

THE CIVILIAN

VOL. III.

JANUARY 13th, 1911

No. 19

Civil Service Insurance.

To all whom it may concern:

Be it known that the Government of Canada sells life insurance to healthy male employees on the permanent civil list. The insurance is payable at death for an amount of not less than \$1,000 nor more than \$2,000. The insurance is for the benefit of the wife and children of the insured, but if the insured is not survived by his wife or any children the assurance will be payable to his estate. The premiums charged are very much lower than the usual premiums of insurance companies. The insurance may be paid for by one premium or by premiums extending over any number of years or for life. The yearly payment may be paid annually, half-yearly, quarterly or monthly. If so desired, the premium, however payable, may be deducted from the pay check of the insured, and thus there is no inconvenience or trouble. If the monthly plan is chosen the deductions are usually so small as to be scarcely noticed. The mode of premium payment may be changed at any time. The following are specimen premium rates:—

TABLE OF RATES FOR \$1,000 PAYABLE AT DEATH.

Period and Mode of Payment.

Age	Single Prem.	All life		10 years		15 years		20 years		To Age 65		Age.
		Yearly	Month-ly.	Yearly	Month-ly.	Yearly	Month-ly.	Yearly	Month-ly.	Yearly	Month-ly.	
15	\$126 40	\$8 19	\$0 71	\$16 49	\$1 41	\$12 64	\$ 1 68	\$10 83	\$ 0 93	\$ 8 31	\$ 0 71	15
20	149 70	9 97	0 86	19 71	1 69	15 14	1 30	12 98	1 11	10 17	0 87	20
25	168 85	11 50	0 99	22 27	1 91	17 13	1 47	14 72	1 26	11 83	1 02	25
30	194 01	13 63	1 17	25 70	2 21	19 82	1 70	17 07	1 47	14 19	1 22	30
35	223 67	16 31	1 41	29 79	2 56	23 04	1 98	19 92	1 71	17 30	1 49	35
40	259 25	19 81	1 71	34 75	2 99	27 02	2 33	23 48	2 02	21 64	1 87	40
45	303 35	24 65	2 13	41 13	3 54	32 22	2 78	28 24	2 44	28 24	2 44	45
50	354 82	31 13	2 70	48 93	4 22	38 77	3 35	34 42	2 98	38 77	3 35	50
55	414 32	40 04	3 49	58 68	5 08	47 33	4 11	.....	.....	58 68	5 08	55
60	480 76	52 41	4 60	71 07	6 19	.....	.....	.....	.....	.....	.....	60

In the case of a person contributing to Superannuation Fund No. 1, a deduction of 3% instead of 1½% or 2% as the case may be is made from salary on taking advantage of civil service insurance. Should the insured cease to be a member of the civil service after premiums for two full years have been paid, a surrender value will be granted or an equivalent paid up policy issued; or the insurance may be continued by payment of premiums as they fall due.

Civil service insurance is one of the few remaining privileges extended to civil servants, and its beneficence can hardly be overestimated.

The privilege was first granted after the withdrawal of superannuation, and was probably intended as a compensation therefor. In this connection it may be pointed out that privileges are sometimes withdrawn as superannuation has been; and while it is earnestly hoped that the privilege of civil service insurance may always continue, still it will do no harm to secure your policy at once. The privilege may vanish in a night. If you are at all interested you may secure full information on application to the Superintendent of Insurance.

The Executive Committee of the Civil Service Association of Ottawa realizing the importance of this matter, take this means of calling to your attention the advisability of early action on your part. There is appended hereto a blank form which may be cut out and forwarded to the Superintendent of Insurance from whom you will receive the fullest information.

* * *

191...

To the Superintendent of Insurance,
Ottawa.

Dear Sir,—

I am a permanent employee in the Department of.....
at..... I am interested in Civil Service Insurance, and shall appreciate fuller information in respect thereto. Will you, therefore, kindly send me the Regulations and Table of Rates relative thereto, and also the name and address of the Medical Examiner for this district. I am a contributor to Superannuation Fund No. 1.
Superannuation Fund No. 2.
Retirement Fund.

Thanking you in anticipation, I remain,

Yours faithfully,

.....
Name in full.

The Australian Civil Service.

Some Notes of General Interest Based on the Report of the C. S. Commission Recently Issued.—A Story of Progress.

Of general interest is the sixth annual report of the Australian Public Service Commissioner, Mr. D. G. M'Lachlan, presented to the Federal Parliament recently, excerpts from which appear in Australian papers just to hand. Among all political students, the working of the Commonwealth public service, with its promotion by efficiency and its disregard of seniority, are watched for an answer to the question, "Can a great State service be efficiently organized?" The Commissioner has

only praise for the Australian departures. "The Commonwealth," he remarks, "is still suffering from the faulty public service systems dating back to earlier years, when the mental equipment of officers was considered unworthy of attention, and the application of business principles to the service of the country would have been considered as revolutionary. Red tape has given place to business methods, and the departments will benefit very considerably when the later generation

of public servants is called upon to exercise its administration and control."

