and into the causes which have occasioned or contributed to such result.

“The Government considers that very important information on the subject may be obtained speedily and effectively by utilizing the services of permanent officials of the Government whose training and experience have made them familiar with the matters in question. Accordingly, they have directed that an effective inquiry shall be made immediately by John McDougald, Commissioner of Customs, C. C. James, Agricultural Commissioner and Robert H. Coats, Statistician of the Department of Labour. These gentlemen have been instructed accordingly and will enter upon their investigation with the least possible delay.”

Correspondence.

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

Superannuation as a Means of Promoting Greater Efficiency in the Civil Service.

To the Editors of *The Civilian*:—

Of the many questions affecting the interests of civil servants, the one of the greatest moment is perhaps Superannuation, as it offers advantages to the individual member of the service and to the government in the dual capacity of employer of labour and representative of the people, having charge of the public revenues. Doubtless, everyone understands in a more or less general way the meaning of Superannuation, but I venture to say that few, perhaps, realize the importance of this measure as a means of promoting efficiency in the service, a feature which plays such an important part in any system of administration.

Superannuation is defined as that remuneration in the form of periodical payments, which is granted after the cessation of active duty to the functionary, who has served a determinate time and on determinate conditions or whom circumstances have prevented from accomplishing the fixed time. Superannuation constitutes a supplement of the salary, regulated and determined by the State in the same manner as the salary in the active exercise of duty.

It has been argued in times past—and perhaps even to-day—that Superannuation by whomsoever given is in the nature of deferred pay and that the holders of positions to which a pension is attached must be rewarded for their services by a remuneration less than the market value, by the difference of the value of the pension. This contention can hardly receive much support from members of either side of the question. The object of Superannuation

is threefold: (a) to reward past services; (b) to attract continuity of service; (c) to enable the employer to dispense with the services of the employee without hardship to him through old age or infirmity. When boiled down, however, the one object of Superannuation is to promote greater efficiency in the interests of the State.

Having before him the prospect of a pension, the employee puts forward his best efforts in order to retain this security for his old age; he can better devote his thoughts and talents to the performance of his work than if his mind is constantly harassed as to the future when old age or infirmity will deprive him of the means of subsistence. It also follows that a better class of men is attracted to the service and retained there at a salary less than they could obtain in a professional or other career. The principal feature of Superannuation, however, is the power it gives to the government as an employer to remove an estimable public servant at a time when he is no longer capable of performing his duties satisfactorily and at the same time preventing the younger element from enjoying the higher salaries, on whose shoulders it falls to bear the brunt of the work. Apart from the interests of the younger element, the government suffers to a very great extent in the absence of Superannuation. The impossibility of removing an old employee without making due provision for his old age is recognized, as the moral obligation is too strongly felt and calls for recognition. Therefore, the State that has no system of Superannuation in actual operation must retain men in its employ who have become incapable, and thus in reality pay them a pension equal to their full salary until death or some great disability removes them. At the same time it is necessary that the duties, which the aged employee has become incapable of performing, shall be done by someone else; this means that the

State must pay two salaries instead of only one salary and a pension.

It is sometimes claimed that salaries should be increased with the view to have civil servants save for their old age; that such a step would discharge the obligation on the part of the government. Insofar as the interests of the civil servant are concerned, such provision might be satisfactory — in certain cases at any rate — but, in the interests of the government itself, nothing could be more detrimental. The cost might, perhaps, be the same but the advantages of Superannuation would most assuredly be lost in such a scheme. The government would lose one of the most powerful levers in the exertion of individual effort that any legislative measure could afford.

Civil pensions are a debt due by the State both to itself and to the individual. To itself, it is a matter of the greatest economy—and to the individual, it is a matter of justice that in infirm age the country should come to the help of him who has devoted to it his talents and his strength.

The question as to whether Superannuation should be contributory or non-contributory is one which has the best authorities favouring each side. After much consideration, some advocate that it is only fair and just that civil servants, who derive benefit thereby, should contribute towards the cost of a system of Superannuation; that by contribution the civil servant establishes his right to a pension which cannot be taken from him in a momentary feeling of economy in the administration. However true this may be, it is felt that a system of Superannuation being primarily for the benefit of the State, and being a saving of public money, no deductions should be made from the salary of the functionary, who derives benefit only incidentally by his retirement from public life in old age, or from infirmity, on a reduced salary. The economy and efficiency in the service, secured by the power to compel the

resignation of officers who have become incompetent from age or infirmity, is more than commensurate with the expense of the retiring allowances.

