

THE CIVILIAN

VOL. VII.

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No. 12

A MODEL CIVIL SERVICE LAW.

(Second Instalment.)

Section 3. Standardization and Classification: The Commission shall ascertain and record the duties of each position in the service which this Act provides shall be classified and graded, and wherever it appears that two or more positions in a service have duties which are substantially similar in respect to the authority, responsibility and character of work required in the performance thereof, they shall be placed in the same grade which the Commission shall designate by a title indicative of such duties. Grades having duties of the same general nature and in the same line of promotion shall be placed in the same class. For each grade the Commission shall prescribe a standard maximum and minimum salary or rate of pay in amounts based upon the market rate of pay for analogous service elsewhere and it shall report the same to the authorities required by law to appropriate for the payment of salaries of positions in such grade. The Commission shall by rule prescribe the minimum period of service in the grade required before a salary may be advanced or increased and a minimum standard of efficiency requisite for such salary advancement or increase. The lowest salary or rate of pay appropriated to any position in the grade shall constitute the grade pay unless he is certified by the Commission as having served the period required by said rule with an efficiency rating given by the Commission equivalent to the minimum standard of efficiency required thereby. No person shall be paid an amount greater than the maximum salary or rate of pay prescribed by the Commission for the grade in which he is classified and graded. Nothing in this Act shall prevent the authorities required by law to appropriate for salaries from changing the pay of all positions in an entire grade.

In allowing salary advancement or increases preference shall be given in all cases in the order of highest efficiency and relative seniority as shown by the records of the Commission. Where there are no records efficiency covering a period of continuous service for six months or more, the minimum standard of efficiency shall be presumed.

Whenever a position is classified and graded and the rate of pay therefore prescribed as provided for in this section, no treasurer, auditor, comptroller or other officer of the state, or of any of the counties, municipalities, or subdivisions of the state shall approve the payment of or be in any manner concerned in paying, auditing, or approving any salary, wage or other compensation for services to any public officer or employee unless a payroll, estimate, or account for such salary, wage, or other compensation containing the names of the persons to be paid, a statement of the amount to be paid each such person, and the matter on account of which the same is paid bearing the certificate of the Commission that the persons named in

such payroll, estimate, or account have been appointed or employed in pursuance of law and of the rules made by the Commission under the provisions of this Act, and have complied with the terms of this Act or the rules of the Commission when required so to do, shall be filed with him. Before making any such certificate, the Commission shall investigate the nature of each item of such payroll, estimate, or account, and if it shall ascertain that the provisions of law in respect to any such item have not been strictly complied with it shall refuse to certify such item.

The Commission shall refuse to certify the pay of any public officer or employee who shall wilfully, or through culpable negligence, violate or fail to comply with the provisions of this Act, or of the rules of the Commission.

The Commission shall by rule prescribe standards of efficiency for each grade of the service and for examinations therefor, and it shall make and keep a record of the relative efficiency of each person in the classified and graded service. It shall provide by rule methods for ascertaining and verifying the facts from which such records of relative efficiency shall be made which shall be uniform for each grade.

Section 4. Rules and Powers: The Commission shall make rules to carry out the purposes of this Act, including, among other things, rules for improving and regulating the service classified and graded by this Act, for grading, classifying and establishing uniform salaries in each grade, for examinations, appointments, probationary periods, removals, promotions, transfers, lay-offs, reinstatements, suspensions, leaves of absence, changes in compensation or title, for promoting efficiency and economy in the service so classified and graded, for defining what shall be cause for removal from the service, and for maintaining and keeping records of the efficiency of persons, both as individuals and in groups, holding positions which this Act provides shall be classified and graded. Transfers may be allowed from one position to another position in the grade, and not otherwise. The Commission may, from time to time, make changes in such rules, provided, however, that such rules shall not be changed by the Commission at the meeting at which such action is proposed, and no final action shall be taken thereon until after a public hearing, of which the Commission shall give five days' public notice.

Section 5. Examinations and Appointments: Whenever a position classified and graded under the provisions of this Act becomes vacant, the appointing authority, if he desires to fill it, shall make requisition upon the Commission for the name and address of a person eligible for appointment thereto. The Commission shall certify to the appointing authority the name and address of the person having the highest efficiency ratings in service within the grade in which said position is classified and graded, provided such person has been previously examined as provided in this Act, for a position in said grade, and has been separated from the service without fault or delinquency on his part, and has completed his probationary period at any time within two years prior to the date of such requisition, and provided such person is not actually and regularly employed in said grade on the date of such requisition. If there is no such person eligible to re-instatement, the Commission shall certify to the appointing authority the name and address of the person standing highest upon the list of eligibles resulting from an examination for positions in said grade. Such appointments shall be made on probation for a period of not less than three nor more than six months, to be fixed by the rules of the Commission. At or before the expiration of the period of probation, the appointing authority, with the consent of the Commission, may discharge an appointee on probation upon assigning in writing to said Commission the reasons therefor.

If there is no person eligible for reinstatement, and no person's name appears upon such list of eligibles, the Commission may, in its discretion, certify to the appointing authority the name and address of a person for temporary appointment, with or without examination, and the appointing authority shall forthwith appoint said person from day to day, not to exceed sixty days, pending examination. The Commission shall forthwith proceed to hold an examination as herein provided, whenever any such temporary appointment is made. If, after an examination is held, no eligible list shall result, the Commission shall forthwith proceed to hold another examination for the grade in which such office or place is classified, and may then authorize the continuance of said temporary appointment, but not otherwise.

Whenever requisition is so made, or whenever a position is held by a temporary appointee and a re-instatement list or eligible list for the grade in which such position is classified and graded, exists, the Commission shall forthwith certify the name and address of the person eligible for appointment, to the appointing authority, and said appointing authority shall forthwith appoint the person so certified to said position. No person so certified shall be laid off, suspended, given leave of absence from duty, transferred, or reduced in pay or grade except for reasons which will promote the good of the service, specified in writing and after an opportunity to be heard by the Commission, and then only with its consent and approval.

No person shall be eligible for appointment to positions in any grade which this Act provides shall be classified and graded unless and except he shall have attained, upon examination for appointment within the grade, such minimum mark as may be fixed by the Commission for any subject or part of the examination and a general average upon all subjects or parts of such examination of not less than the minimum fixed by the rules of the Commission. All original entrance examinations shall be public, competitive, and free to all persons who may be lawfully appointed to any position within the grade for which such examination is held, with limitations, specified in the rules of the Commission, as to residence age, sex, health, habits, moral character and prerequisite qualifications to perform the duties of such positions. Promotion examinations shall be public, competitive and free only to all persons holding positions for a period to be fixed by the rules of the Commission in a grade previously declared by the Commission to involve the performance of duties which tend to fit the incumbent for the performance of duty in the grade for which the promotion examination is held. In promotion examinations, efficiency and seniority in service shall form part of such examination, but combined shall not carry a total number of marks to exceed one-fourth of the maximum marks attainable in such examination. If fewer than two persons submit themselves for a promotion examination, or if, after such examination is held, all applicants fail to attain a general average of not less than the minimum standing fixed by the rules of the Commission, the Commission shall forthwith hold an original entrance examination, and may at any time within six months certify from the eligible list resulting therefrom. All examinations shall be practical in their character, and shall consist only of tests which will fairly determine the relative capacity of the persons examined to perform the duties of the position to which appointment is to be made, and may include tests of physical fitness or of manual skill. No question in any examination shall relate to political or religious opinions or affiliations. No questions which are misleading or unfair, or in the nature of catch questions shall be asked. The Commission shall control all examinations, and may designate special examiners to conduct and hold such examinations as the

Commission may direct, and to make return report thereof to it. As many examinations shall be held as may be necessary to provide eligibles for each grade of the service, and to meet all requisitions, and to fill all positions held by temporary appointees. From the return and report of the examiners, or from the examinations made by the Commission, the Commission shall prepare a list of eligibles. Such persons shall take rank upon the list in the order of their relative excellence as determined by examination without reference to priority of time of examination. The Commission shall cancel such portion of any list as has been in force for more than two years.

The marking and examination papers of each candidate shall be open to his own inspection, and the markings and examination papers of all persons upon any list of eligibles shall be open to public inspection within ten days after an eligible list has been prepared. Notice of the time, place and general scope of every examination, and of the duties, pay and experience advantageous or requisite for all positions in the grade for which the examination is to be held shall be given by the Commission by publication at least once a week for two weeks preceding the examination in a newspaper of general circulation published in the county or municipality in which the examination is to be held.

Section 6. Reports to the Commission: Immediate report in writing shall be given to the Commission by the appointing authority, and by such other persons as may be designated by the Commission, of all appointments, reinstatements, vacancies, absences or other transactions affecting the status of positions, or the performance of duties of officers or employees classified and graded under the provisions of this Act, and all such notices shall be prepared in the manner and form prescribed by the Commission.