Promotion by efficiency is the watchword of the Australian Public Service Act. It provides that only where competing officers are considered to have equal claims of merit is seniority to have weight. The Commissioner states that these principles have "been of pronounced advantage to the service and the officers. The natural law of the survival of the fittest is that of the service. During the past year the service has undergone development and expansion, new powers and functions have been assumed by the executive, the system of departmental administration has become strengthened by the filling of positions of responsibility in accordance with proved efficiency, and competitive and qualifying examinations have been extended. Departmental heads and other responsible officers have become more imbued with the spirit of national progress, as exemplified in a desire to do the nation's work in a manner befitting a great public organization existing to interpret the wishes of the people. Throughout the whole of the service a greater spirit of contentment and satisfaction exists than probably ever obtained under pre-Federal management. Conditions of remuneration and advancement have improved beyond the anticipation of officers. As to the future personnel of the service, conditions are most hopeful. The service is being continuously rejuvenated. The marked tendency exhibited amongst officers to improve their positions by qualifying for advancement promises efficiency in the future.

Among the new departures during the year was the arrangement for competitive examinations to allow female typists and shorthand writers to enter the service. From 268 candidates 13 were appointed in New South Wales and 7 in Victoria. It was decided that promo-

tion of telegraphists should in future be dependent, among other factors, on proficiency in Wheatstone operating. The revised system of general division grading has come into effect, affording fuller inducements to such officers as postal assistants to fit themselves for higher work. The adoption of a uniform system of sorting tests for letter carriers in the postal service has been proceeded with, and officers have been enabled, by cards and diagrams supplied by the department, to practise in their leisure hours. Regarding the telegraph messenger service, which has been much discussed in Parliament, the Commissioner reports that boys should not be compulsorily retired at the age of 20 if they have qualified for promotion but better positions are not available for them in the service. A tentative measure for this retirement expires in January next, and the Commissioner recommends that it be not re-enacted. His grounds are—(1) that the service should provide by promotion for all qualified messengers before they reach 20 years of age, and (2) that a guarantee of permanent advancement will tend to popularize the messenger service, stimulate competition for positions, and induce a steady flow of lads with a sound elementary education. The Commissioner reports that in Victoria no difficulty had been experienced in securing messengers, while in the other States the demand for boys has frequently exceeded the supply. During the six years of the Commonwealth service 2,045 lads had been promoted from the messenger service to higher grades.

Commonwealth medical officers have been appointed for examination of candidates for admission to the service, it "having been too clearly proved that the admission of constitutionally unfit persons in some States in past years is likely to prove a heavy burden on the Commonwealth." The department will now be fortified by independent medical

advice in dealing with officers of the malingering type. Nevertheless, the Commissioner reports that there has been no diminution in the number and frequency of absences from duty, while among female telephone attendants the conditions as to excessive sick leave have become intensified. During the last three years 31 per cent. of the permanent officers of the Postal department have been absent from duty for long or short periods through sickness. During the last official year 43 per cent. of female officers in the Postal department were absent on sick leave, compared with 29 per cent. of male officers. In Western Australia no less than 82 per cent. of female telephonists took sick leave. The average duration of sick leave was about 26 days. For the whole staff, however, the average duration was only 6.2 days.

During the year the payment for temporary and exempted service was £340,398, while the expenditure in salaries for the permanent staff was £1,935,797. The Commissioner considers that "in many instances temporary work was found for persons at the request of interested parties who desired to exercise patronage," and he recommends the furthering of the system whereby temporary servants should be selected from those who have passed examinations qualifying them for permanent employment.

Apart from the service of Parliament and the naval and military forces, the Federal public service consists of 13,987 permanent officers, 14,054 exempted officers and 3,334 temporary employees, a total of 31,375. The three transferred departments — Customs, Defence and Postal — have been augmented during Commonwealth control by 2,244 officers, and the salaries expenditure has been increased by £374,084. In the central staffs there are altogether 552 officers, with salaries averaging £220.6. In the other staffs there are—Customs, 1,111 officers, salaries £201; defence, 137 officers, salaries £172.1; postal, 12,187 officers, salaries £128.5. The increase in the number of officers in all departments has been 457, against 1,078 for the preceding year. The postal service absorbs 28,587 workers, of whom 12,372 are in classified positions. During the year 186 positions were abolished, the salaries saved being £26,203. The new permanent appointments were 1,098, with £56,402 salaries. The total salaries paid were £1,566,393, an increased expenditure of £50,035 a year. The increments amounted nominally to £66,211, actually to £34,094. The average salary per officer was as follows:—New South Wales, £159; Victoria, £154; Queensland, £169; South Australia, £166; Western Australia, £178; Tasmania, £163.

