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May '17

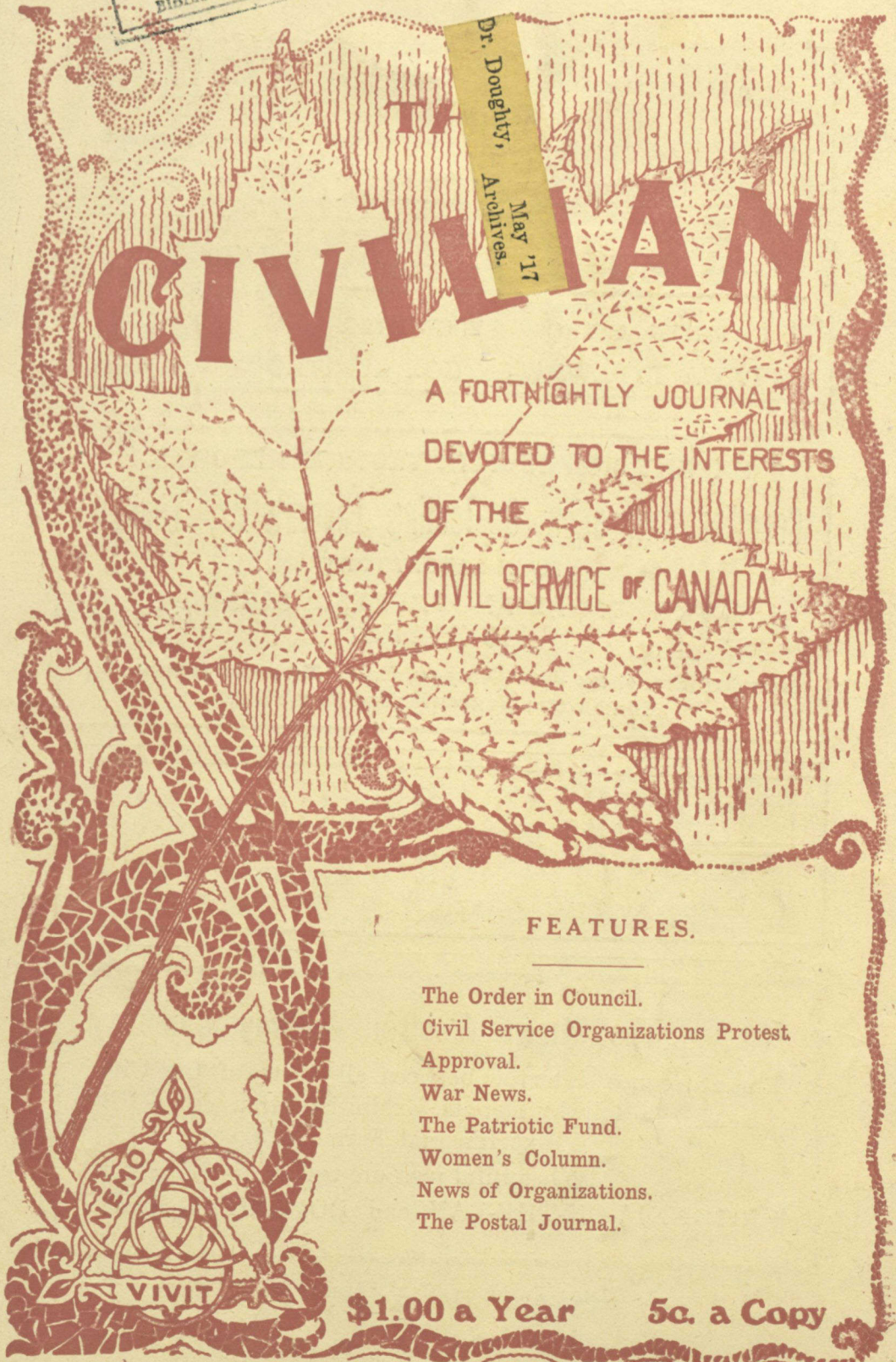
THE CIVILIAN

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

FEATURES.

- The Order in Council.
- Civil Service Organizations Protest.
- Approval.
- War News.
- The Patriotic Fund.
- Women's Column.
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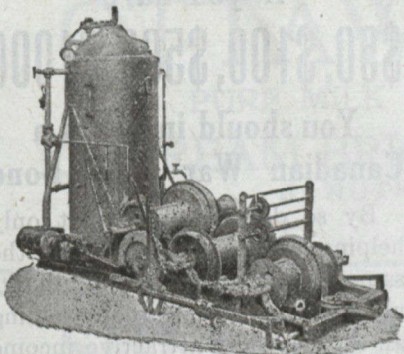
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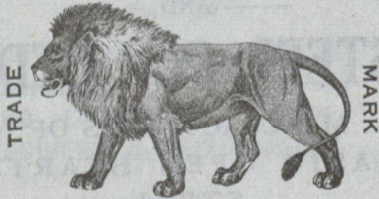
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THE CIVILIAN

VOL. X.

MARCH 1, 1918.

No. 23

THE ORDER IN COUNCIL

SYNOPSIS OF PROVISIONS OF ORDER IN COUNCIL.

(By Walter Todd, President C. S. Federation of Canada.)

The object of this Order in Council is to carry into effect, so far as that end can be accomplished by an O. in C., the pledge made by the Government "to abolish patronage and to make appointments to the Public Service upon the sole standard of merit."

It was originally intended to accomplish this under the provisions of Sec. 4 of the Civil Service Amendment Act, 1908, which provides that the Governor in Council may at any time by O. in C. bring the whole or any part of the outside service under *the same provisions of this law* as apply to the Inside Service.

The Prime Minister, however, states (see paras. 5, 6 and 7) that in the opinion of the C. S. Commission, the law officers of the Crown and of the Parliamentary Counsel, this could not be satisfactorily or effectively carried out, in as much as the provisions of the law affecting the Inside Service can not be made to satisfactorily fit the varied conditions existing in the Outside Service. It is also the opinion of the authorities named that the Government can not under the war measures Act of 1914, pass new Regulations having *the force of law*, which would bring about the desired reforms (par. 7). In other words that the provisions of the Civil Service law can not be *permanently* amended by an *Order in Council*, even under the War Measures Act, 1914. It was therefore determined to lay down by O. in C., and carry out, certain regulations as a *matter of policy*, until such time as the necessary legislation could be enacted.

The regulation so adopted provide:—

1. As regards professional and technical offices, that appointments to such positions shall be made by the Governor in Council, under the provisions of Sec. 21 of the Act of 1908, both for the Outside and Inside Services, but the decision as to whether the office to be filled is wholly or in part technical or professional rests with the *Civil Service Commission*, instead of with the Government as heretofore. (para. 8-1a.)

2nd. The provisions of the Act of 1908, as to appointments, that is appointments to be made by the C. S. Commission for merit upon the passing of a prescribed examination, shall except in the case of professional or technical appointments, apply to *all officers, clerks, and employees in the Outside Service*, as well as to messengers and packers, etc., in the Inside Service, hitherto appointed by Governor in Council, (para. 8-1b.)

NOTE.—Government Railway Employees are exempted from this regulation for the present, for the reason that many of them belong to labour organizations, and the question of bringing them as such into the Civil Service has to be carefully considered. The expression "as far as practicable" is used in this regulation to enable the Commission to exercise discretion as to requiring examination when appointing persons as mechanics, labourers, etc.

3rd. Temporary clerks in both the Outside and Inside Service are to be appointed by the C. S. Commission, under the same conditions as to examination etc., as apply to appointments to *permanent positions*. The period of employment of temporary clerks in the Outside Service is to be fixed by the C. S. Commission, and shall in each case be mentioned in the certificate issued by the Commission and can only be extended by the latter. (para. 8-1c.)

4th. Transfers from the Outside to the Inside Service can only be made upon certificate of qualification received from the Commission (para. 8-1e.)

5th. Promotions in both divisions of the Service are to be made *for merit*, upon the recommendation of the Commission and of the Deputy Head of a Department (Para. 8-1d.) The effect of this regulation is to eliminate the political head in regard to promotions. The Commission having satisfied itself that the recommendation of the Deputy head is right and proper, sends its recommendation direct to Council without the intervention of the Minister.

6th. Returned Soldiers and Sailors are given precedence above all other successful candidates in examinations for appointments, provided that they obtain sufficient marks to pass such examination. Regulation as to age limit and physical requirements are not to apply to such candidates in receipt of a special certificate from the Commission. (para. 9-1,2.)

TEXT OF THE ORDER IN COUNCIL.

1. The Committee of the Privy Council have had before them a report, dated 9th February, 1918, from the Right Honourable the Prime Minister, referring to the announcement of policy which was made public shortly after the formation of the Union Government and especially to the second article of that announcement which is in the following terms:

“Civil Service reform with a view to extending the principle of the present Civil Service Act to the Outside Service and thus to abolish patronage and to make appointments to the Public Service upon the sole standard of merit. The Civil Service Commission has already been directed to make a report to the Prime Minister as to the necessary steps for that purpose. Such arrangements will be subject to the existing regulations, which give preference to appointments to returned soldiers who are duly qualified.”

2. The Prime Minister observes that immediately after the announcement of this policy directions were given to each Department of the Government that patronage lists in every such Department should be thereafter abolished.

3. The Prime Minister further observes that shortly before the announcement of policy above mentioned he had communicated with the Civil Service Commission and asked that a report should be prepared outlining the steps and measures which in the judgment of the Commission would be necessary for the purpose of carrying into effect the policy set forth.

4. The Prime Minister further observes that during his absence for about three weeks after the recent general election the subject was taken up by the Hon. A. K. MacLean at the request of the Vice-Chairman of the War Committee of the Cabinet and the subject has been discussed by the Prime Minister and by Mr.

Maclean with the members of the Civil Service Commission on various occasions up to the present time.

5. The Prime Minister further observes that in the opinion of the Civil Service Commission it will be necessary for the purpose of fully carrying into effect the proposal for Civil Service Reform above mentioned to enact further legislation and they are of opinion that a new Civil Service Act should be prepared and submitted to Parliament at the next Session *if possible*. They further report that they are prepared to recommend suitable legislation for the purpose indicated and the Prime Minister recommends that they be authorized to proceed with the preparation of such legislation in order that it may be submitted to Your Excellency in Council.

6. The Prime Minister observes that the extension of the present Civil Service Act (or of similar provisions to be embodied in the proposed new Civil Service Act) to all branches of the Outside Service involves considerable difficulty and requires very careful consideration. The Civil Service Commission have not yet reached a conclusion as to the steps which will be necessary for bringing the employees of the Government System of Railways within the purview of such a measure and they believe that further consultation with the Management of the Intercolonial Railway and with the executive heads of the railway employees' organizations will be both desirable and necessary.