Section 7. Removals: No person holding an office or place classified and graded under the provisions of this Act, except Civil Service Commissioners, shall be removed or discharged except for cause upon written charges, and after an opportunity to be heard in his own defense. Such charges may be filed by any citizen or taxpayer, and shall, within thirty days after filing, be heard, investigated, and determined by the Commission, or by some officer or board appointed by the Commission to hear, investigate, and determine such charges. The finding and decision of the Commission, or of such officer or board, when approved by the Commission, shall be final, and not subject to review except by writ of mandamus on the question of whether the procedure provided for by this Act has in all essential respects been complied with, and shall be certified to the appointing authority, and shall be forthwith enforced by such authority. Where an officer has the constitutional power of removal he shall have power to approve or disapprove the finding of the Commission, or to reduce the penalty.

Section 8. Reports by the Commission: The Commission shall investigate and report annually to the appointing authority concerning the administrative needs of the service relating to personnel, including positions in the service, the compensation thereof, the examinations held by the Commission, the appointments made, efficiency ratings and removals in the civil service, the operation of the rules of the Commission and recommendations for promoting efficiency and economy in the service, with details of expenditure and progress of work. The appointing authority may require a report from said Commission at any time respecting any matter within the scope of its duties hereunder.

Section 9. Abuses and Frauds Prohibited: No person shall wilfully or corruptly make any false mark or report upon any examination. No public officer or employee shall solicit, orally, or by letter, or receive or be in any manner concerned in soliciting or receiving any money or valuable thing from

any officer or employee holding a position classified and graded under this Act for any party or political purpose whatsoever. No person shall solicit, pay or receive in any public building any money or valuable thing for any partisan political purpose whatsoever. No person shall use or promise to use his influence or official authority to secure any appointment or prospect of appointment to any position classified and graded under this Act as a reward or return for personl or partisan political service. No public officer or employee shall, by means of threats or coercion, induce or attempt to induce any person holding a position classified and graded under this Act to resign his position, or to take a leave of absence from duty, or to waive any of his rights under this Act. No person about to be appointed to any position classified and graded under this Act shall sign or execute a resignation dated or undated in advance of such appointment.

Section 10. Political Activity: No person holding an office or place classified and graded under the provisions of this Act shall seek, or accept, election, nomination, or appointment as an officer of a political club or organization, or take an active part in a political campaign, or serve as a member of a committee of any such club or organization, or circulate, or seek signatures to any petition provided for by any primary or election law, or act as a worker at the polls, or distribute badges, colours or indicia favouring or opposing a candidate for election or nomination to a public office, whether federal, state, county, or municipal, or permit the use of his name for nomination for election to any public office, provided, however, that nothing in this Act shall be construed to prohibit or prevent any such officer or employee from becoming or continuing to be a member of a political club or organization, or from attendance upon political meetings, from enjoying entire freedom from all interference in casting his vote, and from seeking or accepting election or appointment to the office of public school director, or of member of a board of education, or of member of a library board.

Section 11. Penalties: Any person who shall wilfully or through culpable negligence violate any of the provisions of this Act, or of the rules of the Commission, shall be guilty of a misdemeanor, and shall, on conviction thereof, be punished by a fine of not less thn \$50.00 nd not more than \$3,000.00, or by imprisonment in the county jail for a term not exceeding six months, or by both such fine and imprisonment, in the discretion of the court.

Section 12. What Officers to Prosecute: Prosecutions for violations of this Act may be instituted either by the Attorney General, the State's Attorney, or other public prosecuting officer for the county in which the offense is alleged to have been committed, or by the Civil Service Commission acting through special counsel. Such suits shall be conducted and controlled by the prosecuting officers who institute them unless they request the aid of other prosecuting officers.

Section 13. Civil Suits: It shall be the duty of the Commission to inaugurate all civil suits which may be necessary for the proper enforcement of this Act, and of the rules of the Commission, and to defend all civil suits which may be brought against the Commission.

(Abstracts from the minority report on the Model C. S. Law will follow in the next issue.)

North=Born.

By Jack Cadden.

When your blood is flowing calmly in your veins,
 And you draw a steady line twixt right and wrong,
 There's nothing much of interest that remains,
 Outside the little sphere where you belong.
 But I am of the breed that leaves its stamp
 On bleak and barren lands beyond your sway,
 The breed that knows no home beyond the camp,
 And breaks new trails with every breaking day.

There's a cold wind blowing strongly from the Northland tonight,
 There's a shimmer o'er the prairies from the wild Auroras' light,
 And it's there that I would be, in that land of mystery,
 Where the spoils are always worthy of a strong man's fight.

It's strange, but in that blank and bitter land,
 Those dead dominions north of fifty-three,
 There lurks a Power few can understand,
 A spell that grips the very heart of me.
 And now its calling, calling from afar.
 It lures me to the vastness and the flood,
 It whispers where the Silent Places are,
 And pours the flame of battle in my blood.

There's a Spirit walks beside you on the long, long trails,
 And It plays upon your heart strings where the Solitude prevails;
 Tho' you leave the North behind, It will follow on the wind,
 It will plead with you forever, and Its pleading never fails.

It is not the quest of ease that sends me forth,
 Or sets my feet upon the Lonely Trail,
 To tear a bleak existence from the North,
 And leave behind your gaudy carnival.
 Face the dangers of the Arctic's bitter night,
 Ask the shades of those who fell beneath her hate,
 The men she crushed because they dared to fight
 Along the bloody trail of ninety-eight.

It's a Land of death and danger where the Great Snows are,
 There's a graveyard waits the Judgment neath the cold North Star;
 And from plain and peak and pine will stretch forth a mighty line,
 When the Last Stampede has started, and the Golden Gate's ajar.

There's a cabin in the shadow of the pines,
 Where a hearth is waiting, desolate and cold,
 There's a kingdom 'way up yonder and it's mine,
 Till the North shall wrap me in her vasty fold.
 She may turn her anger loose upon my path,
 She may welcome and caress me as a friend,
 She may lure me to delirium and death,
 But I'm going back to fight her to the end.

So it's up and out at daybreak on the Old Trail again,
 Thro' the freshness and the freedom of the wild, wide plain,
 Under softer, kinder skies you may drift adown the days,
 But to me the North is calling,—and it never calls in vain.

o

“IT'S A LONG WAY TO TIPPERARY.”

British troops in France march singing and whistling “It's a Long Way to Tipperary,” a music-hall ditty which was the London favourite when the “Tommys” left 'ome. It has a catchy, swinging air and chorus. Here are the words:—

Up to mighty London came an Irishman one day,
 As the streets are pav'd with gold, sure every one was gay;
 Singing songs of Piccadilly, Strand and Leicester Square,
 Till Paddy got excited, then he shouted to them there:

CHORUS:

It's a long way to Tipperary,
 It's a long way to go;
 It's a long way to Tipperary,
 To the sweetest girl I know.
 Good-bye Piccadilly, farewell Leicester Square;
 It's a long, long way to Tipperary,
 But my heart's right there.

Paddy wrote a letter to his Irish Molly O'
 Saying: “Should you not receive it, write and let me know;
 If I make mistakes in spelling, Molly dear,” said he,
 “Remember, it's the pen that's bad, don't lay the blame on me.”

Molly wrote a neat reply to Irish Paddy O'
 Saying: “Mike Maloney wants to marry me and so
 Leave the Strand and Piccadilly, or you'll be to blame
 For love has fairly drove me silly, hoping you're the same.”

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Ottawa, Oct. 2, 1914

SIR ROBERT BORDEN IN HALIFAX PLATFORM.

A thorough and complete re-formation of the laws relating to the Civil Service should be put into effect, so that future appointments shall be made by an independent commission acting upon the report of examiners after competitive examination. I am convinced that we shall perform a great public duty by establishing in this country that system which prevails in Great Britain, under which a member of Parliament has practically no voice in or control over any appointment to the Civil Service.

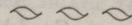
To use the power of filling positions in the public service as a reward for party service and without regard to the character and capacity of the individual selected is a gross breach of a solemn public trust. A private trustee so dishonouring his office would be subject to punishment by the criminal law.

THE PREVENTIVE SERVICE.

The news items in today's Personals are certain to catch the eye of our friends of the Customs Service. Scores of appointments to the Preventive Service are announced, while the promotions are remarkable for their absence. The Post Office returns show up very favourably in comparison.

It has long been recognized that the Preventive Service as a part of our civil machinery is an abuse, and it is said that over 65% of all customs employees are of this class. If we are not incorrectly informed, this class of entrant enters without examination, and the new-comer often goes over the head of the old and faithful servant who entered under examination. Now, this recital of facts reads badly and savours strongly of injustice.

Now, it must not be assumed that the Honourable Dr. Reid is responsible for this system. Equally the late Mr. Pater-son must be exonerated from the charge of originating the system. It is enough for us that it does exist, and must be represented to the "powers that be" with clear and insistent statement and argument. We do not doubt for a moment that Dr. Reid will refuse to redeem the fair name of Canada from a palpable abuse, and the subject is hereby referred to the officers of the Federation, with the promise on our part to discuss the matter further in a later issue in connection with some other features of the Customs Service, which should be soberly and seriously produced for the Honourable Minister's consideration.