As the Public sees us. — An Interesting Press Comment on the Civil Service.

Extracts from a Recent Appreciative Editorial in the *Fredericton Gleaner* on Present Conditions and Future Prospects in the Civil Service.

Professor Shortt, civil service commissioner, makes the gratifying statement that the non-partisan service is gaining favor with both parties. The system prevails in respect to the appointments of most de-

partmental clerks at Ottawa, who number over two thousand. To some extent the non-partisan commission also regulates promotion, but political and official influence have not yet disappeared there. So far as the

system is applied, Prof. Shortt finds that ministers and members of parliament as a whole seem to find the loss of this patronage a welcome relief. They formerly lost as much by offending persons whom they could not appoint as they gained by pleasing the friends of the successful applicant. Moreover, they get in the departments a better educated class of men, who come into the service to begin a life-work and not to receive the reward of past political activity. With the new official the appointment is the opening, not the close, of a career. Other things being equal, a young man who has qualified by study is a better officer than one who has qualified by pull, and other things being equal, any minister would rather have effective men than useless men about him.

While the commissioner has found much cause for satisfaction, he would probably feel gratified if greater interest were felt by young and promising men in the political service as a career. After two years' operation of the system the number of competitors for positions is less than the number of vacancies. This means that there is no competition among those who can pass the examination. All who passed the standard are winners. This does not refer to the lowest division, which offers only small rewards, but to the second division, which starts a young man at eight hundred dollars a year, with annual increases and regular promotions before him. The initial salary is not large, but under the old system, when the positions were party spoils, and salaries were lower, the departments were crowded with applicants.

It is true that the present standards call for educational qualifications such as are not usually found except among college men. Young men of that class may have, or think they have, better openings than those who in other days sought to get appointments by influence. Cer-

tainly it does not yet appear that the civil service presents itself to the university graduate as offering opportunities equal to those of other professions and occupations open to an educated man.

Still it ought to be understood that there are a considerable number of technical and administrative positions in the public service which should have attraction for a certain class of students. A score or more of geologists are engaged in the geological survey and other branches of the mining department, which has also chemists, botanists, ornithologists, mineralogists, metallurgists and other specialists. All kinds of engineers are engaged in the departments of railways, public works, marine and militia. Financial experts, including actuaries, are required in the department of finance. The department of agriculture has skilled officers of twenty kinds. In another department surveyors, foresters, and astronomers are found. Legal and medical knowledge has a large market at Ottawa. The navy calls for another kind of skilled people. In short, the government of Canada is almost the largest employer in Canada of expert and professional talent, and it engages by far the largest variety of professional men.

Why then should not the student look to the service of his country in this field as a career worthy of his attention? So long as positions in the public service were the gift of politicians and the reward of party service, it was not surprising that college men did not feel drawn that way and preferred to live in better company. But the change that is taking place, and that must be carried to a conclusion, will eventually raise the dignity of the service as a profession, and gather at Ottawa a group of department officials among whom it will be a pleasure and privilege for an educated and refined man or woman to live.

THE CIVILIAN

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of Canada.

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

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

Ottawa, Jan. 13th, 1911

HOW BIG IS THE OTTAWA SERVICE?

Says the Ottawa Citizen:

Few people would realize the amount of money paid out to factory help and civil servants annually in this city. Commissioner Baker has compiled a pretty complete statement which he announced to the real estate agents last night. For the two classes it totals \$12,617,400. This is divided, \$7,978,500 for factory help and \$4,638,900 to civil servants. These figures in the case of the factory help include only the city of Ottawa, not Hull, or other surrounding municipalities. There are 14,000 factory employees, including girls, and 3,592 civil servants.

The Citizen, or Commissioner Baker, does not do justice in the above to the relative size and financial importance of the civil service. For the fiscal year 1911-12 the estimates for civil government applying to Ottawa alone, i.e., the amount to be paid out in salaries to civil servants employed at Ottawa, total, not \$4,638,900, but \$5,060,578.18.

Moreover, even this large aggregate does not by any means show the entire wages bill of the Govern-

ment in Ottawa. We may add the following from the Auditor General's report for the past fiscal year, none of which items are included in the civil government estimates, and all of which will probably be larger in 1911-12:—

Militia Dept.—	
Headquarter and District Staff	\$187,225 59
Public Print. & Stat. Dept.—	
Proof Readers...	26,976 63
Foremen...	18,024 93
Wages of men...	343,899 11
Forewomen ...	1,983 46
Wages of girls ...	35,552 61
Dept. Railways & Canals—	
Railway Commission ...	117,993 39
Transcontinental Ry. ...	154,343 61
Justice Dept.—	
Sup. & Ex. Court Judges ...	68,322 58
Dominion Police ...	51,808 11
Total ...	\$1,006,130 02

Add this to the \$5,060,578.18 above cited and we have a total of \$6,066,708.20. And even this does not include the \$100,000 paid out, largely in wages, by the Improvement Commission, allowances to Militia Regiments, and other important items.