Another phase of Superannuation is the provision for the widow and orphans of a deceased civil servant. While it is undoubtedly of great importance to the civil servant, it does not follow that such provision should be made *gratis* by the State. If a deduction is made from salaries in the active exercise of duty, the widow and orphans should derive benefit to the extent of the sacrifice caused by these deductions.

WORDS FAIL.

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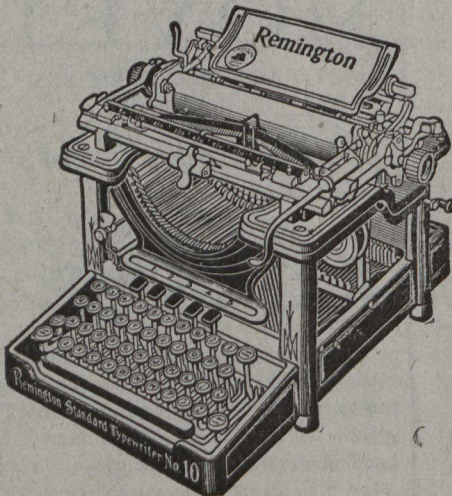
However, as it seems to me that Superannuation should be a free gift on the part of the State, it does not seem that the State should also be under obligation to provide for the dependants of a deceased servant. In order to encourage civil servants to provide for their dependants after their death, advantage should be taken of the liberal scheme of insurance which has been inaugurated for their sole benefit. To serve this object, it would undoubtedly be to the best interests of all civil servants to introduce a measure whereby it would become obligatory for the civil ser-

vant, on determinate conditions, to insure his life up to a certain amount, say, two thousand dollars, and to grant him the privilege of deriving further benefit from additional insurance up to a maximum of, say, five thousand dollars; any amount over and above two thousand dollars to be at the option of the individual. The great advantage of this scheme is manifest on an officer dying after having been superannuated. In the absence of such a scheme there exists no general system by which the dependants of a deceased functionary are provided for under these circum-

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stances. This is a scheme which, together with a system of superannuation on a non-contributory basis, will accord with the interests of all concerned, viz.: The State, the functionary, and the dependants of the functionary.

In contrast with the many and varied features of a system of Superannuation, affording numerous advantages to the State, the present system known as the Retirement Fund is most barren in its productiveness of good. Everything that is common to Superannuation, all the benefits derived therefrom, are, insofar as the system of the Retirement Fund is concerned, only remarkable by their absence.

SPERO MELIORA.

Ottawa, Nov. 3rd, 1913.

* * *

Retiring Benefits.

Editor *Civilian*:

Dear Sir,—In view of the fact that the Cabinet have the civil service under consideration, should not the objections to the "old" Superannuation Act be discussed, and an effort be made to have these errors or objections corrected in the "new regulations."

The principal fault officers of the service found with the "old" Superannuation as far as I can learn, was that in case of their demise there was nothing coming to maintain their widow and infant children. With some clause in the "new bill" to cover this objection, the old system would be good.

The present retirement deductions might be made optional with the officer, as suggested in Sir Geo. Murray's Report.

Yours very truly,

D. B. STEVENS,
Collector of Customs.

Rossland, Nov. 1st, 1913.

The Ruling Passion.

To the Editors of *The Civilian*:

In a recent issue you refer to the prospective amendment of the Civil Service Act. Being a member of the Civil Service of Canada for over forty years, I beg to call your attention to some features of the present Act with respect to superannuation which it is generally conceded in all fairness should be amended. The Act as it exists at present makes no provision whatever for wife of the deceased official, notwithstanding that she must have felt the want of the contributions deducted off the husband's salary to make provision for his superannuation, especially as the mother is more associated with the daily wants of the family.