7. The Prime Minister further observes that after numerous conferences with the Civil Service Commission, with the law officers of the Crown and with the Parliamentary Counsel, he has finally reached the conclusion that it is not competent for Your Excellency in Council either under the powers conferred by the War Measures Act, 1914, or by the Civil Service Acts, to pass regulations

having the force of law which would bring about the desired reforms. Pending the enactment of the legislation for that purpose it is, however, competent for Your Excellency in Council to lay down the following regulations as a matter of policy, and he accordingly submits them for the consideration of Your Excellency in Council.

8. The Prime Minister, therefore, recommends—

1. Pending the enactment of the necessary legislation hereinbefore alluded to, the following rules shall be observed in all Departments of the Government with respect to appointments to the public service.

(a) In any case where the knowledge and ability requisite for any position in the Outside Service are wholly or in part professional or technical, a person shall only be appointed to such position in the manner prescribed by Section twenty-one of the Civil Service Amendment Act, 1908, for similar appointments to the Inside Service, and no appointment shall be made under this rule to the Outside Service, or under Section twenty-one of the Civil Service Amendment Act, 1908, to the Inside Service, unless the Civil Service Commission determines that the position is wholly or in part professional or technical.

(b) The provisions of the Civil Service Amendment Act, 1908, and the amendments thereto relating to appointment by competitive examination shall, except as hereinbefore provided, be observed *as far as practicable* in the appointment of all officers, clerks and employees in the Outside Service, and of all messengers, porters, sorters, packers, and other positions in the lower grades in the Inside Service, and appointments shall only be made to such positions after and in accordance with the results of such competitive examinations. Provided, however, that the provisions of this rule shall not apply to

appointments to positions in connection with the Government railways or any railway owned or controlled by His Majesty, or to any position or employment on any ship of His Majesty. Provided also that in any case where the Commission decides that it is not practicable to apply the said provisions to any position or positions, the Commission, with the approval of the Governor in Council, may make such general regulations as are deemed advisable prescribing how such appointment or appointments shall be made.

(c) Except *in so far as the Commission may otherwise determine* the provisions of Sections eighteen and twenty-three of the said Act, shall apply to all appointments and to the employment of all officers, clerks or other employees for temporary duty as well in the Outside as in the Inside Service.

(2) Temporary employment in the Outside Service shall only be authorized for such time as the Commission deems necessary and the period for which the employment is authorized shall be mentioned in the certificate of qualification issued by the Commission, and such period of employment shall not be extended without a certificate of approval from the Commission.

(d) Promotions in the Civil Service shall be made for merit upon the recommendation of the Civil Service Commission and of the deputy head of the Department. The Deputy Head shall in each case submit to the Commission a report in such form and containing such information as the Commission may from time to time require. No person shall be promoted unless he is to do work of greater importance and responsibility than he has hitherto done, or unless the duties of his office are such as to justify the promotion.

(e) No person shall be transferred from the Outside Service to the Inside Service under the pro-

visions of Section fifty of the Civil Service Act unless such person obtains from the Civil Service Commission a certificate, to be given with or without examination as the Commission may in each case determine, that he possesses the requisite knowledge and ability and is duly qualified as to health, character and habits.

9. The Prime Minister further recommends that under the powers conferred by the War Measures Act, 1914, and under all other powers vested in Your Excellency in Council the following regulation be enacted:

(1) In all competitive examinations held under the Civil Service Amendment Act 1908, persons who have been on active service overseas in the military or naval forces of His Majesty or of any of the allies of His Majesty who have left such service with an honourable record or who

have been honourably discharged, and who obtain sufficient marks to pass such examinations, shall irrespective of the marks they have obtained, be placed in the order of merit on the list of successful candidates above all other candidates.

(2) The provisions of any statute or regulation prescribing an age limit and physical requirements with respect to any appointment in the Civil Service shall not apply to any such person if the Commission certifies that he is of such an age and in such a satisfactory physical condition that he is then able to perform the duties of the office and will probably be able to continue to do so for a reasonable period after his appointment.

The Committee concur in the foregoing recommendations and submit the same for approval.

RODOLPHE BOUDREAU,
Clerk of the Privy Council.

Note.—The Secretary of the Civil Service Federation applied to the Hon. W. J. Roche relative to the definition of the term "Outside Service" as used in the Order in Council, in order to have the assurance that it included all departments as well as the P. O., Customs and Inland Revenue Departments, and received the following reply from the Chief Commissioner:

Ottawa, Feb. 16, 1918.

My Dear Sir,—

With reference to our telephone conversation of this morning, as to what interpretation the Civil Service Commission is placing upon the recent Order in Council in its reference to the Outside Service, I beg to say that we have been informed by the Parliamentary Counsel that the Civil Service Act, Section 3, defines what goes to make up the Inside Service; and the definition given to the Outside Service is that it shall consist of the rest of the public service, the words "public service" being sufficiently broad to include all the Departments of the Government and all Commissions, such as the War Purchasing Commission, Hospitals Commission, Soldier Settlement Board, the Food Controller's Staff, etc., etc. It is upon this interpretation that the Civil Service Commission is to act.

Yours very truly,
W. J. ROCHE.

F. Grierson, Esq.,
P. O. Box No. 484,
Ottawa.

PERSONAL.

Roy Cane, for many years chief accountant in the office of the Assistant Receiver General, Toronto, has been promoted to the latter office, succeeding the late David Creighton.

Arthur Stuart Bleakney, of the Department of Trade and Commerce,

lately lieutenant in the Canadian Machine Gun Corps, was married on February 8th to Isobel Gertrude, only daughter of Mr. and Mrs. J. Russell Stuart.

J. D. Clarke has been appointed chief of the Remission Branch of the Department of Justice, succeeding the late P. M. Cote.

CIVIL SERVICE ORGANIZATIONS PROTEST

Civil Service organizations, as well as individual civil servants, have been much concerned over the continuance of patronage appointments since the Union Government was returned to power on December 17th, 1917.

Many such appointments have been made in Ottawa and elsewhere, but two such cases as the recent appointments to high positions in Montreal and Ottawa caused widespread indignation throughout the ranks of the organized Civil Service. The following communications have been forwarded from these organizations to the Prime Minister and the Acting Postmaster-General:

Mr. Walter Todd, President of the Civil Service of Canada, wrote:

"Ottawa, Feb. 20th, 1918.

"Sir Robert Borden, G.C.M.G., Prime Minister of Canada:

"Sir,—Acting under instructions of the executive of the Civil Service Federation of Canada, I have the honor to enclose copy of a resolution adopted at a meeting of the said executive, held on the 19th instant. I have the honor to be, Sir, your obedient servant. (Sgd.) WALTER TODD, President."

The resolution follows:

"Feb. 20, 1918.

"Copy of a resolution adopted at a meeting of the executive of the Civil Service Federation of Canada on February 19th, at Ottawa:

"That this executive desires to express its appreciation of the terms of the order-in-council affecting the Civil Service, passed on the 13th instant, and of the expressed intention of the Government to follow the same with such legislation, at the opening of Parliament, as may be necessary for the purpose of fully carrying into effect the announced proposal for Civil Service reform, and the executive feels assured that as a result of such action, Canada may look forward to a new and splendid era of public service efficiency.

"At the same time the executive begs to record its deep regrets, in the public interest, that patronage appointments have been made since December 17th, especially those made recently in Montreal and Ottawa.

"(Sgd.) WALTER TODD, President; L. D. BURLING, Asst. Secretary."

In connection with the foregoing reference to the non-fulfilment of the government pledges, the Federation executive has received copies of two telegrams sent to the Prime Minister recording keen disappointment and demanding the cancellation of recent patronage appointments in the interest of public morality. One of these is from the Great Dominion Postal Clerks' Federation and the other from the Dominion Customs Association. The telegrams are as follows:

Following is a telegram sent to Sir Robert Borden, Prime Minister, and Hon. A. K. Maclean, Acting Postmaster-General, by the executive of the Postal Clerks' Federation:

"Winnipeg, Man., Feb. 15, 1918.

"This association most emphatically protests appointment of Acres, postmaster, Ottawa, in direct violation of government pledges to people and service and demands, in interests of public morality and service, this appointment be rescinded and made for merit only."

The Dominion Postal Clerks' Federation comprises in its membership practically every city post office in the Dominion.

Following is telegram from the executive of the Dominion Customs Association to Sir Robert Borden:

"Winnipeg, Man., Feb. 17, 1918.

"Sir Robert Borden,—Desire to express keen disappointment regarding recent appointments to Montreal and Vancouver customs and consequent failure of Government to fulfil promise to eliminate patronage and recognize merit."

The Roll of Honour.

Volunteers from the Public Service of Canada for active military service.
Number of names previously published—4,298.

NINETY-SECOND LIST.

Harold W. Butler, Yukon Telegraphs, Dawson, Yukon Machine Gun Co.
P. Springgay, Sault Ste. Marie Canal, 2nd Reserve Battalion.
John Stevens, Welland Canal, Thorold, 176th Battalion.
A. W. Vanalstine, Welland Canal, Welland, 176th Battalion.
A. Roberts, Welland Canal, St. Catharines, 176th Battalion.
Albert Newbold, Welland Canal, St. Catharines.
J. Holland, Welland Canal, St. Catharines, 86th Machine Gun Battalion.
Chas. Tiffany, Welland Canal, St. Catharines, C.F.A.
H. T. Oliver, Welland Canal, St. Catharines, 4th Battery, C.F.A.
F. L. McLeod, Welland Canal, Port Colborne, 67th Battery, C.F.A.
Harold D. Rourke, Post Office, Port Arthur, 94th Battalion.
Sergt. J. Potter, Military Hospitals Commission, Ottawa.
D. H. Overy, Customs, Winnipeg, 90th Battalion.

"Stick to the Boys"

There is a story told about the value King Edward placed on boyhood. It was brought out in an interview between the King and Baden-Powell.

Naturally it was desired by the sovereign that Baden-Powell should devote his life to the army, but when he had returned from the war, a hero of the battlefield on the African veldt, he felt that his real life must be devoted to the Boy Scout movement. He so informed the King, but as a loyal subject, he bowed as he said: "I leave it to you, your majesty; what shall it be?"

"The army," replied the King.

"Then I am to abandon the English boys. Who is to take up the task?"

The King reflected a moment and then replied: "Stick to the boys, Baden-Powell!"

In that moment, by the wish and command of his sovereign, the life-work of Baden-Powell was determined, consecrated and confirmed.