We hope, for Ottawa's fame, that Commissioner Baker is as low in his figures for factory employees as he is in those covering the civil service. If so, he can safely add 33 $\frac{1}{3}$ % to his grand total.

UNITE THE LABORATORIES.

The unfortunate destruction by fire of the Inland Revenue naphtha warehouse at Ottawa and the consequent destruction of the Inland Revenue Laboratory brings into prominence an important question.

The fire might just as easily have originated in the Laboratory as in the naphtha warehouse, for a large Laboratory such as that of the Inland Revenue, uses a number of gas jets, probably about 40 or 50. It also uses a considerable quantity of inflammable if not explosive materials in research. A Laboratory even

The Club.

The Civil Service Club is in the throes of struggling into being.

It has moved into commodious and new quarters during the Christmas week. The situation of these, immediate opposite the Supreme Court, leaves nothing to be desired. The building is a great improvement on the old one. So large and well appointed a club dwelling would have been impossible had it not been for the active and sacrificing interest of the Hon. Mr. Pugsley — a circumstance for which civil servants, whether clubmen or not, are duly appreciative.

The club has therefore reached the point where the support of the service must be declared, and *The Civilian* would like to address to each and every civil servant in Ottawa the personal question: Where do *you* stand on the Civil Service Club matter?

The answer to this must be a personal one. But we would ask:

(1) That every one in considering it remember that the point at issue now is the *idea* rather than the concrete form of the club. That the latter will be satisfactory can be taken for granted, because there are those in the movement who guarantee as much.

(2) That the time to answer is *now*. An ounce of help now will be worth a pound a year or so hence.

if conducted with every care is a source of danger.

Why not segregate the Government Laboratories in a fireproof building? The Government would then keep all the dangerous and smell-producing processes under one roof. It would also have all the technical experts in correspondence. No technical expert is an expert in all. Every department of technical work overlaps, and the expert in one needs advice from those in another. At present the departments are separate, consequently one department does not know the decisions given by another. Such should not be the case as it inevitably leads to contradiction, and loss of prestige to the Government.

As a suggestion: Place all the Government Laboratories in one fireproof building. Let each department be separate therein, so far as departmental work is concerned, but encourage full concordance in opin-

ions. This would mean a gain in time and efficiency, a board like the Customs board taking up all disputed questions once a month.

THE REGENERATION OF THE INDIFFERENT.

Mr. C. C. James, Deputy Minister of Agriculture, from Ontario, has issued in pamphlet form his address on "The Problem of the Indifferent Farmer." The regeneration of the indifferent farmer, Mr. James estimates, would increase by many millions the annual assets of Canada.

The regeneration of the indifferent civil servant might not produce so large or immediate a return to the country. But from the standpoint of the individual civil servant, it would mean just as much as in the case of the farmer. And in the one case as in the other it depends a lot upon the intelligence of the individual.

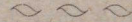
Civil Servants in the Ottawa City Council.



E. H. HINCHEY.

Edward Henry Hinchey was born in Ottawa in 1872, and is therefore a young man. He was appointed to

the Department of Inland Revenue in 1887, and gradually rose until he is now Inspector of Food for Ottawa and Hull. Mr. Hinchey was returned last year also as Controller, at Ottawa, being then second of the four successful candidates, which position he occupied again this year.

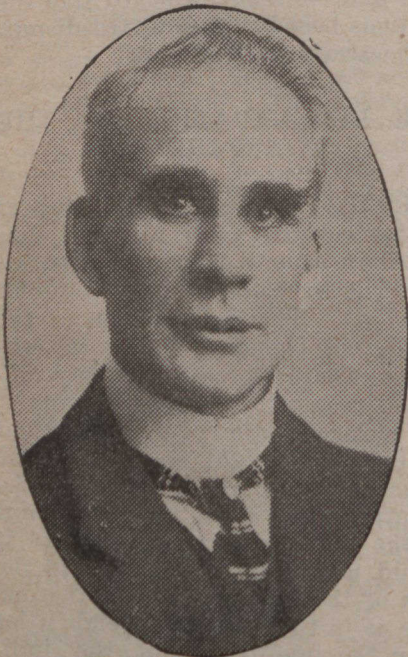


Herbert Sheridan Campbell is not a new member of the Ottawa City Council. He represented his present ward for several terms in the City Hall at previous times. He was born in 1862, and in 1883 was appointed to a position in the Post Office Department. He is now in the Accountant's Branch.



JOSEPH KENT.