During the years that I have been a member of the Civil Service of Canada there have been different cases of hardship presented to my notice, where deceased members who contributed for many years to the superannuation fund had died in harness, still doing their duty as faithful officers, and their widows not receiving any benefit whatever from the superannuation fund. All fairminded persons will concede that the widow of the deceased official who contributed to the superannuation fund should be a joint partner in any benefit that might accrue from such fund to at least 50%. I think that if proper representation be made to our members in parliament that they will have incorporated into the Amendment of the Civil Service Act due consideration for the widow whereby she will receive at least a moiety of what her deceased husband would draw. A great and wealthy Dominion cannot afford to under pay their officials and when their usefulness is gone to turn them adrift and allow their widows to become a charity upon the public institutions of the county.

One word regarding retirement. I don't think that any compulsory clause should apply to the present

staff as constituted, that retirement should be left to the discretion of the deputy heads of the departments to retire through incompetance, either from age or other mental or physical inability. New appointees entering the civil service might automatically retire at a certain age, if desired to have a clause to that effect in any Amendment to the Civil Service Act.

Yours truly,
W. J. GRAHAM.

Owen Sound, Dec. 12th, 1913.

THE LATE ALEX. McNEILL.

Alex. McNeill, chief of the Fruit Division of the Agriculture Department, a worthy, useful and popular civil servant, is dead.

Mr. McNeill entered the service in 1901 to take charge of the administration of the Fruit Marking Act. His

energy and ability in the work of his branch are well known factors in all that has been accomplished in government supervision of the fruit industry.

Mr. McNeill is most widely known and appreciated by his work in the field where he organized buying and selling organizations on a co-operative basis. Co-operation, indeed, became his religion, and amongst civil servants he made his enthusiasms felt by his energetic management of the service co-operative business in Ottawa.

Mr. McNeill was born sixty years ago in Middlesex county. Like many men who have achieved success, Mr. McNeill taught school until he went into the fruit business. Mr. McNeill was a man of sterling character and high ideals and his death is a severe loss both to those who knew him and to the public service which he endeavoured to serve so faithfully.

HINTS for CHRISTMAS DINNER

RAISINS, seeded, 1 lb. pkgs. 3 lbs.....	29c
RAISINS, purple cord, 1 lb. pkgs. 2 lbs.....	25c
RAISINS, sultanas, 1 lb. pkgs. extra fine 2 lbs.....	35c
VALENCIA RAISINS, layer, 3 lbs.....	25c
CURRENTS (cleaned), 1 lb. pkgs. 3 lbs.....	29c
CURRENTS, Vostizzas, 1 lb. pkgs. 2 lbs.....	29c
Finest English PEEL, LEMON, ORANGE, CITRON, 1 lb.....	20c
NEW WALNUTS, shelled, 1 lb.....	50c
FRESH CRACKED WALNUTS, 1 lb.....	35c
NEW ALMONDS, 1 lb.....	20c
NEW FILBERTS, 1 lb.....	20c
NEW WALNUTS, 1 lb.....	20c
ENGLISH BREAKFAST TEA, 1 lb.....	29c
PURE JAVA & MOCHA COFFEE, 1 lb.....	35c

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"ANNUAL DIVIDENDS ON PURCHASES."

PERSONALS.

The death occurred at Niagara Falls, N. Y., on December 1st, of Robert Gott. Mr. Gott was for many years a resident of the Canadian city at the Falls, and occupied a position on the Customs staff there. He is survived by one daughter.

Elizabeth M. Mackay, wife of Charles S. Blue, of the Hansard staff of the House of Commons, died on December 8th. Besides her husband she leaves a brother and three sisters.

Anne, widow of the late William Montgomery, died in Montreal on December 6th, aged 82 years. Mr. Montgomery, who died thirty years ago, was a member of the civil service.

James A. Poole, an engineer of the Public Works Department, died on December 11th, aged 63 years.

It is announced that David Ewart, I.S.O., has asked the Minister of Public Works to relieve him of the post of Chief Architect, which he has held for sixteen years. He is seventy years of age, and has been in the Government service for forty-two years.

Arthur Tache, of the staff of the Department of Agriculture, died on December 8th, aged fifty-five years. He came to Ottawa from Quebec thirty-six years ago. Mr. Tache was well known in sporting circles, and has been president of the Britannia Boating Club. He was a son of the late Ivanhoe Tache, Seigneur of Kamouraska, Que., a grandson of the late Judge Power and of the late Philippe Aubert, of Gaspé. Henry Tache of the Department of the Interior is a brother.