The message which the King gave Baden-Powell comes to every man in Canada to-day, but with even greater force and insistence; "Stick to the Boys!" Step up, Canadian men, and do your bit right here at home, for the same Baden-Powell has said: "The true victory will lie not so much in the actual tactical gains on the battlefield to-day as in the quality of the men who have to carry on the work of the country after the war. War kills off the best of a nation's manhood. We must conserve and strengthen our raw material. Non-combatant men have here, in raising the standards of these men of to-morrow, as big a national work behind the scenes as the men have who are playing their part so gallantly on the stage in Flanders and elsewhere!"

—Canadian Boy Builder....

The Boy Scouts Association in Ottawa welcomes enquiry from men of the Civil Service who feel the call of this day, for "Service!" of national character. Enquiry may be made in person, or by telephone or letter, of the District Secretary, Dr. Edward Booth, 382 Frank Street.

CIVIL SERVICE CASUALTIES.

JOS. CORBALLY, the Toronto letter carrier whose return is announced on another page, was gassed while at the front in 1915, but the casualty was not reported at the time.

LIEUT. CLAUDE HULL, of the Field Artillery of the 1st Division, is home — convalescent from gas and burns suffered at Vimy Ridge. He belongs to the Department of the Interior, went overseas in the ranks and won his way to a commission.

J. M. BAXTER, of Port Arthur post office, now returned to Canada, was wounded in France. He was with the Guides.

R. W. HARRIS, mail transfer agent, Toronto district, who went overseas as sergeant in the 146th Battalion and was drafted to the 20th, has been wounded and is in an English hospital.

W. E. FLEMING, of the Customs staff in Winnipeg, reported missing from April 9th, 1917, is now recorded as having been killed in action on that date. He was originally with the "Little Black Devils," but afterwards attached to Canadian Corps Headquarters.

LIEUT. LINDSAY WATSON, of the Royal Flying Corps, a member of the Customs Department staff, Ottawa, and son of Chief Appraiser J. A. Watson, has suffered a severe injury to his foot while at the front. He was returning from a flight when his machine became unmanageable and "crashed."

JOHN A. WARE, who has won the D.S.M. and a commission, was twice wounded during the past year, it is now learned. He belongs to the Halifax Customs.

OUR HONORS WON.

Major Arthur H. Biek, Canadian Field Artillery, has received the *Croix de Guerre*. Major Biek belongs to the

Topographical Surveys staff. He went overseas with the First Division as a lieutenant, was once wounded and twice promoted.

Sergt. Wm. R. Tracey has won the Military Medal. He belongs to the secretary's branch of Public Works and enlisted with the 109th Battalion. At once time he was with the 20th Battalion.

A Halifax despatch states that word is received that the "Distinguished Service Medal" has been awarded to Sergt. John A. Ware of the Heavy Artillery. Sergt. Ware is a customs officer of that city and went overseas with No. 1 Siege Battery. He has seen heavy work at the front and was twice wounded. He is now in England taking a course to qualify for a commission.

WAR PERSONALS.

Civil Service soldiers lately returned include Lieut.-Col. René de Salaberry and John A. Heisler.

Flight Lieut. D. G. McLean, killed in action in Italy, was a son of Assistant Inspector D. J. McLean, of London post office.

Lieut. Reston Smith, R.F.C., killed in France, was a brother of E. L. Smith, of Trade and Commerce, who went overseas with a 74th Battery draft. Lieut. Smith was one of the youngest aviators in the army.

Capt. L. P. Sherwood, son of Sir Percy Sherwood, who was mentioned in despatches some time ago, has received the Russian decoration of the Order of St. Stanislaus.

PORT ARTHUR'S ROLL.

Port Arthur postal service holds its head proudly among those of the smaller cities of Canada. Nine of the boys volunteered for the war. One—E. F. Goodman—was killed and another is home, invalided from wounds.

THE CIVILIAN

Devoted to the interests of the Civil Service of Canada.

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

Ottawa, March 1, 1918



THE NATIONAL DUTY.

WE MUST GO ON OR GO UNDER.

—Lloyd-George.

OUR BOYS

Previously reported:

Dead	313
Wounded	439
Prisoners	19

DEAD

W. E. FLEMING.

WOUNDED

- JOS. CORBALLY.
- LIEUT. CLAUDE HULL.
- J. M. BAXTER.
- R. W. HARRIS.
- JOHN A. WARE.
- LIEUT. LINDSAY WATSON.

THE ORDER IN COUNCIL.

The Order in Council of February 13th reproduced in our pages to-day is matter for congratulations to the Gov-

ernment in so far as it may be considered an implement for redeeming the statement of the Prime Minister that "we have abolished Patronage." It is not what was expected by our ardent optimists for reform. It has caused much surprise that the Government anticipated the issuance of the O. in C. by warnings as to the difficulties to be overcome. We have no desire to be ungracious in saying that the difficulties are not so apparent to those affected as wage earners in the Government employ and we are fearful that the difficulties have been conjured up by friends of the old regime who hover about the Capital ostensibly to win the war, but in reality to seek what they may devour. The O. in C. itself bristles with fearsomeness (we would not say diffidence) as to the difficulties to be overcome. We have a shrewd idea that if the O. in C. dealt with dollars and cents there would not appear so much apprehension. It deals, however, with men and women,—precious souls, and with the honour of Canada, and so we are entitled (honour being a non-political subject for debate) to analyze the O. in C. in some of the moods and tenses of its phraseology.

Aside from the subject of classification, we are anxious to learn what difficulties stand in the way of applying Sec. 4 of the Act of 1908 in making the transfer. And indeed in that regard, might not each Outside Service department have brought its present schedules of salary into the Inside Service as a temporary arrangement? As to the objection made to giving the O. in C. the effect of law under War Measures, we are at a loss for intelligent comment in view of the phalanx of legal officers who state the transfer cannot be made by this means.

We desire to record our deep regret that the words "if possible" are used in connection with the enactment of necessary legislation at the next session of Parliament. Knowing the

gauntlet which Civil Service legislation has had to run in the past, it is distressing to think that there is any hesitancy or doubt on the part of the Government in this regard. Until we have it hard and fast in the statute books, the people of Canada will never be sure of immunity from the Patronage vampires, and even then the organizations of the Service have the fight of their lives before them to see that the law is carried out.

The elimination of the employees of the Government Railways from "the purview of such a measure" is not the kind of elimination for which we had hoped. The reason given is that Government employees are members of labour unions. Why this prejudice against labour? Does the Government place restrictions upon any of the capitalistic classes in regard to free discussion of *their* problems? Why, then, do we witness this restriction placed upon free discussions between wage earners in Canada? Are we not fighting largely to establish the principles of "free discussion" for the wage earners of the German Empire? Has capitalism so strong an influence with our Government that rather than permit "free discussion" of wage earners, it is content to continue in force a system which Hon. Frank Carvell calls "a tragic farce"? Speaking before the Canadian Club at Montreal some days ago, the Hon. Frank Carvell referred to Patronage control of the Intercolonial.

He declared that up to the present no Government in Canada had ever succeeded in operating a railway properly, but maybe the present Government possessed more ability than its predecessors, and possibly might be able to do what others had failed to do. *It was a lamentable fact that up to the present, Government operation of railways had been one of the most tragic farces the country had ever seen.*

Have we learned so little Democ-

racy from the terrors of the war that at one stroke we are to have restrictions placed upon "free speech between organized wage earners" and "the tragic farce of the country" perpetuated indefinitely.

The words "as far as practicable," it is claimed, are necessary, but a close guard will have to be maintained to see that the section is administered in the manner laid down in Mr Todd's synopsis.

In conclusion, we desire to add that if the Government were to ask the real experts in and the real sufferers from Civil Service mismanagement, *i.e.*, the civil servants themselves, for elucidations of difficulties, we are humbly of the opinion the problem would be solved. The O. in C. is a distinct gain, whatever loopholes and pitfalls it may contain. It must be borne in mind that certain camp followers of the Government are not enthusiastic over any action which removes from their grasp the system of spoils. *The Civilian*, however, is proceeding upon the basis that a majority of the cabinet is acting in good faith in regard to the elimination of Patronage and therefore is hopefully expectant. Nevertheless, we are fearful of the elements of reaction which have been so influential in the past. We have the axe whetted for the contest for reform yet to come and we call for earnest vigilance on the part of all our organizations. Never was there greater need for a guardian angel to shield the honour of the King's service with a protecting wing.

OUR RETURNED SOLDIERS.

There is a most pernicious idea abroad in some circles (and fostered, unfortunately, by a Toronto newspaper) that Civil Service reform is in some way antagonistic to the interests of the returned soldiers. The idea is as absurd as it is evil. The average

Canadian soldier knows what chance he would have in competition for a position in the Civil Service against a political office-seeker if the job were a patronage gift. He can also see the advantage given him by having all appointments made under the provisions of the Civil Service Act and regulations. In competition for appointments under the regulations, the returned soldier has a regularly fixed handicap over civilian competitors. Thus every additional position placed under the act is one more position for which the soldier is a preferred candidate. For every position not under the act he fights an unequal battle against political "pull." To the everlasting honor of certain Ministers be it remembered that they long ago hung out the sign "None but returned soldiers need apply." Events have proved, however, that only the whim of the individual Minister was expressed in this rule, for when departmental heads were changed, straight patronage appointments were at once made where soldiers alone had been accepted previously. The ex-soldier wants, deserves, and will get the best that Canada can give him. He wants a square deal and a little special consideration in his candidacy for Civil Service appointments. That is guaranteed to him under the recent Order in Council,—and he can get no better guarantee of assured permanency. Therefore it is to the interest of the returned soldier to have the act made applicable to every ramification of public service in the Dominion. Despite the deceptive sneers of his self-appointed editorial champion in Toronto, the returned soldier will judge this thing for himself and will be an unflinching advocate of Civil Service reform and the establishment of a complete merit system.

THE INCREASED COST.

Notwithstanding the war, and, indeed on account of the war, the subject of adequate living allowance in

accordance with the increased cost of living must be manfully taken up by the Service organizations and public opinion on the subject thoroughly aroused. The Government has an index number to indicate the exact advance in prices, and the domestic purses of many of the members of our Service confirm the serious fact of increases far beyond the capacity of the purchasing power. Pathetic references to this alarming situation is made in both the *Postal Journal* and Customs departments in this issue. The principle of a minimum wage will surely be established as an outcome of this war for Justice. The specific case of a man in the Customs who has to live under a compulsory ration of five meatless days will appeal to every man as a privation, the Crown, of all employees, should not inflict upon its servants. The editors will take up this subject in the next issue, having unavoidably neglected such paramount subjects on account of the severe Patronage storm through which we have been passing.