CONGENIALITY IN MILITARY SER- VICE.

The officers of the Federation, in endeavouring to make a "demonstration in force" in Ottawa, by obtaining an expression of willingness to perform military service, if the need arises, is not without many fine precedents. As mentioned in the last issue, Earl Kitchener recommended the enlistment of volunteers in congenial units. There may be among the great number of

Civil Servants in Ottawa, those who have not yet associated themselves with one of the local corps, and to whom the congeniality of a Civil Service corps would make a significant appeal. We desire to quote a few instances to show how the congeniality idea is working out.

The municipal servants of Toronto, 934 strong, are buying their own rifles and building their own rifle ranges.

The dentists of Toronto have formed a rifle association, with a membership of 50.

The male teachers of the public schools of Toronto and Osgoode Hall, the Board of Trade and St. Ann's Church, of the same city, have formed military units.

High school boys of Toronto, to the number of 830, have organized to drill and shoot.

The employees of the Consumers' Gas and the two electric companies of Toronto are organizing; the former has 700 members.

The British family is under attack. If there is any portion of this great family more British and loyal than another it is its Civil Service. The idea of forming a Civil Service corps in Ottawa is in order to provide an outlet for the very strong feelings that must be aroused within all our hearts as we hear the fluctuating details of battle. Everybody wishes to do something actively besides paying in ready money our necessary share to the Patriotic Fund. The corps idea is consistent with the activity in Toronto mentioned above, not forgetting the patriotism of our French-Canadian brothers, in forming their regiments, and, in addition, will give the public a higher appraisalment of our virility and enthusiasm as men.

In case there be any of our readers who have not yet felt stirred to the point of doing, let us quote the closing verse of a poem by Fred. E. Weatherly in the "London Daily Mirror":—

So Kitchener plans in London Town,
 French is standing at bay,
 Jellicoe's ships ride up and down,
 Holding the seas' highway.
 And you that loaf where the skies are blue,
 And play by a petticoat hem,

These are the men who are fighting for you!

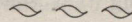
What are you doing for them?

Bravo, then, for the men who fight!

To hell with the men who play!

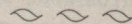
It's a fight to the end for honour and friend,

It's a fight for our lives today!



EMPLOYEES NOT UNDER THE C. S. ACT.

There are Civil Servants both inside and outside the Civil Servant Act. According to the statistics published in the Special Number, there are over 10,000 permanent employees (excluding the I. C. Ry., the Mounted Police and Militia Services) not governed by the Civil Service Act. This is an important fact, as for instance, in regard to the status of these officials, under the provisions of the proposed superannuation bill. This great body has grown up since the formation of the schedules under the C. S. Act of 1869. The Government itself is not aware that this congested situation has arisen. It should be the duty of the Federation to represent the views of these officials. Indeed, these same officials can co-operate on their own behalf at the present time, for it is known that the Federation desires to have a member of this great class on its committee to study the proposed Civil Service bill. Members of this unorganized class are stationed in Ottawa as well as without the Capital. The Secretary of the Federation invites the honour of correspondence with one of these officials, who will be willing, or who may know of another who will be willing, to act on this committee, as well as on the superannuation committee of the Federation. The Secretary's address is P. O. Box 484, Ottawa.



QUARTERLY REPORTS INSIDE SERVICE.

Since the coming into force of the Act of 1908, the operation of section 40 thereof has remained a sealed book, an undisclosed mystery. Such gossip as has leaked

out in reference thereto is not flattering to its success. In some cases, it is said, the reports are stereotyped, even though the conduct of the officials be not so. In one case, it is said, the report is filled up by a messenger, in another by a junior clerk. As this was a radically new principle introduced into Civil Service law, it is not surprising that some shortcomings may befall its progress.

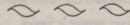
In view of the novelty of the idea, it would appear to fall to the lot of the Commissioners to educate the whole service up to an appreciation of these reports, as well as regarding failure to achieve perfect results. Do the Commissioners receive these reports regularly? Do they find them profitable, not to say indispensable? Are they satisfied the reports are conscientiously drawn? The subject of efficiency records consumes most of the time of students of Civil Service law on the other side of the 49th parallel

Moreover, if the report is unfavourable and not disclosed to the officer concerned, we suffer under a system of confidential reports that is both antiquated and unfair. The confidential report means, in fact, a very objectionable system of espionage. When allegations are made against officers they should be clear and distinct. When such a report is made a copy should be at once transmitted to the officer concerned. He should, further, have the right to demand an enquiry and to call witnesses according to the privileges of British citizenship.

It has not come within the knowledge of the editors of this journal that a derogatory quarterly report upon the conduct of an officer in the Inside Service has ever been produced for the information of the accused, as is required by the Act. The Act of 1908 states that "such reports, if adverse or unfavourable, shall be shown to the persons respecting whom they are made." Have the Commissioners decided upon whose shoulders rests the responsibility for carrying out this section. If the intention of the clause is doubtful, is it not the duty of the Commissioners to remove the doubt?

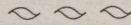
These are reasonable questions, and, al-

though the Commissioners do not love us as well as in former days, it is possible that their sense of fairness may suggest consideration of the observations herewith respectfully submitted.



HEROES OF THE ARCTIC.

The report of the death on Wrangel Island of George S. Malloch, of the Geological Survey, referred to in the last issue of *The Civilian*, was all too true. Another hero-story has been added to the brilliant annals of the scientific exploration branch of the Canadian Civil Service. Amid the soul-crushing horrors of the Arctic, Malloch and his comrades died as heroic a death as any soldier on the blood-stained fields of France or Belgium. Elsewhere in this issue will be found the story of the rescue of the survivors of the Wrangel Island party.



EDITORIAL NOTES.

There are many Civil Servants in Canada; there are many societies of Civil Servants, some active, some not so active, and some affiliated with the Federation. To one and all, either the individual or the organization, the editors of *The Civilian* extend the invitation for news or views of any matters of personal or service interest. Especially is it desirable that *The Civilian* be supplied with reports of meetings, so that, east and west, all may be informed of the interest which servants of the Crown are taking in their status in the life of the Dominion.

This is both an invitation and an appeal, and applies specially to members of the service outside of Ottawa, there being no other means at present by which *The Civilian* can do justice to our service friends outside the Capital.

POLECATS.

When you see a pessimist coming down the street, get out of his way. Dodge him, back-track, take leg bail, scoot. A polecat has nothing on a pessimist.

Pessimists are always of the whining, wailing, whimpering type, and they'll get you, if you don't watch out.

The Roll of Honour.

With increased pride in the Civil Service of Canada, *The Civilian* gives herewith an additional list of men from our ranks who have joined the Canadian contingent for oversea service. In years to come the "Roll of Honour" in *The Civilian* files will be referred to as one of the proud records of the truly patriotic spirit which animated the men of the Civil Service in 1914. The men whose names appear in this Roll honour themselves, the Civil Service and their country.

Equally worthy of a place in the Roll of Honour are a number of Civil Servants who have been refused permission to go by the chief officers of their Departments. *The Civilian* is informed that two men of the Inside Customs service in Ottawa, who were very anxious to join the overseas contingent, were thus prevented, and there are others. Men who were on guard on canals in Canada have also been ordered back to their civil employments.

Doubtless there are still a number of Civil Servants going abroad to fight for the Empire whose names have not been included in any one of the four lists published in *The Civilian*. The editors are very anxious to secure these names, and will esteem it a favour of anyone who will send in one or more such names. The man's name, department of the Civil Service, place of residence, and corps with which enlisted are the particulars desired. If all these details are not available, give as many as possible.

Fourth List.

- Geo. Baleombe, Government Printing Bureau, 43rd Regiment.
 R. Brisebois, Government Printing Bureau, 1st Overseas Brigade, C. F. A.
 Hector Brulé, Government Printing Bureau, 1st Overseas Brigade, C. F. A.
 John Butler, Government Printing Bureau, 1st Overseas Brigade, C. F. A.
 Daniel MacDonald, Government Printing Bureau, No. 5 Co., C. A. S. Corps.
 T. L. Maloney, Government Printing Bureau, No. 5 Co., C. A. S. Corps.
 J. J. Paynter, Government Printing Bureau, 1st Overseas Brigade, C. F. A.
 C. S. Paynter, Government Printing Bureau, 1st Overseas Brigade, C. F. A.
 C. E. Rainey, Government Printing Bureau, Princess Patricia's C. L. I.
 T. G. Troyman, Government Printing Bureau, 1st Overseas Brigade, C. F. A.
 M. W. Woods, Government Printing Bureau, 1st Overseas Brigade, C. F. A.
 F. J. Thompson, Customs, Portage-la-Prairie, Man., 99th Regiment.
 Sergt.-Major A. G. Waddell, Postage Stamp Branch, P. D. Dept., No. 5 Co.,
 C. A. S. C.
 Charles Olmstead, Land Patents Branch, Interior Dept., 23rd Battery, C. F. A.,
 transferred to Royal Canadian Dragoons.
 George P. Huguet, Public Works, French reservist.
 M. Noailles, House of Commons, French reservist.
 J. H. Corry, Land Patents Branch, Interior, 23rd Battery, C. F. A.
 Lieut. T. C. Sims, Customs, Edmonton, 101st Fusiliers.
 Lieut. S. H. Thieme, Customs, Edmonton, 19th Alberta Dragoons.
 Sergt. H. H. Griesbach, Customs, Edmonton, 101st Fusiliers.
 Sergt. A. Armstrong, Customs, Edmonton, 101st Fusiliers.
 L. N. Millward, Land Titles Office, Moose Jaw, R. C. V. N. Reserve.
 R. Herrod, Ry. P. O., Moose Jaw, R. C. V. N. Reserve.
 W. Angwin, Post Office, Victoria, B.C., R. C. V. N. Reserve.