Rumor has it that a well known civil servant has written his resignation, will leave Ottawa to return to his native county and, at the next election, seek a seat in the Commons.

James Mowat of the Customs staff at Niagara Falls was run down and instantly killed by a locomotive in the New York Central yards there on December 10th. He was 60 years of age and a native of Haldimand county. A widow, two sons and a daughter survive.

Mr. S. J. Robins, of the Interior Department, has returned from Chicago where he attended the land show at which the Dominion and also the provinces individually had exhibits. Mr. Robins addressed the Chicago Chamber of Commerce, the Canadian Club and other bodies, telling of the opportunities for trade and investment in the Dominion.

Mr. E. S. Busby, inspector of ports in the Customs Department, has been in Toronto for several weeks.

H. R. Poussette, Canadian Trade Commissioner at Buenos Aires, Argentine Republic, is on a visit to Canada and was in Ottawa last week.

The engagement is announced of Miss Kathleen Rosetta Wheeler, third daughter of the late Captain E. O. Wheeler, Killenny, Ireland, to Henry Clarkson Ross of the Department of Indian Affairs. The marriage is to take place on January 22 at Collingwood, Ont.

James Mowat, 60 years old, for more than ten years employed in the Canadian customs service at Niagara Falls, was killed in the north end yards of the New York Central railroad on Wednesday, the 10th inst.

Mr. Mowat was a man of strong moral character and a worker in temperance and church circles. Prior to coming to Niagara Falls he was for years a resident of Haldimand county. Part of this time he was in the insurance business. He it was who so thoroughly organized Haldimand for the Liberals that the election of Col. A. Thompson was possible a few years ago. He leaves a wife, two sons, William of this city, and John of Vancouver, and one daughter.

Athletics.

It would be a great thing for the Ottawa service if it could have a rink of its own, where both skating and curling could be indulged in. Ottawa is growing so fast that even the three curling rinks now in existence hardly fill the bill. It is too late to do anything in the matter this year, and the matter is so large that it will necessarily take some time to bring to completion. Such a building could be used for indoor sports and a host of other purposes.

~ ~ ~

The small boy is certainly a devotee of skating, that most healthy exercise, whenever he can get it. One sees groups of little chaps grinding away on patches of ice not much bigger than a dinner table. These are the hockey players of the future. Competition has now brought the price of skates almost within the reach of everyone.

~ ~ ~

Investigations are going on into the amateur standing of several well known athletes. These will do good, and strengthen the hands of those who are devoting their time and energies to clean sport.

~ ~ ~

The newly-formed C. S. Club in Moose Jaw is a live institution. A team has been entered in the city hockey league. Curling

will be an important factor in the activities, with both inter-club and outside games. Ladies are admitted to membership, and a banquet and other social festivities are being planned.

PERMANENT OFFICIALS AND POLITICS.

It has been always a rule of the civil service that its members—and particularly those at the head of departments—should take no part in public political discussions. Sir Sydney Olivier, the Permanent Secretary to the Board of Agriculture, attended on the 15th November, and spoke at a conference at Westminster on National Expenditure. It was a party,

gathering; all the well-known men present are identified with Radicalism, and the speeches were in the main a denunciation of the policy of the Board of Admiralty. Sir Sydney Olivier proposed a resolution "advising propaganda in the country, and bringing pressure to bear on the government and the Opposition." This, however, does not remove the meeting from the sphere of party politics, as a glance at the report will show. "It is to be hoped," says the "Morning Post," "that among the many innovations into official life this Government has introduced, there may not have to be added the abrogation of the old and salutary rule which places the civil service above and outside party conflicts."—C. S. Gazette.



This cartoon is from the pen of a new-found artist, who is also the author of the neat Christmas design on to-day's title-page. The artist here depicts the Poet "Low-Rate" reading the criticisms on his poem "Venomous Women." The "Low-Rate" cut is an exact replica of the author of certain Bohemian verses appearing in these pages, but hereafter the cut will disappear from *The Civilian*, to be replaced by something less natural but more pleasing to the eye.