Win the war.

The hilarity continues.

Who was it that recommended a "flow of promotion"?

Those First Division boys who went away as raw volunteers and have become part of as fine a fighting organization as the world can show will be delighted with our civil "efficiency" system as they will find it when they come home on leave.

The record of Our Boys wounded is still hundreds below the actual total. The proportion of reported wounded to dead proves that. The editors of *The Civilian* are in no way to blame. They have appealed to the Service for assistance with every possible argument, and the result is simply disheartening. It appears that nobody—or hardly anybody—cares whether the boy at the front fares well or ill.

APPROVAL

A few extracts from many letters of approval received from prominent officers in organizations by the editors in regard to recent issues of *The Civilian* are appended. They are mostly from the Wild and Woolly West.

"Allow me to congratulate *The Civilian* on your articles of February 1st, which have done much to advance the interests of the C. S. Federation."

"I want to offer *The Civilian* my heartiest congratulations upon the splendid editorial in current issue" (Feb. 1st).

"*The Civilian* appears to be starting along a new path with the intention of devoting itself to the interests of the Civil Service without let or hindrance from any quarter, be the cost what it may. In this case you know even better than I do that the path is liable to be a very hard and thorny one, but, to balance this, the editors can feel assured that their efforts will be supported by a larger number of civil servants than they have ever had behind them in the past, and they will have the satisfaction of editing a paper that will, if this course is continued, receive much more generous support from the Outside Service than at any time in the past."

The following excellent letter from a prominent official in the breezy province of Saskatchewan is reproduced in full:

"As I am a new subscriber to *The Civilian*, I thought it was due you to let you know how well pleased I am with the courageous stand you have taken on the recent appointment by patronage of the Collector of Customs, Montreal. So far as I can learn, both at this port and the other ports throughout Saskatchewan, your stand is appreciated and will be backed up to a man.

"I have noted, too, with satisfaction that your two articles, "The Hun in Canada" and "Blood and Dust" have been referred to by the press, and have resulted in the matter being brought prominently before the public. The Hamilton Herald and Toronto Telegram have discussed this matter and so far as I have seen are quite in accord with your views.

"In years gone by, I have heard civil servants remark that *The Civilian* was afraid to come out and fight for the servants' rights, but after reading the above two articles I am sure that no such charge can ever be made again.

"Even the man in the street is now interested in Civil Service reform, due, no doubt, to the prominence given the subject in the press, and I have yet to meet one who thinks that the bad old patronage system should be retained.

"With best wishes for *The Civilian*, and promising to pull for its advancement in any way I can, I remain."

THE PATRIOTIC FUND

The annual collection for the Patriotic Fund for the City of Ottawa takes place on March 5th, 6th and 7th. The Civil Service Association of Ottawa has made all arrangements for the circulation of lists. In one or two small departments who do not enjoy the benefits of representation on the Executive, the Deputy Ministers have kindly arranged to have an officer take the lists through the departments. It is not necessary to even remind the members of the Ottawa Service of their duty, which they carried out in such a splendid manner a year ago. Mr. Todd and his officers will have another gratifying report to present at the close of the campaign.

HAS DONE BIG WORK.

News of the recovery from his recent illness of Colonel C. A. Hodgetts, commissioner of the Canadian Red Cross Society in Europe, gives great pleasure in Civil Service circles.

Dr. Hodgetts, who is a member of the staff of the Conservation Commission, went overseas at the beginning of the war as assistant commissioner of the Red Cross and shortly succeeded to the chief position. His splendid administration of the arduous and difficult work of the Society has been the means of greatly advancing the efficiency of rescue and hospital work in France and England and has thus saved hundreds of Canadian soldiers' lives and relieved untold suffering.

The honor of the C.M.G., conferred upon Col. Hodgetts some time ago, was the official commendation of his achievement, but it added nothing to the honor in which he is held, not only in the armies, but throughout the lands of the Allies.

WELL EARNED.

The following summary of the career of H. W. Leacock of the Banff staff of the Parks Branch, is given as a fine example of a Civil Service soldier's services in the field:

Mr. Leacock left Banff, Aug. 26th, 1914, to join the 10th Battalion at Calgary, and transferred to the Ammunition Column at Valcartier, where he was promoted to Sergeant. He went to France, February, 1915; was in the battles of Ypres, Festubert and Givency, the Second Battle of Ypres and Courcellette, after which he was promoted to Sergt.-Major of the 5th Battery, C.F.A.

He also went through the battle of Arras, was complimented by his Colonel on the splendid work done by his battery, promoted to Brigade Sergt.-Major, went through the battle of Lens, after which he was taken with

slight shell shock, was on leave in London, Eng., in hospital for two or three weeks, went back to France, caught some skin disease, owing to

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DEPARTMENT OF THE NAVAL
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ROYAL NAVAL COLLEGE OF CANADA.

ANNUAL examinations for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,
Deputy Minister of the Naval Service.

Department of the Naval Service,
Ottawa, March 12, 1917.

Unauthorized publication of this advertisement will not be paid for.

conditions, has just returned to England to go through a course for a commission.

Lieut. Leacock (as he will now be called) served with the artillery during the South African War for which he was presented with the "Freedom of the City of London" by the Lord Mayor 1901. He also holds long service medal for Volunteer Artillery, England.

C. S. ASSOCIATION OF OTTAWA.

The Civil Service Association have been very active since the beginning of the new year. Owing to the contemplated legislation to bring the Outside Service under the control of the Civil Service Commission and the proposed legislation consequent thereon, the Association considers it the appropriate time to place before the Government their proposals in connection

with Civil Service reforms which had been under discussion by committees for upwards of three years.

Six special meetings of the executive have been held to consider the report of the Committee on Legislation, and the Association is now in a position to place before the Government suggested reforms affecting appointments, organization, promotions, classification and salaries, etc., all of which suggestions, it is believed, will tend to render the Service more efficient.

At the regular meeting held on February 11th, the advisability of the Civil Service contributing as a body to the Patriotic Fund and Red Cross Society was thoroughly discussed and it was decided to organize for the purpose of securing Civil Service contributions at the same time as the canvas for contributions throughout the city is conducted.

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The February Meeting.

The Red Cross Social of the Women's Branch in the Lecture Hall of the Y.W.C.A., on Tuesday evening, February 19th, proved unusually interesting. Not only was the programme which had been arranged by Miss Edith Rogers and the women of the Agriculture Department, bright and sparkling from start to finish but great interest was taken in the reports of the various conveners of Committees. All of which shows that the workers in the Women's Branch are working overtime in the interests of the women of the Service. It is to be regretted that only about seventy-five women were present. The absentees missed an excellent programme and what was much more important an opportunity to take part in some very important business. They also failed to add their mite to Red Cross Work which is in as much need of workers as ever it was.

Programme.

Miss Rogers and Miss Booth received the guests and when each one had towels or handkerchiefs to hem, the programme opened with a "Humourous Monologue" by Mr. Gordon Rogers. As usual Mr. Rogers delighted his audience and generously responded to an encore although he was on the programme for other numbers. All his selections were so very good that it is difficult to pick any one as best but perhaps his Albert Chevalier numbers with a piano accompaniment by Mrs. Milton Argue met with most enthusiastic applause. While the two coarser songs were mirth provoking, "An old Bachelor," monologue was the most artistic.

Miss Catharine Atkinson, accompanied by Miss Edna Moodie sang Thompson's "Come Sing to Me" in excellent voice and kindly responded to an appreciative applause. Mr. Arthur E. Powell with the clarinet and Mr. Jack Powell at the piano played some beautiful selections including "Allah's Holiday" from Katinka, "The Sunshine of Your Smile", Lillian Ray, and "God Send You Back to Me" by Adams. The Women's

Branch hopes that the Messrs. Powell will come again.

Mrs. Milton Argue, who is a newcomer to Ottawa, kindly consented to give a reading and quite charmed her audience with "The Bride's First visit to the Butcher Shop". Certainly Ottawa has added to its list another talented entertainer in Mrs. Argue. The Women's Branch is indebted to the women of the Agriculture Department and especially to Miss Edith Rogers for such a happy entertainment.

Red Cross Output, Jan. 15—Feb. 15.

Socks, 158 pairs (2 donated); Handkerchiefs, 28 dozens; Personal property bags, 63; Pillow slips, 4½ dozens; Ties, 27; Ward shoes, 7 pairs; Stretcher caps, 11; Hospital shirts, 1; Pyjama cords, 15; Pyjamas, 139 suits.

Large as the output is every one is quite convinced that it is not nearly as large as it ought to be. There still must be many civil servants who are not doing what they might and the Red Cross convener urges all to do something, no matter how little.

The suggestion has been offered that the wives of civil servants might do their work through our Red Cross. It is a good idea and the Women's Branch would like it understood that their help would be most acceptable and they will receive a cordial welcome from the Red Cross convener and her assistants if they will call at our Rooms for work. The Rooms are on the first floor of the Hope Building. Most centrally located—and are open every day—Saturday and Sunday excepted—from 4 to 6 o'clock, p.m.

COME AND WORK

At the Canadian Club Rooms.

There has lately been a falling off in the numbers who go on Thursday at the tea hour to sew in the Canadian Club Rooms. There is urgent need that those who started out with the work in the Fall should come back to it again. It is amazing the amount of work these practiced workers can turn out when all the machines are busy. Come next Thursday and be sure that no machine is idle through your fault.

It is interesting to note that at a "bridge" given last week in Toronto for some patriotic purpose, no tea was served. On account of the food shortage lemonade was the only refreshment offered the guests.

The Emergency Fund.

The treasurer, Miss Winnifred Fairweather reports that the Emergency Fund collections are not as large as they might be. Some departments give nothing at all—partly because they are not yet organized, and many are not contributing as well as they might. It is the Emergency Fund that enables the Women's Branch to make donations to the various patriotic funds in which we are all more or less interested. For the last three months the collections have averaged \$130. Just think what the amount would be if every one gave 5c, and what big donations could be made then.

There are two very worthy causes that will claim our support in the near future. One is the furnishing of a hut in France. Mme Casgrain has taken up the project for Canada and will endeavour to raise money to furnish the houses being built by the French Government in the devastated regions of France. It will take about \$170 to \$180 to furnish a hut and the donor of the amount will have his name affixed to the hut. One may readily suppose that the Civil Service will want to help with this repatriation effort as well as it has done in other patriotic work. The other project has to do with a coming campaign by the Y.W.C.A. to raise funds to continue and extend the work it is doing for women in actual war work. Whole reams could be written on the work already accomplished but this will have to wait for a later issue. In the meantime fill up the Emergency Box and we may be able to do something worth while.