Federation Activities.

The Patriotic Fund.

In accordance with the notice issued by the officers of the Federation, and published in the last issue of *The Civilian*, regarding the Patriotic Fund, means were taken to obtain the assurance of the Government that the deduction of one day's pay from the cheque of Civil Servants would meet with the approval and co-operation of the heads of departments.

A letter was, therefore, addressed to the Premier on Sept. 21 as follows:—

Ottawa, Ont., Sept. 21, 1914.

Sir,—The organized Civil Service has undertaken to ask the members of the service, or as many as may be reached, for the contribution of a day's pay to the Canadian Patriotic Fund. The most convenient and effective way to do this appears to be by means of a deduction from the monthly cheque, authority to do so being obtained from each member. I have the honour to request that we may have the assurance of the head of each department that the signatures on the lists we may obtain will be duly honoured and the day's pay deducted from the monthly cheque in one instalment. Insofar as the Inside Service is concerned, the arrangement has been generally concurred in, through the kind offices of the Auditor General. It is chiefly in regard to the Outside Service that I am making this representation, so that there may be no doubt that the clerical work involved will be accomplished. The Accountant of the Post Office states that the matter is quite feasible as applied to the Outside Service of his Department.

I have the honour to be, Sir,

Your obedient Servant,

Secretary Civil Service Federation of Canada.

The Right Honourable Sir Robert Borden,
G. C. M. G.

The following reply was received:—

Ottawa, Ont., 28th Sept., 1914.

Sir,—In reply to your letter of the 21st instant, I beg to say that the Government have no objection to carrying out the proposal put forward by the Civil Service Federation of Canada. A copy of your letter and of this reply will be sent to the head of each Department.

The assent of the Government to the proposal is based upon the understanding that no pressure is to be exercised on any

member of the Civil Service and that each one is free to contribute what he deems just, or not to contribute at all, if his circumstances do not permit. In other words, the Government would agree to make the deduction only in case the contribution in each instance is absolutely a free-will offering.

Yours faithfully,

R. L. BORDEN.

H. Grierson, Esq., Secretary Civil Service Federation of Canada, Ottawa, Ont.

The officers now have before them the huge task of reaching thousands of scattered bodies of the service, and supplying them with the lists in reference to this matter, so that the service may make a presentable showing in this time of stress. As quickly as possible the literature will be dispatched.

Volunteer Movement.

In Ottawa the Federation undertook to interest the service in the volunteer movement. The Secretary sent a circular letter to the representatives of the Ottawa Association, enclosing lists for the signature of those who were not allying themselves with the local corps. The circular letter reads as follows:—

The undersigned, in his capacity as Secretary of the Civil Service Federation of Canada, has the authority of the officers of your association to request you to submit the enclosed lists, relative to a prospective Civil Service Corps, to the male members of your Department, after they have subscribed to the "Patriotic Fund." The purposes of this request are as follows:—

1. To provide the Government with the services of an efficient body of men in case the exigencies of the war demand it.

2. The Federation has a campaign in embryo for the setting up of the Civil Service of Canada on a higher plane in the public estimation, and the publication of the fact that 500 Civil Servants are ready to form a corps will contribute to that cause.

3. The general good effects of such a course as a stimulation to patriotism and the manly exercises.

Trusting you will co-operate in the manner suggested above

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Man's Lunch,
Full course
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Pure
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Water
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C. W. S. GOODS.

The Civil Service Co-operative Supply Association

Cor. O'CONNOR & SLATER STREETS Phones: Q. 189 & 190

Has just received the following goods from

The Co-operative Wholesale Society of Manchester, England.

Biscuits, Confectionery, Jams, Preserves, Vinegar, Self-raising Flour, Rice, Linseed, Bird Seed, Blue, Shampoo Powder, Court Plaster, Shoe Polish, etc.

HOME-MADE JAMS.

Also a stock of Mrs. Hibbard's Home-made Jams in pint jars, comprising Pine Apple, Blue Plum, Wild Raspberry, and Wild Strawberry.

"ANNUAL DIVIDENDS ON PURCHASES."



"Love's Labor Lost"

Shakespeare's Twelfth Night Act 1 Scene 1

GANONG'S
THE FINEST **G.B.** IN THE LAND
CHOCOLATES

The Canadian Standard of Quality for over 100 years.

Wm. DOW & COY'S

ALES, PORTER & CROWN STOUT

The result of this enterprising movement has not developed, but the officers hope the returns will redound to the credit of the service as indicating that the feelings of the members thereof have been stirred by the perils that menace all British subjects.

CIVIL SERVICE COMMISSION.

The Commission advertises the usual examinations for the Outside and Inside Service on Nov. 11, 12 and 13. The usual competitive examination for clerkships in Subdivision B of the Second Division will not be held in November of this year, owing to the fact that no vacancies exist in that division.

The Commission invites applications for the position of a technical clerk in Lands Patents Branch, Interior Department, at a salary of \$1,000 per annum, and for a male assistant in the Actarial Branch, Department Insurance, at a salary of \$1,000 per annum. Applications must be received by October 5th.

CO-OPERATIVE NOTES.

It is reported that co-operative societies are now being organized in Hamilton, Welland and Sarnia.

The Pioneer Co-operative Society, of Merid, Sask., has been admitted to membership in the Canadian Union.

* * *

The organ of the Canadian co-operative movement, the "Canadian Co-operator," has this to say regarding the Ottawa store:—

"On May 1st Mr. George Bracewell, formerly manager of the Canadian Co-operative Wholesale Society, and who has had many years' experience as a British co-operative manager, commenced his duties as secretary-treasurer of the Civil Service Co-operative Association, Ottawa. Mr. Kelly continues as manager, Mr. Bracewell's principal duty being to take charge of the organization and co-operative educational work. We congratulate the Ottawa society on its enterprise, and wish Mr. Bracewell every success in his new field. The "Canadian Co-operator"

will watch the result of this departure with considerable interest, as it is in conformity with the policy strongly advocated by this journal for a considerable period. The business success of a co-operative society is dependent more upon systematic education and organization work than upon any other feature."

* * *

The "Canadian Co-operator" recently referred to the late Hon. F. D. Monk, in an editorial upon his demise, as "for years the champion of co-operative legislation in the House of Commons, persistently session after session, bringing in bills to provide co-operative societies with adequate legal facilities."

* * *

Mayor Samuel Carter, M.L.A., is president of the Guelph Co-operative Association, and of the Co-operative Union of Canada.

* * *

The Ottawa store had a most attractive exhibit at the Ottawa exhibition. All of the goods on exhibit were products of the co-operative mills and factories owned by the Co-operative Wholesale Society of England, which means British co-operators. A pamphlet on co-operation was widely distributed.

* * *

The Ottawa store has done a considerable business in coal this season, and is still booking orders. A comparison of its prices with those at which large civic contracts were let is interesting:—

City's contract (310 tons): Stove, \$7.90; chestnut, \$7.90.

Public School Board contract: Stove, \$7.50; chestnut, \$7.50.

Civil Service Store prices: Stove, \$7.25 in May, advancing 10c per month; chestnut, \$7.50 in May, advancing 10c per month.

IMITATION.

Imitation is individuality without the individual. Imitation is duplication, by a dupe. It is the carbon copy of real accomplishment—the mockery, the mimicry of another man. The imitator is a parrot, a mocking bird.

The man that would ape the other fellow is in the burlesque business. The imitator is a counterfeit—the echo of enterprise.

Heroes of the Arctic.

A Splendid Rescue—George Mallock's Death.

A most interesting story of the rescue of the survivors of the "Karluk" party of the Steffansson expedition from Wrangel Island is told by Burt M. McConnell, meteorologist of the northern party, and secretary to Stefanson. Mr. McConnell was at Nome on August 30th, a passenger on board the gasoline hunting schooner "King and Wing," when the United States revenue cutter "Bear" arrived with news that her attempt to reach the marooned party on Wrangel Island had been foiled by fog, ice and the exhaustion of her coal and provisions. The rescue of the party by the "Bear" had been confidently expected, and Capt. Bartlett had gone on her to supervise the work.

The disappointment at this failure was great, and anxiety for the marooned party increased. The circumstances under which Olaf Swensen, owner of the "King and Wing," undertook the rescue are related by Mr. McConnell as follows:—

For Humanity's Sake.