Joseph Kent, well known to Ottawa citizens, is new to the Aldermanic arena. He was born in the City of Quebec in 1864. His parents were William Kent, a native of Cornwall, England, and Martha Wallace, of the County of Wicklow, Ireland.



H. S. CAMPBELL.

JANUARY EVENTS

AT

REA'S

The White Sale

including everything white in the store.

The Free Hemming Sale

Sheets, Table Cloth, Napkins, Towels, etc., all Hemmed free of charge.

The Notion Sale

including everything for the Home or Working Dress-makers as well as mothers.

ALL WINDOW SHADES
MADE AND HUNG FREE

The Carpet Sensation

All Brussels, English Velvet, Wilton and Axminster Carpets made, laid and lined free of charge.

Monday Starts The Greatest January

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Mr. Kent has been employed in the Ottawa River Works office since August 1st, 1886. He was Clerk of Works and Asst. Accountant for 18 years and was appointed Accountant in 1904, succeeding the late Mr. David Scott.

IN PRAISE OF THE POST OFFICE EMPLOYEE.

(Contributed)

The employees of the Post Office Department occupy a unique position among governmental forces. They are engaged not in a merely administrative or executive function as the employees of many other departments, but in carrying on a great business operation throughout the entire country. Their hours are longer, their labours more arduous. Whatever may be thought of public office as a snap the postal employees certainly cannot be considered in that category.

The rate of pay in the postal service is not excessive, rather in most countries the reverse. For example in New York City an outside investigation into what it costs to live in the city disclosed that some hundreds of employees of the post office were working below what the investigators considered to be the minimum for decent living.

Service in the postal department is one of limited opportunities. True, it is a steady job not affected as private operations are by the flux of the times and the hazards of commerce and industry. But it must also be remembered that the postal employee forgoes opportunities and ambitions in private life, and that also should be taken into consideration in discussing his status.

Public opinion will agree that no harder working, more faithful and reliable body of men are engaged in the service of the government and the people than these who maintain the channels of communication that

have made of the modern nation a homogeneous people. They are entitled always to fair and even generous treatment.

A TRAGIC INCIDENT IN THE "GOOD OLD DAYS."

[We are indebted to a correspondent for the following clipping from an Edinburgh newspaper of date April 20, 1819]:

Yesterday afternoon, George Warden, late Clerk in the Aberdeen Post Office, was executed here, pursuant to a sentence of the High Court of Justiciary, of the 12th of March last, for the crime of abstracting letters containing money from the Mail Bags passing through the Post Office. The circumstances under which this unfortunate young man was convicted excited an extraordinary degree of sympathy on his behalf, and many indulged hopes of a commutation of his sentence till the latest possible period. This general interest operated, probably along with a recollection of the unhappy circumstances attending the last of the kind in Edinburgh, to draw an immense multitude to the place of execution. The spot selected for this purpose was the Lawn Market. A drop was erected at the head of Libberton's Wynd, and the crowd extended in a compact body from the Weigh-house to the Cross, so that there could not be fewer than 20,000 spectators. Every precaution was taken to prevent the recurrence of the disgraceful scene so lately witnessed in Edinburgh. A considerable area in front of the drop was strongly staked in, and lined inside by a strong body of the police. The high constables were assembled in the aisle of the adjacent church, and, in the county hall, a bugleman of the 88th was stationed to sound an alarm to the garrison in case of necessity. But no feeling seemed to actuate the multitude assembled, but that of silent compassion for the unfortunate sufferer; and, in a short time after the law was carried into effect, the streets were quite clear. Just before the drop fell, a circumstance occurred which excited considerable alarm among a portion of the crowd, but fortunately no serious result followed. When the executioner and his assistants descended from the drop, the unhappy sufferer fainted, and swung upon the rope, while the handkerchief, unperceived, for an instant fell from his hand. A loud cry of "let down the drop" issued from those close by, while others, at a greater distance, alarmed by the shout, ran with violence in different direction from the scene. In a moment, however, the drop fell, and in less than two minutes, Warden's sufferings were at an end.

At the Sign of the Wooden Leg

By "Silas Wegg."

Silas Wegg — His Diary.

(Planned in Hope; Written in Charity, and Published in Consequence.)

JAN. 1.—This is the first day of 1911. I write this sentence not to display my wealth of knowledge,—I despise such ostentation,—but as a statement of fact. Facts properly stated constitute Literature. I can take that as settled, I think. And this also, that facts improperly stated keep printing presses, at Government Bureaus and elsewhere, running overtime. That is why I am starting this diary.

I resolved this morning after due consideration, as follows:

(a) To think a noble thought each day; or

(b) To do a noble deed; or

(c) To feel great sorrow in the event of the non-occurrence of (a) and (b).