A Popular Bridge.

Miss Florence Burt, who is a member of the executive of the Ottawa Women's Canadian Club, and as past president of the Women's Branch has a claim on our support in her patriotic endeavours, has announced that she will convene a committee to arrange a bridge party to be given for the benefit of the Tea Committee Fund of the Canadian Club. It is this fund that defrays the running expenses of the Club headquarters at 270 Cooper street, and as the Women's Branch has availed itself on more than one occasion of Club room privileges and also makes use of the sewing machines it is only natural that it would be glad to see this fund augmented.

So it is hoped that the proposed "Bridge" will prove most popular among the women of the Civil Service. It is understood too that the women of the Pensions Board will co-operate with Miss Burt. As yet a definite date has not been fixed but probably it will be Saturday afternoon, March 23.

Any one wishing to arrange a table may do so by phoning Miss Burt at Queen 1273 or Queen 3958.

The usual price of 50c each will be charged.

Hambleton—Kenna.

Miss Bessie J. McKenna was the recipient

of a silver and cut glass shower given by the ladies of the staff of the Cost of Living Branch of the Labour Department upon the occasion of her marriage to Mr. Geo. Hambleton, Canadian Press representative in the House of Commons, which was quietly solemnized in St. Thomas, on Saturday, February 16th.

As chief assistant to the Cost of Living Commissioner, Miss McKenna was mainly responsible for preparation and drafting of the report on cold storage companies, which led to the investigation of bacon profits by the Henderson Commission.

Miss McKenna specialized on Economics at Toronto University. As subject for her M. A. thesis she made a study of the conditions among Toronto white wear workers. In recognition of Mrs. Hambleton's untiring work, she has been honoured with the degree of Fellow of Political Science at Toronto University. She is the first Canadian Woman thus honored. Mr. and Mrs. Hambleton will reside in Ottawa.

Woman's part in the War.

The Daily Telegraph, London, in commenting on the New Year messages of greeting and sympathy which have passed between the Women's Committee of the American Council of National Defence and Queen Mary takes occasion to mention in a general way some of the activities of women during the present war, as follows:—

"Warm as is the sympathy, and sincere as is the respect, expressed in the Committee's message for the part played by British womanhood in these terrible years, it can scarcely be realised by anyone not living in the midst of the country's and the Empire's war activity what that part has been and is. The varieties of effort are so many and so different, often so much below the surface of things; they are all so seldom brought into the light of publicity as compared with the work of the Armies and the Fleets. Not many, even among ourselves, have a full knowledge of the scope of women's medical and nursing work, the most prominent of all. Not all of us know the noble and wonderful history of the various women's hospital units in the Western war, in the East, in Russia, and, above all, in Serbia. How many have heard the story of the little cellar in Pervyse, where two English girls, three years ago established and carried on unaided an advanced dressing-station for the Belgian Army under the fire of the enemy's guns, living—we believe to this day—the indescribable life of the soldier under bombardment? If we turn to the work under the Munitions Department, we find a record, largely unknown to the public, of what can only be called marvels of organisation and management carried out by women of directive talent, in addition to that immense body of skilled women's labour, non-existent three years ago, without which we should have been long ago a defeated people. A Minister may tell us of the 700,000 women

doing munition work, and of the exacting nature of their innumerable employments; we may read of the overwhelming responsibility of "welfare work" undertaken by women in looking after this great host throughout the country; but we can never realise these things without seeing them. There is the management by women of the canteens and "huts" for the Armies, a wonderful and invaluable war-service; there is the organisation, largely performed by women, of musical and theatrical entertainment for the big camps. There is the labour of women on the land, not the least remarkable chapter in the history of our war organisation; "not a case of lilac sunbonnets," as Mr. Prothero has remarked, but "hard work—fatiguing, monotonous, back-aching, dirty work, in all sorts of weather." There is the invaluable work done by women with experience of horses in connection with the Army Remount Depots. There is the heavy and responsible work of the still growing Women's Police Service, whose patrols are now doing much-needed tasks throughout the country. There is the work of women as Army motor drivers; there is the work of the women Army cooks; there are the many unadvertised but indispensable labours of the Women's Auxiliary Army Corps. There is the women's task of collecting literature for the soldiers and sailors. There is the invaluable work of the Hospital Supply Depots. In merely naming all these we have by no means completed the tale of the direct contribution of British womanhood to the cause of their country; but enough has been said to indicate to American women, who have so eloquently honoured the achievement of their British sisters in the message to Queen Mary, that those words of praise are even better justified perhaps than many of them had realised."

RAILWAY MAIL CLERKS' ASSOCIATION, WINNIPEG.

The regular monthly meeting of the Association was held on Saturday, February 9th inst., the president in the chair, about 18 clerks present. The minutes of the last meeting were read and approved. The minutes of the Executive meeting held on January 27th were read and discussed item by item.

Following discussion re the *Morson v. City of Toronto Income Tax Case*, the following motion was made:—

That this meeting endorses the action taken by the Executive in distributing the pamphlets and putting up the subscription lists, and suggests that the list be started with a donation of 25 cents. Carried.

Mr. Hives gave notice that at the next regular meeting, he would make the following motion: "That members in arrears one year be asked to pay an initiation fee of one dollar."

After some discussion re a sick committee, the following clerks were nominated for the

sick committee for the year—Messrs. Peart, Wm. McPherson, Marshall, and the President Motion by Laing and Jones.

A grievance committee was next appointed on motion by Messrs. Jones and Reynolds.—That the Grievance Committee consist of Messrs. A. Hunt, R. Laing, R. A. Borland, C. A. Hives (*ex-officio*) and D. Campbell, convener, and that the mode of procedure be: Grievance be submitted in writing to the secretary, who shall notify the convener to call committee, who shall decide as to whether the grievance is of such urgent nature as to warrant the calling of a special meeting of the Association in order to discuss the grievance. Only the grievance of a member in good standing will be considered. Carried.

It was moved by Mr. Peart, seconded by Mr. Newman, that the books be referred to the late treasurer and the late secretary, and that they give us an annual report for 1917. Carried.

Mr. Hives was asked to investigate the price of hiring a hall in which our meetings could be held. Mr. Hives said he would like to see a Civil Service club room in Winnipeg, and arising out of the discussion, which followed, a motion was made by Messrs. Brough and Jones: That the Secretary be instructed to write to the different Civil Service Associations in Winnipeg, and find out their views with regard to the hiring of a room which could be used by each Association as a meeting place. Carried.

The Secretary was asked to write to our Superintendent and ask that if possible, a drier place be provided for our dunnage before Spring. Moved by Messrs. Laing and Newman that the following Executive motion be adopted: That steps be taken if necessary to have a representative at Ottawa in the Spring, to look after the matter of the raising of the maximum salary, and of the 1914 bill (bill No. 217) and of the provisional allowance. Carried.

Moved by Messrs. Laing and Peart that the following Executive motion be laid on the table: That each member be asked to pay an assessment of three dollars, in order to pay the expenses of our delegates at Ottawa at the meeting of the Dominion Railway Mail Clerks Federation, the balance be credited to the association funds. Carried.

Moved by Messrs. Shilson and Laing that the treasurer be instructed to remit to the Secretary of the Federation at once, the amount of \$35.00 still owing the Federation.

The Secretary read a letter from the Federation Secretary regarding matters of interest to all; one of these being the improvised Mail Cars now in use on some of the runs. He would like details of any unsatisfactory cars now in use.

The Secretary read a letter from Mr. Ireland in regard to a grievance which he wishes us to take up, and on motion of Messrs. Laing and Hives, the Secretary was instructed to write to Mr. Ireland asking for more particulars in regard to his case.

Dominion Customs Association

The Order in Council.

The long prayed and hoped for Order in Council, placing the Outside Service under the immediate jurisdiction of the Civil Service Commission, has at length been passed, and is now in effect, removing political patronage in the appointments and promotions of the Service.

A feeling of relief and gratitude on behalf of those who have been fighting for this measure, is now general, and it is felt that the way has been cleared at least, for the improvement of the Service from within and without.

A great responsibility has been placed on the shoulders of the gentlemen who compose the Civil Service Commission. To them we shall look for justice and intelligent treatment, and there is no reason, judging from their utterances, that this shall be denied us. Their rulings shall be under constant scrutiny, and they may rest assured of the loyal and enthusiastic support of the Outside Service in the performance of their difficult duties. Nay more, they are assured of commendation from the Service which in the past, has suffered so much at the hands of the politicians.

Temporary Officers.

Another good piece of fortune for the temporary officers some of whom have several years faithful service to their credit occurred recently, when the Department, by an order, placed them on the permanent list.

This is as it should be, and though long delayed, is a very welcome bit of news to the men concerned, and the thanks of those affected is tendered to the Minister of Customs, and Commissioner McDougald.

Thus within a few days, two most important changes have been effected in the Outside Customs Service, the passing of the Order in Council, and the making permanent of so many of the temporary men. Surely this augurs well for the new administration of the Department.

Notes by the Way.

The Western Provinces are making splendid progress with the membership of the D.C.A. Vice president Shaw of Regina, points with pride to the fact that Saskatchewan, has responded so well, that every man in the Province is a member in good standing, and considerable interest is being evinced in the aims and advantages of the new organization.

Mr. H. Whalley of Winnipeg, the energetic secretary of the Manitoba Customs Association, an affiliated body of the D.C.A. in an interesting letter received recently, speaks of the results of a membership campaign now under way in his Province.

A number of the Public Works men attended the last meeting of the Manitoba Customs Association, and as a result have formed an organization along similar lines. Morden, Selkirk and Dauphin were added to the Manitoba Association recently and more ports have signified their intention of joining at an early date. A letter received from an officer of one of the above ports is worth quoting. He said in part: "My monthly salary is \$71.25. I have a family of five to support. In the winter, fuel is \$20, rent \$12, and with the balance, \$39.25, clothing, food, light, etc., has to be provided. Can this be called a living wage? Talk about "meatless days," well, we have five of them a week, in our family." This is only one of many cases in the west, where many of the necessities of life are so high.

Vancouver, also has a live organization, with energetic officers in charge. In recent communications from the secretary, Mr. D. H. Elliott, the following occurrences are noted briefly.

A meeting of the Vancouver Association was held recently at the O'Brien hall which was largely attended. Routine matters were transacted, and the question of representations to be made to members of parliament regarding suggested improvements were discussed. It was also decided to take up a subscription on behalf of the fellow officers who suffered as a consequence of the Halifax explosion and the sum of \$75.50 was subscribed and forwarded to Halifax. Other matters of routine rounded up a fine evenings work. Mr. Scott Stark of Britannia, an out port of Vancouver was present at the meeting.