"The season was advancing too rapidly for comfort, and as the "King and Wing" got away at least a day sooner than the "Bear" was likely to and as the former vessel is faster, I urged Mr. Swensen to have Captain Jochimsen head straight for Wrangel, and not to bother with walrus, polar bears, whales, or trading until we had the ship-wrecked men on board. I told him I could not promise him anything personally; that, as a matter of fact, I was no longer connected with the Stefansson expedition, but that I was acutely interested in getting the sixteen men, one woman and two children off that cold and barren island. I also said that I had every reason to believe that the Canadian Government would give him a square deal if he even made the attempt, as Stefansson had once told me, "The Department of the Naval Service does not do things in a small way." I further told him I would do everything in my power to see that he received reasonable settlement for his trouble. The answer to all this was characteristic of the man. He would go up there for humanity's sake, he said. If the Canadian Government wanted to reim-

burse him for the time lost, fuel consumed and wages paid all well and good; if they did not, then it would be all right.

Nothing Stopped the Ship.

"When we arrived at East Cape, Siberia, an Eskimo umiak or standboat and twelve natives were taken aboard for the dash over the ice which might be necessary a few miles from the island, and Capt. Jochimsen was told to set a course for Wrangel Island and to let nothing stop him, and nothing did. He went through ice almost as high as the masts of the "King and Wing," and when he came to a solid and impassable floe through which the schooner could not force her way he would turn it either to the east or west until he found an opening. For twenty-four hours we went through ice until we were within a few miles of the coast of Wrangel, where we found open water. The chief engineer, William Bisfer, tuned up the engines several revolutions faster than they had ever gone before, with the result that we were delayed for two hours by a hot crank.

"Full Speed Ahead."

"The only diversions from the Cape to Wrangel were the sights at different times of what must have been thousands of walrus, a whale and a polar bear. The Eskimos grabbed their rifles when the former were sighted, and gathered about Mr. Swensen in an excited group, each man jabbering and gesticulating in a most vociferous manner. The Eskimos must have thought Swensen crazy when he passed by this enormous herd of walrus, representing, as it did, thousands of dollars to him. "Nothing doing, full speed ahead," was his nonchalant reply to all questions and remonstrances. Here was another instance when Olaf Swensen proved what sort of a man he was.

Bucking the Ice.

"We had been coming through ice all day (Sept. 6th), and bucked it until midnight, when it became too dark to see clearly, and the captain tied the vessel to an ice field. He then took a nap of three hours, as he had had no sleep for the past twenty-four hours. We had seen with the glasses, just before retiring, the mountains of Wrangel Island, and the captain promised us that he would land us there

before breakfast, but it began to look rather doubtful on account of the heavy ice. Several times it seemed that we could not get more than a hundred yards farther, but Captain Jochimsen kept bucking away. Those who retired early in the evening could not sleep because of the rending and crashing as the 'King and Wing' fought every foot of her way through the ice, and also because of the uncertainty of our ability to reach the island.

Rescue at Last.

We started again at 3 o'clock in the morning, the captain setting a course for Roger's Harbour, where we knew we should at least find one camp. Soon their tent could be seen, and, with the aid of glasses, we could see a cross and a flagpole near it. Furious blasts of the whistle failed to bring a response until we were within a quarter of a mile of shore. We learned afterwards that they could scarcely believe their ears when they first heard the whistle, and were almost afraid to look. One man finally came out, waved his hand, disappeared in the tent, and came out with a flag, which he hoisted to half-mast.

News of Deaths.

"Two more men made their appearance, stood watching us for a few moments, then returned to the tent. The schooner was taken to within two hundred yards of the beach, and the skin boat launched. Mr. Swensen, Granville, Zalibra and I went ashore with the Eskimo crew, and were met half way to the tent by John Munro, chief engineer of the 'Karluk'; Fred W. Maurer, fireman, and Robert Templeman, steward. In twenty minutes they had collected their belongings, which were very few, and were aboard the 'King and Wing.' Before they had climbed aboard we were again under way for Cape Waring, where they told us the balance of the survivors were.

Where Malloch Sleeps.

"Bjarne Mamen, assistant to the geologist, and George S. Malloch, geologist and topographer, two of the finest fellows that ever lived, were buried near the tent. They died of nephritis. Geo. Brady, another fireman, had accidentally shot himself, they told us.

Two Parties Lost.

"Two parties of four men each had not been heard from since they separated voluntarily from their company. When the next party returned to Herald Island, on the way to Wrangel, the one party were not to be found, and have not been seen since.

"The other party had started on ahead, pulling their own sled. They have never been heard from since. All this was told us before we reached Cape Waring.

Saved the Shore Party.

"At Waring the 'King and Wing' was unable to get nearer than two miles to shore, so the captain tied up to the ice floe and we went ashore over the ice. Here we found the party in tents, J. R. Hadley, ship's carpenter, and a dog driver, William McKinley, meteorologist and magnetician of the 'Karluk,' were in one, and an Eskimo, his wife and their two children, were in another tent, and Bert Williamson, second engineer; Ernest Chafe, the cabin boy, and C. Williams, a sailor, were in another. No time was lost in getting them aboard the 'King and Wing,' as it began to snow while we were ashore, and a stiff breeze sprang up from the northwest.

No Signs of Anderson Party.

"The ship got under way again after Hadley, Munro, Swensen and I had decided that we ought, for humanity's sake, to make an attempt to reach Herald Island. Not that we dared hope to find any of Anderson's party alive, but we thought it best to go. 'I will do whatever you say,' Swensen told me, 'but personally I have no hope of finding these men alive after they have been there six months.' We found the ice solid, however, and after going about forty miles along the edge of the solid pack without finding a lead, we turned to the southeast, and headed for Nome. The next day we met the 'Bear' on her way to Wrangel Island."

Capt. Bartlett was on the "Bear." He ordered the transfer of the rescued party to that vessel, which brought them to Nome.

SUPERANNUATION.

The Federation has always depended upon the Superannuation Committee of the Inside Service to analyze the situation and make reports in that behalf for the whole service. The problem at this important time is in good hands. The Ottawa Association held a special meeting on the 21st Sept., to receive a report presented by Mr. Coats on behalf of a special committee appointed for the purpose of studying the bill. A discussion in committee of the whole took place, and considerable light was thrown upon the many phases involved. The subject will be discussed at each successive meeting of the Ottawa Association, but some time must elapse before a final statement may be prepared for the Federation, or for the Government.



The above cut is the photograph of one of *The Civilian's* friends and co-operators. His name is Reuben Herrod, of the Railway Mail Service, Moose Jaw. He appears in the uniform of the Imperial Navy, in which service he spent his early years. He has volunteered for active service, and is at present on the *Earl Grey* at Halifax.

Correspondence.

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

RED BLOOD IN THE CIVIL SERVICE.

Editors of *The Civilian*:

I have read with interest and attention the lines on the "Peace Time Soldier" and the criticism thereof by a member of the Hamilton Customs staff.

It seems to me that "Cynico" and his critic have viewed the events of the past few weeks from different geographical points of view, and have, in consequence, arrived at differing mental viewpoints. Lively, loyal and "Ambitious" Hamilton has risen nobly to the Imperial call, as have many other Canadian cities. I do not know where "Cynico" lives, but I will venture a guess that it is in a city where the spectacular aspect of soldiering is altogether too much in contrast with

the real business of the profession, and where the call to arms has not met with such spontaneous readiness as has been shown elsewhere. "Cynico" and our Hamilton friend both speak right loyally. Shake, brothers!

As a civil servant, I, too, feel rather cynical, the more so since the agreement for giving one day's pay to the Patriotic Fund and the appeal for volunteers for a Civil Service Corps have been circulated. Both these will do a whole lot of good, not only in the material sense, but as well in rousing the class-spirit of the service. They also enable us to ascertain just where some people stand.

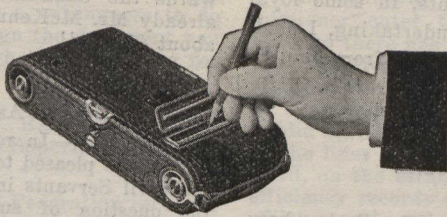
Imagine, if you can, the kind of spirit that must animate the civil servant, who, safe and sure in his position in the country's employ, and drawing, unaffected by the national distress, his share of the country's money every month, refuses to give one day's pay to ease the sufferings of the mothers, wives and children of the

men who have gone to suffer—and die if need be—to maintain the national establishment which gives that civil servant his position and his pay. The Patriotic Fund is not a war fund, but a relief fund. If feelings of patriotism find no place in the heart, is there no place for sympathy or mercy either? For my part, I would be ashamed to endorse my next pay-cheque if that one day's pay were not deducted from the amount of it.

Then, again, what sort of blood flows in the veins of the young man, able-bodied, unmarried and without dependents, who sits at ease at his desk with a pen in

fingers, who has never sought to join the nation's defenders (though the Government has offered him handsome inducements to do so), and who now will not give two or three evenings a week to the duty of home defence? Little less can be our doubt of those who, though having wives and families, refuse to give this small measure of service to the country which supports them. Among men in whose veins there is red blood one of two names applies to this class of creature—names not to be mentioned here, but none the less well known.