I will give (a) precedence whenever possible; but shall trust in (c) to pull me through the dog days. To get things started, let us have a Noble Thought. I will take mine neat, if you please, with a mouthful of water as a chaser.

Here is the first N.T. I find at hand: *From the rays of sunlight we learn that the sun is shining.* And, for a chaser: *From a raise of salary we know there are hopes of dining.*

I feel at rest. One day rescued from the thralldom of oblivion; one fraction of time marked for aye with a positive sign; one surd of eternity rationalized. Under fair conditions

I think I should sell this diary at about five cents a line.

JAN. 2.—Election Day. I used my imperial suffrage twice,—in the morning for Caron and Co-operative Coal, in the afternoon for Hopewell and a Happy Hallelujah. I thought I would vote towards evening for Roberts and a Radical Regeneration, but the poll-clerk made objections. At any rate, I have two noble deeds and one noble thought to my credit. I hold it to be the duty of everyone to exercise his franchise; and, if anyone neglects this duty, I think it becomes some good and willing citizen to perform it for him. Furthermore, I think that the said good and willing citizen should be paid a fee commensurate to the importance of the vicarious burden so assumed. I consider this a very profitable day.

JAN. 3.—I ordered a ton of coal to-day. Score another noble deed. I have helped a poor coal-dealer. He is in desperate circumstances, so desperate that he has to charge me a dollar a ton more than the price at Kingston. I begged him to accept another fifty cents, but his pride prevailed over his poverty. "But I will meet you half weigh," he said. I believe he did. Poor man, it is for such as you that I receive my statutory increase. As I gaze upon the pyramid of ashes in my cellar I gulp down great manly sobs to exclaim, "O, that I could reward you for what you have bestowed upon me. Lo, I have paid you only for the coal and here are these ashes given

Abbey's
Effer-
vescent **Salt**

ALL DRUGGISTS

25c. & 60c.
BOTTLE

Bright Brains Count

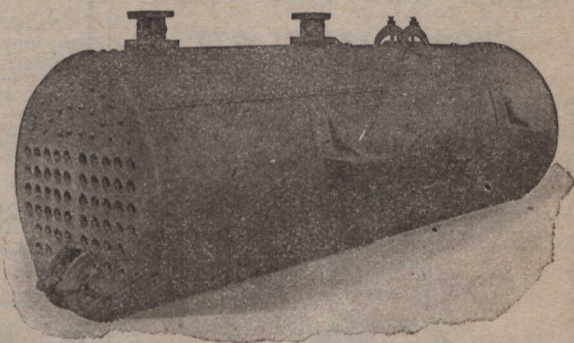
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on the Civil Service Examination for May proves the superiority of our courses. With one exception every candidate received an appointment in the Civil Service within four days after the results were published (June 18). One of our candidates in the Shorthand Division went right from our school without a single day's experience and headed the list of those who wrote from Ottawa and took third place in the Dominion. Another without a single day's office experience took the highest mark in Typewriting (99%) and still another caught fourth place in Subdivision B, 3rd Division. A most remarkable showing for inexperienced candidates, and is the best evidence of the High Grade teaching at Gowling's School.

Civil Service class opens August 1st. For particulars apply to

W. E. Gowling, Principal
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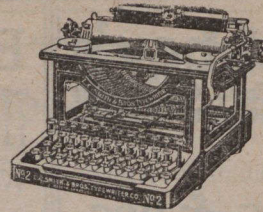
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me free." Free gratis, they say on the ninth concession, but the grate is not responsible for all that goes through it. A touch of humour, like the above, is needed I feel to relieve the tragedy of this day's history. I am thankful for my little jokes, and glad, too, that they are not as funny to other folks as to myself. People should not hurt themselves laughing.

JAN. 4.—I had a Noble Thought this morning. I caught it napping but the blamed thing got away from me after all. I have put an ad. in the papers looking towards its recovery. I worded it like this:

Lost, Strayed, or Stolen: One Noble Thought. Has High Brow and Short Tale. Answers to name of Guff. Anyone harbouring this N. T. liable to prosecution. Autograph Poem offered as reward to person returning same to The Sign of the Wooden Leg.

Many are the miracles wrought by advertising. The newspapers, those mighty forces which mould public opinion and stand as high priests between us and truth, are constantly preaching the gospel of publicity at twenty-five cents an agate line. Yet it is strange, passing strange, that one never reads an editorial in the daily or weekly press commending the work of the bill-poster.

JAN. 5.—Was one of a delegation to-day that waited on the School Board to ask for better accommodations at Fifth Avenue school. We were told that the trustees were capable of locking after this affair without any advice from intruding rate-payers. I intend appropriating the Board's noble thought to fill a vacancy in my own thoughtery today. When I engage a doctor I will not smell his medicines, even though I learn that he has poisoned half the street. When I start a fire in my furnace I will not worry about the front draft or the back check. I will have faith in the laws of combustion, let everything go to blazes.