Mr. V. Bromley of the Vancouver staff, who was most energetic in organizing the port, has also arranged for the formation of an association of rejected men of this city. The proposed name of the organization is The Honorably Rejected Volunteers Association of Vancouver.

Mr. R. N. Hopkins, of the wharf staff, has recently been called to the colors.

Mr. Irvin Wright of the Long Room, a returned soldier, was away recently on a honeymoon trip.

Sgt. Walter Drinnan, President of the Great War Veterans, who was on leave, was defeated in the election contest, after a hard but fair fight, against Mrs. Ralph Smith.

The press of the West, is taking keen interest in Civil Service matters, as evinced by the clippings supplied the secretary of the D.C.A. from time to time.

Certified copies of the new Order in Council have been supplied all the officers of the D.C.A. If your port is interested write your Provincial Vice-President for a copy, and have a few run off on the office machine, and circulate among the staff.

Winnipeg Customs staff has an excellent Roll of Honour. It shows thirty-eight men who have donned the khaki or navy blue. Of these, two have been killed in action,—H. E. Black and W. E. Fleming,—one died of wounds,—G. Greenwood,—and one was gassed,—J. W. Stevens. Four others have received honorable discharges and have returned to duty. Winnipeg's Roll has been duly included in *The Civilian's* Roll of Honor.

On the eve of his departure from the Montreal Customs House, where he has been acting collector for many months, J. H. Bertram, collector of Customs of Toronto, was presented by the staff with a cabinet of cutlery as a token of the esteem in which he is held in that office.

Mr. H. C. Blair, who has been acting collector of Customs for nearly a year, in the absence of Mr. J. H. Bertram, was on February 11th, presented by the Customs staff with a gold watch upon his leaving for new duties at Ottawa. The presentation was made on behalf of the staff by Mr. Tinning, chief clerk, in the rotunda of the Custom House.

Halifax Relief Customs Fund.

The above fund will be closed after the next issue of the *Civilian*. Secretaries of ports, who have not as yet contributed should bring this appeal to the attention of the members of their staffs at once, and not be put to shame by the generosity of smaller and poorly paid offices.

As noted above, Vancouver subscribed \$76.50 which was remitted direct. Winnipeg also sent a generous contribution.

Now comes the little Port of Fort Frances with a subscription of \$44, which constitutes a record in generosity for its size. Please take notice of the worthiness of the cause, before the lists are closed.

A despatch received at Halifax, Feb. 22nd, says that Louis Dixon, formerly of Halifax, had been ordered by the Customs Department to leave the Alaskan boundary, where he had been acting collector of customs, to report to Prince Rupert at the close of navigation. His friends at Telegraph Creek learning that he had not arrived at Prince Rupert, telegraphed the authorities at Wrangell to send a relief party. The party wired on Feb. 20, stating that Dixon was undoubtedly dead, as they had ascertained that he had left the boundary on Nov. 28 last in a skiff by himself.

Mr. Dixon was a captain in the 63rd Halifax Rifles. He was the leader of a party of Halifax men who walked from Edmonton to the Yukon in 1898.

The Merit System.

(By D. H. Elliott, Vancouver.)

The introduction of the Merit System in the Civil Service has, without a dissenting voice, been recommended by the various

associations in the service and the recommendation has been passed along by the Civil Service Commission. It had been previously endorsed by Sir George Murray in his report of 1912.

Just what is meant by "Merit System"? On the negative side it means the absence of all political influence in the first appointment and from subsequent promotions. It means, or ought to mean, possibility of promotion from the lowest to the highest place in the service upon the basis of the quality of work done by the employee. It means that upon its introduction upon a proper basis each man in the service would have an incentive to put forth the best efforts of which he is capable knowing that such work would receive its due recognition.

How appointments are to be made when patronage is barred is a problem. The government has given pledges that returned soldiers who are qualified shall receive the preference, but we do not know what the standard of qualification will be. Sir George Murray reported that the system of appointment to the Inside Service by competitive examination had given general satisfaction and he was unable to see any reason why the Outside Service should not be recruited in a similar way. It is true that examinations have hitherto been held which were open to those desirous of entering the Service as well as to those already appointed. The passing of this test was supposed to qualify for a permanent position as a clerk, but, that appointment secured, the influence of the Certificate of Qualification ended. The man with a Certificate and a long clerical experience was hardly in the race for appointment or promotion in competition with a man lacking in clerky skill but who had a little political influence. It seems desirable that some standard of education should be necessary as a qualification for entering the Civil Service, just as for entering the teaching, engineering or accounting professions. This standard need not be inelastic and while the present Qualifying Examination might be retained, any other certificate of equal standing, such as High School Entrance, or any other of higher value, such as Matriculation, High School Commercial, Teachers, etc., might be accepted as a substitute. If I were visiting Mexico, I think I should have reason to expect the Mexican Civil Service Officers I met to be truly representative citizens of Mexico—to have not only a good knowledge of the three R's, but a special knowledge of subjects pertaining to Mexico—its geography, its history, and its language. It is not unreasonable, I submit, to suggest that every employee of the Government of Canada should, likewise, have a good knowledge of the geography, history and language of the country which is paying him his salary.

Promotion in the Outside Service, according to Sir George should follow along the same lines as in the Inside Service and the highest pay reserved, not for amateurs, but for those

capable of performing the highest duties. He was inclined to the opinion that the superior under whom a man worked could give a more valuable opinion of that man's work than could an outside body, but he was compelled to say that cases had come under his notice where recommendations for promotion had been based not on "merit" but on other considerations, such as political or other influence. While in the Inside Service promotions have been made by competitive examinations, in the Outside Service they have been made by influence or by the recommendation of the chief officer concerned. Not one of the above methods but has its weaknesses and openings for criticism on the part of the less favoured ones and my ideal is a combination of the competitive-examination method along with recommendation-by-the-head-of-the-department method.

That this is not impracticable has been demonstrated by at least one large financial institution, according to an excellent and suggestive article in the January number of the American Magazine, entitled: "President Frank A. Vanderlip and the 'Raise Committee' of the National City Bank tells how they watch and test their men for the purpose of sorting out and promoting good ones." Owing to the increase in business the staff increased from 600 in 1914 to 1400 and the President became aware that the officers were being baffled in their endeavors to coordinate the staff, so, calling them together, he explained that, "Some employees are not as well treated as they ought to be, simply because they are not good fighters for their rights; they are only good workers." He had groups of the workers come to his home where he encouraged each one to talk to him freely about the bank and about personal matters as the beginning of a get-together movement, and to inspire them with enthusiasm and loyalty, keeping before him the idea that, "Only a happy worker is a truly efficient worker." In his opinion the first essential to inspire loyalty is: "Pay enough. Unless men and women are paid enough to live on with reasonable comfort they cannot give the best that is in them or enjoy their work as they ought."

Provision was then made for educational classes for, says the article: "The bank attaches tremendous importance to the educational progress of its employees. From the moment a lad enters as a page boy he must attend classes, and his progress is very materially influenced by his study record. No page can be promoted to be a messenger and no messenger can become a clerk until he has passed certain educational tests in addition to his technical examination."

"When the question of promoting an employee comes up, the Office Administration Committee, which passes on all changes in the clerical force, had before it a wealth of data for its guidance, namely:—a report from the department head; a report from the educational department; reports from officers who

have interviewed the employee three times a year; a report from the bank's physicians (all employees being medically examined twice a year); a record of the employees' age, experience, and education before entering the bank and his progress in the bank, including his salary increases."

It is claimed for the method thus outlined that it has been so successful that the President wonders how they ever got along before its introduction. And whatever contributes to produce happiness, enthusiasm and loyalty among the employees of a private concern—reasonable pay, good working conditions, personal interest manifested by the heads in their welfare—there are the same factors that will, if introduced, promote efficiency in the Civil Service, and efficiency in the Civil Service is no less desirable than in a private corporation.

The above suggestions are offered to my fellow employees in the hope of stimulating thought and provoking discussion.

Father (at the head of stairs)—
"Mary! Don't you think it about time to go to bed?"

Mary (from the parlor below)—
"Yes, father, dear! Don't put it off another minute. Your health, you know, is not at all robust, and these late hours are bad for you."—*Selected.*



Civil Service Commission of Canada.

THE Civil Service Commissioners advertises the following positions in the inside Division of the Civil Service of Canada:—

1. An Assistant Mineralogist in the Geological Survey Branch of the Department of Mines, Subdivision A of the Second Division, initial salary \$1,600 per annum.

2. An Assistant to the Chairman of the Board of Historical Publications in the Public Archives, Subdivision B of the Second Division, initial salary \$1,300 per annum.

3. An Assistant Analyst in the Department of Inland Revenue, Subdivision B of the Second Division, initial salary \$1,300 per annum.

Application forms, properly filled in, must be filed in the office of the Civil Service Commission not later than the 13th day of March next. The time will be extended one week for candidates from British Columbia. Application forms may be obtained from the Secretary of the Commission, Ottawa.

W. FORAN,

Secretary.

Civil Service Mutual Benefit Society

Despite the increasingly numerous and urgent demands upon public attention and private funds, the Civil Service Mutual Benefit Society continues to increase in membership and financial strength. The business of the organization for 1917 was most satisfactory, as was demonstrated by the statements laid before the annual meeting on January 28th. It was well outlined by the report of the Board of Management and the chief balance sheets, which are given below.

The officers of this Society are selected by the new Board of Management, which organizes early in each year.

Extracts from the annual reports follow:

STATEMENT

For the year ending December, 1917

I.—BALANCE SHEET

ASSETS.		LIABILITIES.	
Bonds and debentures (value Dom. Gov. Standard for Ins. Co.'s, See III).....	\$14,143.32	Liability to members on account of death benefits, calculated on N.F.C. 4% basis. See VII.	\$10,483.00
ASSESSMENTS OVERDUE:—		Special reserve for war risks....	1,000.00
Monthly.....	\$26.17	DEATH BENEFITS PAVABLE.....	none
Annual.....	none	Victory Loan Bond.....	886.88
Interest accrued on bonds and debentures.....	149.85	Excess of assets over liabilities..	2,918.75
Interest overdue.....	none	Total.....	\$15,288.63
CASH:—			
In bank.....	969.29		
Total.....	\$15,288.63		

II.—CASH STATEMENT

RECEIPTS.		DISBURSEMENTS.	
Cash balance, 31 Dec. 1916....	\$2,172.65	To beneficiaries of deceased members:—	
ASSESSMENTS:—		Deaths in previous year.....	\$450.00
Monthly.....	\$3,012.41	Deaths in 1916 (See V).....	1,550.00
Annual.....	191.32	Surrender values.....	12.19
	3,203.73	Expenses of Management (See VI)	215.75
Entrance fees.....	12.00	PAID FOR BONDS. (See III).	
INTEREST:—		Price cost.....	\$2,930.36
On bonds and deb's.....	\$731.96	Interest accrued..	8.67
On deposits.....	15.10		2,939.03
	747.06	REFUNDS:—	
Total receipts.....	\$6,135.44	Assessments.....	\$ 4.18
		Entrance fees.....	none
			4.18
		Cash in bank, Dec. 31, 1917....	964.29
		Total disbursements.....	\$6,135.44

Members are specially requested to encourage their fellow-employees to join the Society. If each member would endeavour to get another, the membership would probably reach 1,000 before 31st December, 1918.