What will the Government and Parlia-



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ment think of the civil service? What respect will it command when measures for its protection and reward are to be considered? For my part, I would enlist because of the little I could do to lift this odium from the class to which I belong, if from no other motive, but under the regulations laid down for enlistments the recruiting officers hold me to be unacceptable for military service.

Yet I may do a little at home, if I can't go abroad to fight. I have given my day's pay. I know it is not all I should give.

If any reader will suggest a way by which I and others of like feeling (for I am sure I am not alone in this) can cooperate, as Civil Servants, in some loyal and patriotic work or undertaking, I shall be very glad, indeed, to hear from him.

"D. Q."

WELL DONE.

The Moose Jaw Postal Clerks have unanimously decided to contribute a day's pay from each member to the Patriotic Fund.

* * *

The Civil Service unit of the Red Cross Society have opened headquarters at room No. 5, the Birks' Building, Ottawa, where Civil Servants can obtain materials for voluntary aid work after usual business hours.

The office hours of the Civil Service unit are Tuesdays and Thursdays from the noon hour till 2.30 o'clock, and from four to six o'clock in the afternoon; also on Saturdays from one to three o'clock.

* * *

The gifts of one prominent Ottawa Civil Servant to the Patriotic Fund, Red Cross and other philanthropic war funds, as announced in daily newspapers, now approximate \$400.

* * *

Hon. L. P. Pelletier, Postmaster General, has received a cheque for \$2,855 from the employees of the Montreal Post Office, and a cheque for \$150 from the employees of the Post Office Inspector's Office in Montreal, both for the Canadian Patriotic Fund.

Mr. Pelletier has acknowledged receipt of the cheques, at the same time complimenting the men for their generosity. "Please convey to them my sincere thanks," says Mr. Pelletier, in a letter to the committee of the men, "and tell them how I feel honoured that this cheque has passed through my hands."

* * *

The Secretary of the Federation has received several letters indicative of the attitude of the "outside" portions of the service. One from Harold Roche, Montreal, dated Sept. 17th, says:—

"Mr. White, Collector, has organized a subscription amongst our staff here towards the Canadian Patriotic Fund, and already Mr. McKenna's returns amount to about \$1,500."

The following is the message from the Toronto Customs Association:—

"Dear Sir,—In reading *The Civilian* today, I was pleased to see the spirit in which the Civil Servants in Ottawa are taking up the question of supporting the Patriotic Fund. I am inclosing you a circular, which will explain itself. Mr. J. H. Bertram, Collector of Customs of Toronto, is the treasurer of the fund. We are meeting with good success, and we expect that every member of the staff will give one day's pay. Some have already given more.

"A. CALLOW, Secy."

Stratford sends this strong message:—

"Dear Sir,—We note that there is an agitation in Ottawa in regard to the Civil Servants donating a day's pay to the Patriotic Fund.

"We, as an association, are in hearty sympathy with this movement, and have great pleasure in now offering to do our share towards it.

"We not only think that it is the right thing to do, but we believe that it is also a wise thing to do, and will be pleased to hear from you when the movement assumes a definite shape.

"We might further add that we think that in dealing with this that it should, if possible, be handled so that the whole service will be embraced, and in this way a sum will be realized that will be a credit to the service.

"Thanking you for your consideration of this, we remain,

"Yours very truly,

"The City of Stratford Excise Association.

"A. J. JEFFRY,
"Secy.-Treas."

The public spirit of the heads of departments in Ottawa is exemplified in a number of letters regarding the proposed Civil Service corps, such as the following:—

“Dear Sir,—I am in receipt of your circular in regard of the formation of a Civil Service Corps, and will do what I can to help the movement.

“The field men of this department are not expected back until after the 1st of October, and as they are likely to furnish the most promising recruits I will delay sending the lists around until they return.

“Yours truly,

“R. G. McCONNELL,

“Acting Deputy Minister.”

“Dear Sir,—I have received your circular letter of the 15th inst. All my male clerks have subscribed to the Patriotic Fund, and several of them are now considering joining the Civil Service Corps. In case they manifest a willingness to do so I will have them sign the document you have been good enough to send to me for that purpose.

“Yours truly,

“S. T. BASTEDO,

“Superintendent.”

* * *

The Secretary of the Federation received the following letter from Mr. E. G. Ironside, Secretary of the Alberta Railway Mail Service:—

“The Alberta Railway Mail Clerks’ Association had already decided to give one day’s pay to the Patriotic Fund when the official request from Ottawa came asking us to do so.

“At our last monthly meeting we decided to have a ‘Hard Times’ Fund. A subscription list will be circulated each month, and appointed committees will spend the money so collected on all needy cases brought to their notice in Calgary. One day’s pay, each month, is expected from each clerk. We believe this is the same as contributing to the Patriotic Fund, only we are going further, and saving the patriotic committee the trouble and expense of finding the deserving cases and distributing the money. Possibly this idea may suggest a similar plan to other associations.”

* * *

The latest news received from Mr. Walter Todd, Secretary of the Ottawa Association, up to the time of going to press, is that reports were received from five departments of the Inside Service in reference to the Patriotic Fund, and in those five departments there were only four refusals to contribute.

THE NEW IDEA IN CIVIL SERVICE REFORM.

Speaking before the New Jersey Reform Association at Newark recently, R. W. Belcher, of the Municipal Commission, said:—

“Civil service commissioners are now using the methods of private employers, and in some instances they have improved them. It should be remembered that efficient service cannot be expected of a discontented body of employees. Discontent is bound, however, to be rife where employees feel that promotion does not go by merit and fitness; where they find themselves improperly placed without opportunity to give what talents they have full play.

“In what way may a civil service commissioner enter this field of work? In Chicago there has been developed a system of promotions based, first, on a careful study of the various kind of work; second, on a grouping and grading of positions in public service, which gives a clear outline of the lines of advance by promotion, and, third, on the establishment of a system of efficiency records or records of work done, which may be taken into account in determining who shall be given an advance in salary, or who shall be promoted to positions of greater responsibility in the line of his work.”

Discussing the extension of civil service, Mr. Belcher said that one of the most important developments of the merit system is the extension of the competitive principle to higher and higher positions in the public service.

1914.

“I went out to scoff, at things taken off
By the ladies, at fashion’s decree;
I watched for awhile—there was nothing
of guile

In my heart—I just wanted to see.
I saw—never mind what I saw—I’m not
blind;

Suffice it to say I DID see;
And tho’ the sights that I saw may not
fracture the law,

They were more than sufficient for me.”

“Low Rate.”

Personals.

The following list includes changes in the personnel of the service during the Month of August, 1914, as far as obtainable. The term Division (Div.) applies to Inside Service only:—

Appointments.

Customs.—F. T. Rosebrugh, clerk, Toronto; Herbert Legg, clerk, Edmonton; Geo. Edgecombe, clerk, Edmonton; J. E. Kenny, Victoria.

The following collectors: Geo. J. Thorp, Guelph; W. E. Haggart, Midland; Thomas R. Wren, St. Andrews; C. P. Wright, North Portal; J. H. Spooner, Regina.

The following sub-collectors: T. J. Nethery, Coniston; D. Cadrin, St. Anseline; Chas. Johnston, Athalmar; R. J. Shaw, Essex Centre; E. R. McCay, Kingsville; G. F. Goulet, Rondeau; H. L. Chapin, Colborne; T. Dumouchelle, Sturgeon Falls; W. S. Carter, Cochrane; E. W. Cole, Georgetown; E. M. Reinhardt, Lahave; H. A. Bell, Murray Harbour; E. A. Fowle, Gull Lake; M. J. Roche, Estevan; Frank Fincham, Humboldt; J. S. Reid, Vegreville; H. W. Crampton, Wainwright; G. S. Jermyn, Osoyoos; J. S. Bannerman, Cumberland; E. H. T. Hyde, Anyox; William Strong, Stickeen; M. R. Chambers, Alert Bay; H. R. Scharschmidt, Newport; B. N. Messinger, Bridgetown; Neil Shaw, Cardigan; J. L. Gauvin, Shippegan; J. R. Wilcox, Magog; Erminie Brownlee, Rock Island; Gonzagne Rioux, Trois Pistoles; J. B. Normandeau, Thetford Mines.

The following prev. officers: S. S. Hewitt, Vancouver; H. S. Harrington, Halifax; J. P. Garipey, Three Rivers; F. W. Cowan, Beebe Junction; S. B. Kemp, Moose Jaw; Geo. H. Sweet, Vancouver; J. P. Nightingale, Vancouver; A. R. Carlos, F. S. McFarlane, J. McKinney, St. John; A. McCormack, Toronto; W. G. Fraser, Amherst; N. F. McDonald, Glace Bay; G. L. Keans, Hubbards; H. W. Bailie, A. D. Gillis, New Glasgow; T. L. Brennan, J. H. Cameron, Angus Young, North Sydney; James Peck, Sydney Mines; Theo. Chisholm, J. W. Kennedy, Sydney; M. S. O'Brien, Noel; M. C. Wyman, Yarmouth; J. A. Girouard, Moncton; D. G. Hanson, St. Andrews; J. H. Hayter, B. V. Weston, St. John; Eustach Church, Milltown; Clark Hall, A. F. Holmes, W. W. Learned, Abercorn; F. H. La Chance, Athelstan; W. W. J. Ducharme, Magog; Alexis Valade, Coaticook.