I will hold it folly to count the eggs or weigh the butter which my grocer sends me; I will smoke whatever tobacco the tobacconist offers; I will wear whatever trousers the tailor may hitch to my braces. When my house catches fire I will not endeavour to save my family or my files of *The Civilian*. Why else do we pay taxes for fire protection, or premiums on insurance policies? In short, I intend to delegate all my functions; so that School Boards be clothed in a dignity and an authority beyond the dreams of a Sultan, and my grocer's bill be the due resultant between his desire for cash and my desire for indolence.

JAN. 6.—Epiphany. S— called this morning. He is an Orangeman, but was ready to-day to burn candles to whatever saints the church might elect. I wonder if a restoration of St. Peter to his place in the Civil Service Calendar would not undo the work of Luther. I am reminded of the words of Lamb in this connection. Speaking of the red letter days he says:

"I honoured them all, and could almost have wept the defalcation of Iscariot—so much did we love to keep holy memories sacred;—only methought I a little grudged at the coalition of the *better Jude* with Simon—clubbing (as it were) their sanctities together to make up one poor gaudy day between them—as an economy unworthy the dispensation."

I dusted and rearranged my books to-day. Into what strange groups do books gather when left to themselves. I found Shelley between two volumes of the Auditor General's Report, "the nightingale in the grove of the Furies." Todhunter's Algebra occupied a position on a shelf with Carlyle and Ruskin. "Is Saul also among the prophets?" I exclaimed, as I restored him to his place alongside Richard Harding Davis. The day was not wasted.

JAN. 7.—We have reached the first Sabbatical day of the year. "I thank thee, Jew, for teaching me that word." Only semi-Sabbatical in the civil service, but still a holy calm pervades the atmosphere of Saturday. I have been at the office on a Saturday afternoon, but not without some prickings of conscience. I have lulled my conscience to sleep at times by declaring I was on a "work of necessity or mercy." Again I have tried to throw the responsibility on the State, but the words of Hosea Bigelow have come back at me,—

"Guv'ment ain't to answer for it,
God'll send the bill to you."

Perhaps a civil servant's Half-Day Alliance could be organized to protect the sanctity of Saturday afternoon. I must write to *The Civilian* about it.

JAN. 8. Six days to pay-day. I went to church this evening. Mrs. Wegg had to sew a button on my coat after the service.

JAN. 9.—Five days to pay-day. Raised \$2.50 on my Encyclopedia Britannica. Wrote an essay on the Value of Knowledge.

JAN. 10.—Four days to pay-day. Brown is strapped. Tompkins is strapped. Carter is strapped. Smith is strapped. Kicked a book agent downstairs. There is no day, however short, on which one cannot do a noble deed.

JAN. 11.—Three days to pay day. My census of the impecunious shows great increases all along the line. Walked both ways at lunch-time. My rubbers are wearing as smooth as a deputy-minister's promise to consider an application for promotion.

JAN. 12.—Two days to pay-day. Discovered a new way to open the boy's bank. The breakfast this morning fully established its claim

of lineal descent from yesterday's dinner.

JAN. 13.—To-morrow is pay-day!! I overslept myself this morning. How one does miss a clock about the house. I am afraid I have not been giving as much attention as I should to this diary. But, to-morrow! I can hear the murmur of noble thoughts in the distance like the tramp of armed men, or the waves upon the pebbled shore, or the sweet sound that breathes upon a bank of violets! To-morrow! The first pay-day after Christmas! I thank Julius, or Gregory, or the Parliament of 1752, or whoever recast the calendar, that the fifteenth of January, 1911, comes on a Sunday. There was a great flurry on Exchange to-day. I disposed of my holdings,—two postage stamps and a bread ticket. Mrs. Wegg informs me that They have cut off the gas. "Go, thou, and do likewise," she says.

(To be continued, perhaps.)

A woman in Cairo, Ill., recently threatened to sue for a divorce, says the Atchison Globe. Her husband promised to be good. He signed the following ten commandments of his wife's making, which were filed with a notary public:

I am thy love, thy wife; thou shalt have no other love but me.

Thou shalt not take unto thy heart any stenographer or any other love pirate.

Thou shalt not promise to love me in vain. Remember thou come home on the Sabbath day. Six days mayest thou wander, but not at nights; nor the seventh day, which is the day of thy wife.

Honor thy mother-in-law, that thy days may be long in the land of love.

Thou shalt not carry a latch-key.