Membership in the Society is desirable for the following reasons:—

- (1) The Society is managed by Civil Servants for Civil Servants; it is mutual and co-operative.
- (2) It shows a wide margin of safety beyond the requirements of actuarial solvency, that is to say, it is financially sound.
- (3) Claims are paid with unusual promptness, frequently on the day of death and seldom more than two or three days after. The benefit is, therefore, of nearly equal value to \$250 cash in hand. No matter what insurance or other assets may be left, it takes time to realize thereon. To realize quickly means loss. A cheque for \$250 from the C.S.M.B.S. will save the situation.
- (4) Payment of premiums entails no inconvenience, being deducted from monthly salary cheque.
- (5) On leaving the service membership may be continued or the surrender value taken.
- (6) After the membership has increased sufficiently the maximum amount of insurance which a member may secure will be increased to \$500. This amount of insurance at such low rates, and yet safe, is something to be considered. Every new member will help to this end.

Post Office Department Mutual Benefit Association

The annual meeting of the Post Office Department Mutual Benefit Association was held on the 18th ultimo, when a most encouraging report was placed before its members. The chief items of interest were the granting of an additional bonus of \$3,300 to all policies in existence 1st July, 1914, making the amount \$260.00 as against \$250.00; the placing of a reserve of \$2,000.00 for war risks, and the fact of a surplus over and above all liabilities of \$6,549.23. The total assets are \$25,713.18, almost all being in gilt edge bonds. The payment last year of death claims was \$2,052.00, \$52.00 of which was bonus additions, two of the claims being on account of members who were killed "Somewhere in France." There were eight deaths in 1917, five being old members of the Department, namely, Ludger Blanchet, David Matheson, Dr. W. D. LeSueur, A. Boldue and D. F. McCarthy.

Twenty-four new members joined the Association during the year, twelve withdrew upon enlisting or leaving the Service; four were given cash surrender value, and eight died, the total membership remaining as it stood on the 31st December, 1916, viz., 461.

The Association is indebted to Mr. A. D. Watson, B.A., Actuary, for his continued interest in its welfare, a hearty vote of thanks having been passed to this effect by the annual meeting. Mr. Watson, in referring to the good standing of the Society, says: "The position of the Association is an enviable one in comparison with many fraternal societies of the same character."

Extracts from the annual report follow:

Established January, 1879; placed on an actuarial basis 1st July, 1914.

Members are specially requested to encourage their fellow-employees to join the Association. The rates for a death benefit of \$250.00 are given below for every tenth age together with surrender values in cash or paid up insurance for illustrative durations of membership at time of leaving the Service.

STATEMENT

for the year ending 31 December, 1917.

I.—BALANCE SHEET

ASSETS		LIABILITIES	
<i>Bonds and Debentures:—</i>		Liability to members on account	
(value Dom. Govt. Standard)		of death benefits, calculated	
(See III.....)	\$23,434.56	on the National Fraternal	
<i>Assessments Overdue:—</i>		Congress Table of Mortality,	
Monthly.....	none	4% interest.....	\$16,256.00
Quarterly.....	"	Special reserve for war risks...	2,000.00
	None		
<i>Interest Accrued:—</i>		<i>Other liabilities:—</i>	
On bonds, See III....	\$552.21	Assessments in ad-	
On bank deposit.....	3.92	vance.....	16.87
C.S.S. & L. deposit....	none	Victory Loan.....	891.08
	556.13	Surplus.....	907.95
<i>Cash:—</i>			6,549.23
In Bank.....	\$697.26		
Deposit C.S.S. & L.S....	1,000.00		
In hand.....	25.23		
	1,722.49		
<i>Other Assets.....</i>	None		
Total.....	<u>\$25,713.18</u>	Total.....	<u>\$25,713.18</u>

II.—CASH STATEMENT

RECEIPTS		DISBURSEMENTS	
Cash balance, 31 Dec., 1916.....	\$854.68	To beneficiaries of deceased mem-	
		bers; (See VI).....	\$2,052.00
<i>Assessments:—</i>		Surrender values (See V).....	485.91
Monthly.....	1,994.22	Expenses of management (See	
Quarterly.....	301.41	IV).....	123.25
	\$2,295.63	Purchase of bonds.....	1,057.34
<i>Interest on:—</i>			
Bonds.....	1,217.43	Other disbursements: Bank chg's	4.05
Deposits in bank.....	37.30		
Deposits in C. S. S. &		<i>Cash balance, 31 Dec., 1917:—</i>	
L. Society.....	40.00	In bank.....	\$697.26
	1,294.73	In hand.....	25.23
<i>Other receipts.....</i>	None		722.49
		Total.....	<u>\$4,445.04</u>
Total.....	<u>\$4,445.04</u>	Total.....	<u>\$4,445.04</u>

OBITUARY.

The death occurred at Grafton, N.S., on February 14th, of Agnes Fern, wife of Thomas Lawson, and mother of Thomas Lawson of the Department of Finance, Ottawa.

M. M. Smith, for forty-two years an officer of the Customs, died on February 7th, at the great age of

eighty-three years. He was for twelve years sub-collector at Trout River and for thirty years at the outport of Dundee. Mr. Smith was superannuated in 1906.

Adelaide, wife of G. R. Blyth, and mother of Lieut. G. G. Blyth, R.N.C. V.R. (Department of the Interior), died on February 22nd, in New York.

THE POSTAL JOURNAL

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No. 5

HERE AND THERE.

The annual meeting of District Organisers of the Postal and Telegraph Clerks' Association of Great Britain was held at Leeds, on Saturday, January 26. Representatives of the Postmen's Federation were in attendance.

Mr. F. T. Richardson (Organising Secretary), in the course of his remarks said the results of the recent visiting scheme had exceeded the most sanguine hopes of the Organising Committee. Since last Conference they had all been exceedingly busy dealing with the important developments in Association activity. The Association had adopted a Forward Policy—a policy which entailed the adoption of the strike as a weapon, an increase in subscriptions, and a proposal to affiliate with the Labour Party. In no single instance had that policy met with anything but a cordial reception. After all the thing that mattered most was the spirit of the membership. The E. C. and the D.O.'s had discovered that in the branches there was plenty of the right spirit. They had found an intelligent appreciation of and an enthusiasm for the new policy. The keenest interest had been displayed by the branches, and the visitors had, on the occasion of the recent tours, found the members very anxious to make the new movement a great success. Without desiring to make invidious distinction, he felt that he must pay a very high tribute to the fine work of the women district and branch officers of the Association. They had risen to the occasion splendidly, and by doing excellent work had enabled the Association flag to be kept high. An important feature of the immediate work of the organising department would be to help forward the arrangements—which he hoped would soon mature—for amalgamation with the Postmen's Federation. He was glad to report that the negotiations were progressing splendidly. An important matter for their serious consideration would be as to what methods of organising should be employed in the amalgamated society. Their friends of the P. F. worked by means of district councils. The whole question of organisation was, however, now being considered by a joint committee of the two organisations.

Do not forget the Halifax relief fund. Every little helps.

Saskatoon has already elected its delegate to the Toronto Convention.

A FURTHER INCREASE DESIRED.

Food production is a serious problem confronting the Government. Even with proper regulation of man—and woman—power food values will continue to increase and prices of the necessaries of life will enhance very considerably. The number of non-producers, who have to be fed and clothed, training and actually engaged in the art of destruction is increasing, and this phenomena coupled with the unavoidable increase in the cost of labour power expended in production is bound to increase the cost of living. Obviously, then, wages must increase if a National catastrophe of an economic character is to be averted. It is conceded that there has been a steady rise in wages since the outbreak of hostilities in Europe, though not in proportion to the rise in commodity prices. But it is noticeable that many public bodies, financial corporation and commercial institutions have granted substantial additions to the salaries (or wages) of their employees. The Toronto School Board recently granted a considerable increase in the salaries of teachers. About 800 employees of the Winnipeg Electric Street Railway Company—which is said to have a bank overdraft of over a million dollars—have just received notice that their wages will be increased by \$5 per month very shortly. The civic employees of Saskatoon whose salaries are less than \$150 per month are to have their pay increased by 20 per cent. The Post Office Department's estimates for the fiscal year commencing April 1, 1917, provided for an increase of \$100 on salaries up to \$1,600, solely on account of the increased cost of living. This amount is totally inadequate to cope with paramount economic problems, in spite of the fact that most of the employees enjoy an annual increase in salaries of \$100. The cost of living in Canada has increased about sixty per cent since early in 1914. The Association is therefore compelled to emulate Oliver Twist and hold out its porringer and ask for more. Just what request the Association will ask of the Government cannot be stated at this writing. Although the branches have already expressed themselves almost unanimously as to the additional amount to be asked of the Government, circumstances may make it necessary to ask their support to a proposal or proposals regarding the

methods to be suggested in gaining the object sought. The proposal has been made by the Winnipeg Branch that the Association, conjointly with the Federated Association of Letter Carriers, Railway Mail Clerks' Federation, Dominion Customs Association, and the newly formed Association of Public Works' employees, ask for a Parliamentary committee to consider the request for additional financial relief and to inquire into working conditions, etc. of civil servants. The members of the Association have nothing to lose and much to gain by the appointment of such a committee. Whatever may be the means adopted to consider our request for additional financial relief the Government cannot, in the light of facts and conditions, do other than concede to us in a practical way—the right to live.

RE-ORGANISATION.