The following preventive officers at Montreal: L. G. R. Baby, E. D. Bateman, A. D. Beaulac, J. J. Berry, E. L. Blamire, A. N. Chaston, Henri Grignon, Herb. Harrison, H. D. Hughes, J. E. Jones, Eli Joseph, J. A. Lefebvre, A. J. Lefebvre, C. H.

Losey, A. G. McDonald, Raoul Major, Daniel O'Neil, Wm. Patterson, P. J. Rawley, John Redmond, Zotique St. Pierre, A. W. Chaston, F. Brennan.

The following preventive officers at Windsor, Ont.: A. G. Bagley, P. W. H. Beckett, Wm. Butler, Thomas Dufour, A. A. Ellwood, A. E. Kerr, W. J. Maw, J. R. Mickle, D. H. Petrimoulx, J. U. Piche, L. J. Reaume, J. B. St. Louis, A. C. Teno, John Vallentine, M. J. Wallace, C. H. Williams, T. H. Yates.

The following preventive officers at Halifax: F. R. W. Bailey, J. M. Baxter, C. S. Cave, T. J. Doyle, W. E. Hayes, P. A. Hills, P. J. Houlihan, C. J. Kane, C. H. Keating, R. F. Kennedy, W. D. McDougall, J. F. Mahoney, T. M. Mara, F. W. Meyer, J. J. Mooney, James Murray, Frank Purcell, A. B. Quillian, A. F. Silver, T. S. Skerry, Samuel Smith, E. M. Sullivan, E. H. Targett, W. L. Turner, Arthur Webber, W. C. Borrett, M. C. Boutillier, A. D. Bowes, D. A. Hutchinson.

The following preventive officers at New Westminster: Angus G. Fadden, Charles A. McConkey, E. G. B. McKenzie, Andrew Porter, A. K. Westland,

The following preventive officers, Board of Customs: Rene Barette, W. J. Bruder, F. L. Cauley, T. C. Gordon, M. J. Hall, W. A. Jones, J. L. Kenny, E. C. Leetham, Horace LeBlanc, H. R. Lee, J. E. Maglady, P. H. Mossman, T. B. Patterson, Archie Ross, G. M. Shaver, H. F. Smith.

External Affairs.—Wm. White, Div. 3B.
Insurance.—G. C. Gardner, Div. 2B.

Inland Revenue.—Thos. L. Leckie, Div. 3B; W. H. Buller, dep. coll., Peterborough; J. O. Scott, dep. coll., Regina.

Interior.—The following to the lower grades: P. A. Corkery, R. W. Lariviere, Mrs. E. Blatchley, S. J. Powers, A. F. McCullough, W. F. Stevens, C. W. Hill, H. A. Lyon, Miss V. A. Esdale.

The following to Div. 2B: A. L. Morgan, W. J. Linford, Wm. Brace, A. Birchenough, C. W. Hull, Jas. Hall.

Justice.—H. Desmarais, Exch. Court; Miss A. C. Booth, Div. 3B; R. W. Empey, Div. 3B.

House of Commons.—J. T. Dun, Div. 2B.
Mines.—Miss D. M. Stewart, Div. 3B.

Post Office, Outside.—The following to Railway Mail Service: C. R. Ledingham, Calgary; T. W. Boyd, D. B. McMillan, Toronto; A. Girard, J. A. H. Lapierre, Montreal; T. W. Harrison, Ottawa; Ernest A. Price, John W. Stevens, Daniel R. Stewart, Vancouver; August A. LeClaire, William Hindle, Moose Jaw; Ernest E. Parker, Calgary; Charles L. Young, Moose Jaw; Geo. J. Overend, Calgary; Herbert Fishlock, Vancouver; Percy Morris McLean, Ottawa.

Public Works.—H. C. Wright, clerk, Vancouver; J. T. Lavoie, Div. 2B.

Privy Council.—P. E. Guerin, Div. 2A.

Railways and Canals.—R. H. Fraser, to Div. 1A; W. C. Hopper, to Div. 3B; M. Gauthier, to messenger.

Trade and Commerce.—J. A. Schryburt, Div. 3B; Dr. F. J. Birchard, Div. 1A; Miss S. A. Robertson, Div. 3B.

Promotions.

Customs.—E. N. Chinic, to collector, Quebec.

Inland Revenue.—E. O. Hay, to Div. 1A; C. Z. Duplessis, to collector, Three Rivers.

Insurance.—Geo. D. Finlayson, to superintendency.

Indian Affaires.—R. M. Ogilvie, D. F. Robertson, to Div. 2A.

Justice.—R. R. Creighton, to warden, Kingston; Miss F. M. LeBlanc, to Div. 3A.

Interior.—Thos. Shanks, to Div. 1A; Miss Vic. McGill, to Div. 2B; H. Pany, H. E. Hayward, J. B. Milliken, W. A. Purdy, K. D. Harris, R. O. Spreeckley, to Div. 2A; E. M. Dennis, F. D. Henderson, S. N. Hill, to Div. 1B.

Marine.—B. F. Burnett, to Div. 1A.

Militia.—Miss Ida Hickson, to Div. 3A.

Mines Dept.—R. G. McConnell, to Deputy Minister.

The following to Div. 1A: Joseph Keele, D. D. Cairnes, H. L. Smith.

The following to Div. 1B: W. J. Wilson, G. S. Malloch, M. E. Wilson, O. E. Prud'homme, J. S. H. Lefebvre, S. C. McLean, K. G. Chipman, W. E. Lawson, A. C. T. Sheppard, C. M. Barbeau, L. Reinecke, R. Harvie, John Blizzard, S. J. Schofield, P. A. Taverner.

The following to 2A: A. F. Clark, J. O. Fortin, S. G. Alexander, C. Patch.

The following to 3A: M. C. Stewart, L. E. Janes, P. E. Levesque.

Post Office, Outside.—R. R. Haggett, to Class 3A; A. Taschereau, letter carrier, to Class 3A; Thos. Roberge, Montreal, to Class 2B; P. Wright, Vancouver, to Class 3A; E. J. Harper, Hamilton, to Class 3A; O. Lepine, J. O. Boily, A. B. Jackson, Ottawa, to Class 2B; G. Valois, Montreal, to Class 1B; Miss J. Cassault, Ottawa, to Class 3A; S. H. James, Hamilton, to Class 2B; W. F. Trant, Vancouver, to Class 1A; J. J. James, Montreal, to Class 2B; Walter McMillan, F. J. Hanratty, F. J. Little, Ottawa, from carriers to Class 3A; J. H. Landerkin, to Class 2B.

The following at Ottawa to Class 3A: E. M. Tourangeau, L. P. Latour, F. A. O. Fabricius, F. X. A. Lalonde, E. Beauchamp, M. McGreevy, G. Dewit, L. J. St. Laurent, H. Hawkins, A. N. Summers, W. H. Bellefeuille, L. J. T. D'Auray, N. Constantineau, Mrs. B. B. Tremblay, A. Aumont, E. Bolduc, C. Fournier, A. deMartigny.

The following, Montreal, to Class 3A: N. Fletcher, E. Ladouceur, A. H. McHugh, W. J. Jones, A. Lapointe, E. Dupuis, P. A.

Brisson, J. R. Hébert, J. Loupret, P. Senecal, C. Deblois, E. E. Teasdale, E. Trudeau, A. Viau, A. Gareau, E. Lamontagne, J. Boulay, J. E. Bastien, L. Brodeur, A. Pelletier, A. Sylvestre, R. A. Girardin, A. T. Bastien, A. Roy, F. Quinson.

The following at Calgary to Class 2B: J. G. Copeland, E. Sims, Geo. Bootman, A. Taylor, A. M. Venables, Geo. Peakman, H. Ripley, A. E. King, F. M. Davies, Trevor Picken, L. J. Jenner, S. A. Dow.

The following at Calgary of Class 2B: W. E. Hives, C. B. Stirrup, A. P. Aitkin, F. W. Cousins, J. E. Hamblin, W. R. Brown, O. Goode.

Post Office, Inside.—The following to Div. 1B: R. Greenfield, J. H. Brown, W. T. Wilson, G. H. Hayes, J. Prendergast, E. J. Cousineau, W. J. Beatty, J. H. Bollard, F. O. O. Seguin, A. Webster.

The following to Div. 3A: G. H. Harris, H. M. Jones, L. S. Macdonald, A. J. H. Pigeon, M. M. Gillmore, M. M. McDonald, A. E. McIvor, E. Pelletier, M. I. Gorman, J. E. Rook, A. McSloy, A. Gleeson, D. L. Meredith, D. Pelletier, A. Fairbanks, L. B. Moyer, K. F. Bayne, E. J. Laroche, T. J. Coghlan, J. H. McGahey, F. Corbett.

Public Works.—Jas. Johnston, to Div. 1B; Miss M. B. Mayhew, to Div. 3A.

Secretary of State.—G. R. Shibley, Div. 2A.

Transfers.

E. W. Clarke, from Militia to Ry. Lands, Ottawa; L. W. Howard, from P. O. D., Inside, to P. O. insp., Ottawa; T. J. Smith, from Ry. M. Ser., Winnipeg, to Dead Letter, Inside; R. L. Cuming, from temp., inside, P. O., to outside; Jos. Tarte, from House of Commons to P. P. and Stationery.

Resignations.

Interior.—Miss Jessie R. McCormick, Ottawa; E. E. Yates, Winnipeg.

Marine.—P. E. Parent, Quebec.

Mines.—R. W. Brock, Deputy Minister.

Militia.—Miss M. A. Lang, Inside.

Agriculture.—J. M. Scott, Exper. Farm, Ottawa.

Customs.—Miss L. Livingstone, Toronto; K. L. McKay, Inverness, N.S.; J. A. Cameron, Winnipeg; J. Buchan, Vancouver; J. H. Methot, Myncaster; H. F. Gibson, Calgary; J. J. Spain, Winnipeg.

Inland Revenue.—Geo. B. Bruce, Calgary.

Superannuations.

A. G. Irvine, warden, Kingston; C. D. Hebert, In. Revenue; J. P. E. Delong, P. O. Dept.; Wm. Fitzgerald, Superintendent Insurance; E. Ross, lightkeeper, Negro Point.

General.

W. A. Bowden, chief engineer of the Department of Railways and Canals, has returned from a trip of inspection to Port Nelson.

Dr. Torrance, Veterinary Director General, has returned from England, where he attended the International Veterinary Congress as Canada's representative.

R. H. Campbell, Chief of the Forestry Branch, is home from Europe. His inspection of forestry work on the continent was abruptly terminated by the outbreak of war.

The marriage of Philip Telmont Sylvain, elder son of L. P. Sylvain, of the Library of Parliament, and Mrs. Sylvain, to Rose Teresa, daughter of the late Samuel and Mrs. Ruel, was celebrated at the Basilica on September 22nd.

J. J. Connolly, of the Department of External Affairs, is seriously ill.

The marriage of Mabel Anderson Lang, lately of the Department of Militia and Defence, to Albert Brown, of Ottawa, was solemnized on September 23rd at Appleton. Mr. and Mrs. Brown will reside in Ottawa.

Obituary.

The death occurred at Lachine, Que., on September 22nd, of Edward Meyer, formerly of the Customs Service, at the great age of ninety-three years.

Richard Cornwall, formerly connected with the Department of Public Works, and father of John F. Cornwall, of the Ottawa Post Office, died on September 20th, aged sixty years.

Elie Query, proof-reader on the staff of the House of Commons for forty years, died on September 19th, after a long illness, aged sixty-five years. He was a native of Sorel, Que. Eric Query, of the Department of Railways and Canals, is a son.

George Frederick Everett, formerly of the Post Office Department, died at his home in Ottawa on September 18th, aged eighty-four years. He was born in St. John, N.B., and for many years was one of that city's best known and highly respected citizens. In 1875 he was appointed superintendent of the Money Order Branch

in New Brunswick, and later was transferred to Ottawa, where, until his superannuation a few years ago, he was superintendent of the Money Order Branch of Canada. The funeral took place in St. John.

Capt. A. R. M. Roe, of the Dorsetshire Regiment, who was reported killed at the battle of Aisne, was a relative of J. Sydney Roe, private secretary to the Minister of Customs.

Athletics.

The Rosenthal Cup.

Ottawa Lawn Bowling Club rinks trimmed the Vittorias in the final game of the season for the Rosenthal cup on September 19th by a score of 181 to 167. This apparently leaves these two clubs tied for the season's play, and also in respect to the total score of games won for this trophy. There is, however, some uncertainty regarding a game played between the Vittoria and Civil Service Clubs, in which the latter won in play, but lost out because they had to give the Vittorias points as a penalty for playing short rinks. Counting this game for the Vittorias, the results of the season's matches may be summarized thus: Vittoria beat Civil Service twice and Ottawa once, Ottawa beat Civil Service twice and Vittoria once, Civil Service won no games. As winners of the last match of the season, the Ottawas again have custody of the cup for the winter.

The Rosenthal cup was given in 1910 by the old jewellery firm of the name for competition among the city lawn bowling clubs for six years, the club winning the most games in the whole period to become owners of the trophy at the close of the 1915 season. In the five seasons which have passed the Ottawa and Vittoria Clubs have each won 15 matches in this series, each beating the other five times and Civil Service ten times. Next season there will be some fine bowling to decide this remarkable neck-and-neck race and the ownership of the cup.

Lawn bowling and curling in Ottawa lost a great patron in John Manvel, who died recently. His interest in these sports was demonstrated by his handsome benefactions to the Ottawa Curling Club and Vittoria Lawn Bowling Club. Both of these organizations were well represented at the funeral.

* * *

W. A. Warne's Trade and Commerce rink of Ottawa lawn bowlers won out in the final rink match of the city tournament, beating the rink skipped by E. A. Thomas (Labour Department) by only two points, on the fifteenth end. On the fourteenth end the score was fourteen all. Other members of the winning rink were: G. H. Porteous, Printing Bureau; E. N. Jory and J. Skead, Census. The doubles competition in the city tournament was won by Wilson and Urquhart, Customs.

* * *

Interior Rifle Association of Ottawa.

Scores for Saturday, Sept. 26th:—

	600	500	200	
	yds.	yds.	yds.	Tl.
A. E. Shore	31	35	30	96
J. L. Crawford	30	31	30	91
W. A. Purdy	27	34	29	90
H. R. S. Gow	25	33	31	89
J. M. Roberts	27	30	27	84
C. E. Gunby	24	30	22	76
C. A. E. Clendinnen	24	28	24	76
W. Thompson	15	31	27	73

First class spoon, A. E. Shore.

Spoon for possible at 500 yards, A. E. Shore.

* * *

Vittorias Won Birks.

The proud privilege of holding the Birks trophy for the winter belongs to the Vittoria Lawn Bowling Club. On Saturday the rinks of that organization trimmed the veterans of the Ottawa Club and carried off the silverware. Three of the four Vittoria rinks beat their opposing Ottawa quartettes, the fourth green being the scene of an Ottawa win. At the finish the Vittorias had a margin of three points. It was a close game, and the victors are justly proud of their win.

* * *

Before a fairly large crowd, but in

weather which was marred through rain, the annual Civil Service track and field sports were held on Saturday afternoon last on Rideau Hall grounds, under the auspices of President Sims and Secretary Doyle, with their bonnie committee, which has contributed so much to the athletic life of the Ottawa Service. In the relay race the team from the Post Office Department proved winners, and Bert Stronach, the hero of the games six years ago, won the all round championship. The results follow:—

100 yards—1, Simpson; 2, Watson; 3, Cameron. Time, 11 secs.

16-lb. shot put—1, McNeal, 47 ft. 6 in.; 2, Willis, 47 ft. 4 in.

100 yards, open, 1st heat—1, Simpson; 2, Dowd; 3, Watson. Time, 11 secs.

100 yards, open, 2nd heat—1, Salter; 2, Willis; 3, Grant. Time, 11 2-5 secs.

100 yards, open, final—1, Simpson; 2, Salter; 3, Dowd. Time, 11 4-5 secs.

Throwing baseball—1, Ross, 110 yards; 2, McCann, 105 yards; 3, Grimes, 98 yards.

Tug-of-war, 1st heat—Police team defeated Public Works Department.

220 yards—1, Johnstone; 2, Watson; 3, Simpson. Time, 22 2-5 secs.

Tug-of-war, 2nd heat—Public Works defeated Police. (Win thrown out.)

Tug-of-war, 3rd heat—Public Works defeated Police.

One mile run—1, Tubman; 2, Stronach; 3, Simpson. Time, 4.44 3-4.

Running broad jump—1, Stronach, 18 ft. 6 in.; 2, McNeal, 16 ft. 9 1-3 in.; 3, McNeal, 15 ft.

440 yards—1, Simpson; 2, Stronach; 3, Pelletier. No time.

Quarter mile relay—1, Post Office team (Messrs. Cameron, Landriau, Anderson and Johnstone); 2, Interior (Vogan, Williams, Dewhurst and Dowd.)

Five mile—1, Tubman; 2, Law. Time, 27.6.

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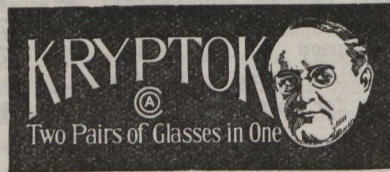
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