The news item in the press that the Post Office Department needs re-organizing badly is really no news to postal employees. For a length period the affairs of the Department insofar as they have affected the employees have been carried on by the whim of temperament rather than by sound business acumen. Years ago, when there was no proper organization of postal employees, individuals who dared to express opinions on the conditions of their employment were often branded as "agitators" and in some instances were driven like cattle from pillar to post: others were silenced by the heavy hand of discipline to the extent of making them objects of the utmost servility. The "chosen few" received promotion and privileges almost entirely without regard to meritorious conduct, and there are grounds for suspecting that some of these relics of Barbarism are being perpetrated upon the service to-day. The establishment of a Dominion wide Association of postal clerks has done much to stimulate interest by Parliament in the conditions existing in the service. But a great deal of work has yet to be done if the conditions of employment of our members are to be improved in keeping with the times. Early in January, 1917, a delegation appointed by the Regina Convention the previous July, spent hours with the Deputy Postmaster General and his Assistant in submitting and discussing proposals for improving the status of postal clerks; proposals which had been the outcome of most careful thought. A few of the proposals met with stern opposition; to others evasive answers were given, and to many definite promises of acceptance and application were given. These promises have been treated as mere "scraps of paper" in spite of considerable correspondence—on the part of the Association—and a subsequent interview in August last. If the Union Government is the Business Government the Electorate take it to be, it will not hesitate to seek co-operation of the Association, as it has commendably sought, and splendidly secured

the co-operation of organized labour, in an honest endeavour to stem the flowing stream of Camouflage which forms the surface of the quagmire of Departmental politics.

THE CALLS OF THE P.C.A.D.C. UPON IT'S MEMBERSHIP.

You will remember that in a recent issue of *The Civilian* I dealt with the duties of a branch secretary. With your permission I should like to draw the attention of members of our various branches to their responsibilities to the P.C.A.D.C. In the first place it calls for the whole-hearted support of members in its efforts to bring about the improvements necessary for the well being of the Service and its employees. By this I do not mean a blind and unthoughtful backing of the organization, but the intelligent and solid support of our boys. We may not always agree with our Officers in all their actions, it is not necessary that we should, but, I think that we can all agree that on questions of principle they will act in accordance with the tenets of our Association, and therefore will be entitled to our full support.

The Association needs an active, all-alive membership. It is not sufficient for clerks to join our ranks, and be content to pay their dues, attend a meeting of their branch occasionally and let the other fellow shoulder the responsibilities of the work. The Association needs men who will work on every occasion possible to further its interests, by looking out for new members, taking an active part in the work of the branch, encouraging their officers in their work, and endeavouring at all times to encourage a spirit of fraternity among the members. The fraternal spirit amongst members in my humble opinion is not by any means as strong as it should be. We must be careful not to be looking after our own interests to the detriment of our fellow members. Our motto should be: "The greatest good for the greatest number."

We must also ever keep in mind the fact that those of our boys who are at the Front or who are preparing to take their places in the firing line are looking to us to carry on the good work during their absence. Shall we disappoint them? No! a thousand times no. May I therefore ask that our members all over the Dominion each do their little bit towards making the P.C.A.D.C. the power we all desire it should be.

One other thought before I finish. Let us not forget that it is incumbent upon our members to make themselves efficient employees of the Government. This is a duty we owe to the Department as well as to the P.C.A.D.C. We must always strive to be men and women who can be depended upon to give loyal and efficient service at all times, and if we do this, the efforts put forth from time to time by Our Association to bring about necessary reforms will not be made in vain.

BRANCH NOTES.

Medicine Hat.

The Medicine Hat Branch of the Postal Clerks' Association held its regular meeting on January 24th, with a full attendance. Our president, Mr. Legh, having resigned from the office, Mr. W. J. Johnson, was appointed president. We are sorry to lose D. F. as he was a jolly good fellow. We are glad to say that all our staff, including temporary clerks are joined up with the Association, and are well pleased with the efforts put forth by the officers and members, generally.

Saskatoon.

We did our darndest to get out of this job. But no one else would take it on, so had to keep going.

Please bear that in mind when you pronounce judgment.

The officers for 1918 are:—

Pres. H. W. Gibson, vice-pres., T. G. Bale; Sec., G. E. Francey; Treasurer, R. D. Torbet; Ex. Committee, Messrs. Sackville, Muir, Riffengale, Anderson, Chantry, Simpson and Barker. The chief business of the meeting Sunday, February 10th was to elect a delegate for the convention at Toronto.

The victim turned out to be R. D. T., our genial treasurer.

We used to slap a man on the back and grab his fist when the new baby arrived. We've quit. Our arm aches, besides we cannot keep track of who has and who hasn't.

Personally our taste runs to gramophones or an alarm clock. One can shut the thing off when tired of the noise.

It is not, however, considered etiquette to throw a boot at the baby.

If in despair, you as a last resort should sacrifice your best pipe for his nibs to play with, Mother rushes forward in a great state of alarm accusing one of trying to poison the little angel. Its a thankless world, brothers.

Speaking about the War bonus, so called. Well

From the Saskatoon Daily Star of January 24th, Resolved in view of the present increasing cost of living that all salaries of city employees under \$150.00 per month be increased at least 20 per cent.

They have no Sunday work, get a half-holiday every week and every other holiday civic or otherwise.

Neither do they have to work four hours on these days of rest.

A holiday to which they are entitled comes round and *They get it*, While we, but what's the use.

And this from the same paper, February 5th, The Saskatoon City Council, Monday night dealt generously with civic employees, granting practically every salary raise that was considered at the session. Jan. 24th—February 5th. Less than a fortnight. Not two years. Of course, comparisons are Yes, very.

Stop, Press News.

The City Council in some cases granted more than was asked for. Query. Is the income tax levied to enable the City to grant to their employees a *real* war bonus. Yes, we have the income tax with us now.

What a life has the wealthy civil servant.

Toronto.

After three years and six weeks spent in France, Joe. Corbally, letter carrier at Toronto, has returned to Canada. Mr. Corbally was a reservist of the Imperial Army, and was one of the first to leave the Toronto Post Office for Overseas, he having sailed for England on the 16th of August, 1914, and re-joined his regiment, the famous 2nd Battalion, Scots Guards. After fifteen months' service with that regiment, he was sent back for a rest, and later was attached to the 25th Battery, R.F.A. While serving with the Artillery, "Joe" contracted rheumatic fever, and after recuperating was attached to the 7th Division. "Joe" came through the battles of Ypres, New Chapelle, Givenchy, Fesbubert, Loos and Somme, without receiving a wound. He was, however, slightly gassed in 1915.

Regina.

On Saturday, February sixteenth, our friends, the members of the Moose Jaw Branch, visited us at Regina and shared with us a most delightful evening. The Moose Jaw boys arrived safely upon train 2 and were taken in hand by a number of our members who escorted them to the Post Office where some thirty minutes were spent in fraternizing, the discussion of working methods and accommodation, and other matters dear to the heart of a postal clerk. An adjournment was then made to the "Kitchener" Hotel, where a dainty banquet awaited. After the demands of the "inner man" had been well satisfied, a move was made to the smoking room, and under the chairmanship of our president, Mr. Redman, a successful programme was carried out. The time passed all too quickly, and when the Moose Jaw boys left at mid-night, all felt that for once, the late arrival of No. 3 would have been welcomed. This is the third time that we have enjoyed a visit from our neighbouring branch, and it is certainly not going to be the last, for evenings such as this produce a feeling of good fellowship and united camaraderie that does much to ensure the smooth working of both branches.

The Moose Jaw "Popular Owls Players," and the "Regina Post Office Quartette" are merely a beginning to the social effort of these branches.

On Sunday, February seventeenth, the Regina Branch held one of the most successful meetings in its branch history, in the rooms of the "Canada" Club. All members of the Executive were present, and the attendance of the members was the largest yet, being nearly to the limit.

The business was interesting and im-

portant, among the items being the passing of resolutions to be carried to Convention, the election of a treasurer, the appointment of a "Sick" committee. (Don't misread this, it is a real live committee appointed to look after our sick members), and last, but by no means least, the election of delegates for the coming convention at Toronto.

The branch resolved to send two delegates, and Messrs. C. Gardner, and G. Grant were elected to go. Neither of these gentlemen require any introduction to the majority of our members, and our branch rests assured that they will both acquit themselves well at "The Postal Clerk's Parliament."

A JUST REQUEST FOR AN INCREASE.

(An Editorial from "The Regina Daily Post,"
Feb., 16, 1918)

The Postal Clerks throughout The Dominion are seeking an increase in pay. It is a request to which the Government should heed, for it can be justified without the slightest difficulty.

Since 1912, the wages paid to Postal Clerks have remained stationary, with the exception of one bonus, of \$100 a year, which expires within a few weeks now, and which may not be renewed. During that time the cost of living has grown immensely. Statisticians say that in Saskatchewan the cost of living has advanced 70 per cent within the last three years. That is to say, the postal clerks are getting 70 per cent less in wages than they were five years ago, expressing their wages in the terms of the things that money will buy,—rents and clothes and groceries and so forth.

If the postal clerks were receiving ordinary wages the increase in the cost of living would not be so important. But as a matter of fact, a great many of them were receiving only \$65 a month five years ago, and they are getting the same to-day with the exception of eight dollars a month as a bonus. On the basis of 1912 prices, they are now getting only \$25 a month. It isn't enough.

The postal clerks are not asking anything unreasonable.

Their claim is for a minimum salary basis of \$1,000 per year, with a maximum of \$1,400 after several years service. The minimum salary as proposed of \$83 per month, is not excessive for the sort of work that the postal clerks have to perform, with the cost of living what it is. They have been reasonable in their dealings with the Government too. They have asked that a board of arbitration be appointed, as has been done in regard to other occupations, to determine what a fair wage would be. So far the Government has not acceded to this request, though it admitted the justice of their claim for an increase by the bonus given last year.

Parliament should see to it that a fair wage be established in the Post Office Department,

and in other departments of the Government service as well.

MORE OFFICES.

The great congestion in many government office buildings in Ottawa during the past few months has been a source of discomfort and sickness to many employees. Announcement that steps are being taken towards securing a large increase of accommodation—and that not by the time-honoured custom of renting buildings wholly unsuitable for offices, is greeted with satisfaction throughout the Service in the Capital.

The Public Works Department is preparing plans for an office building to have a frontage of two hundred feet on O'Connor street and one hundred feet each on Queen and Albert streets, to be nine stories high and to contain seven hundred rooms. The old Fisheries Museum will be razed. In addition, the wings of the new Parliament Buildings, which contain numerous office-rooms, will be rushed to completion.

RE-ESTABLISHED.

The Princess Patricias Canadian Red Cross Hospital, to the establishment of which the Civil Service in Ottawa and elsewhere contributed many "beds," has moved to Cooden Beach, Bexhill, and its capacity will be increased from 600 to 2,250 patients. The former location at Rams-gate was too exposed to German air raids and the institution was closed some months ago.

REASONS FOR SUPPORTING PATRIOTIC FUND.

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