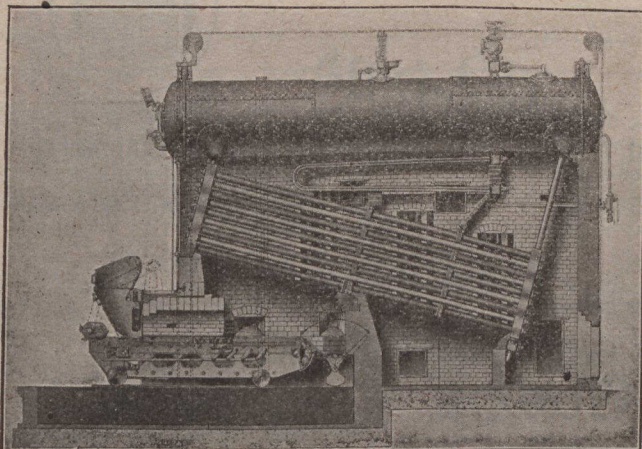
Thou shalt not return to thy happy home at three o'clock in the morn'g. The doors will be bolted if thou dost.

Thou shalt not grumble at thy lot.

Thou shalt not object to buttoning my gowns; nay, even if they be 500-button dresses.

Thou shalt not covet the sweet temper of thy neighbor's wife.

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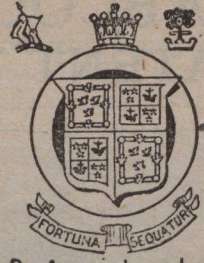
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The Woman in the Service

By "Frea Cannaiad."

That the women in the civil service have advantages which are not enjoyed by women holding positions under business firms is the conclusion made by a correspondent writing some time ago to the Toronto Globe. These advantages, she found, lie in the shorter working hours, and the opportunity afforded of indulging in other pursuits which contribute to making life enjoyable. An enviable optimism, too, is displayed in regard to the appreciation of a woman's efficiency — an optimism which to those enjoying the actual life seems to be largely a foretaste of the joys hoped for, and not yet come. This writer's decision, too, that there are in the civil service great opportunities for the girl of exceptional ability and for the university graduate indicates an acquaintance rather with the regulations of the civil service commission governing entrance to the civil service than with the actual conditions of promotion, where women are concerned. There is no doubt that a similar impression—that sheer brain power is the force which governs success in the service — has inspired more than one ambitious university graduate to make her way to Ottawa, only to find that published regulations contain no hint of obstacles which the university graduate within has found well-nigh insurmountable. For instance, a knowledge of all that is implied in the word "eligible," as applied to her transition from the lower to the higher subdivision of the third class might have sufficed to dampen her enthusiasm.

However, in spite of these complications the main conclusion of this Globe correspondent is just — that many a woman lives a happy life in the civil service. And this, too, in spite of the fact that there are in reality few opportunities therein for her distinguishing herself, in the same sense, as men in the service have gained distinction. For such distinction for a woman does not necessarily imply a successful life. It is only a narrow conception of life which makes a woman regard a money success as a career — or any success which has been attained by the sacrifice of higher interests. And one of the chief advantages of life in the civil service is, that a woman can live her life therein and not sacrifice all her higher interests.

Every woman placed in the world is under the necessity of finding a means of living. Some have their living already made for them, and need no further consideration. To others comes the question, "What pursuit in life can I follow which can bring me a maximum degree of happiness and at the same time provide for my physical needs?" The extreme case would be an occupation in which one does work which she thoroughly enjoys doing,—work in which the person can best develop herself, and at the same time secure the means of living. But such occupations, unfortunately, are to be found only by those possessing extraordinary ability — the mass of ordinary women workers are obliged to spend their lives doing work, more or less enjoyable, until the other extreme is reached and work-

ers are found, spending their entire number of waking hours in distasteful drudgery. So, for people of average ability, a happy life may be found in an occupation where one's entire amount of energy is not absorbed in the routine work, where time is left for recreation, and the pursuit of other and higher interests which make for the individual's happiness. In this sense, the civil service may be regarded as affording women a good opportunity for a career. The necessity only remains that each see to it that she has found the outside higher interest.

Athletics.

The hockey season is now on in earnest and the local professional team has made a good start. Their signal victory over last year's champions, the Wanderers of Montreal, last Saturday night, gave them a good look in for the premier position this year. The attendance was almost a record one, some 6,800 spectators being present by conservative estimate. The new blood infused into the Ottawas has had a good effect, Darragh being conspicuous in the scoring.

The league are fortunate in being able to secure good officials for their matches, drawn from the amateur ranks. Messrs. Bowie and Campbell of Montreal are both still chasing the puck in the non-professional series and are an ideal team of officials in any game. The 'holding up' of the public by ticket speculators presumably cannot be avoided, and was in evidence again at Saturday's game.

While Montreal's professional team was being vanquished on Ottawa ice, the amateur team of the Capital was carrying the war into Africa by invading the commercial

metropolis and downing the Montreal amateur seven on their own ice, a feat as difficult as the converse case when the Ottawa pro. team play at home. It is to be hoped that the amateur aggregation may be allowed to go through the season without being broken into any more by lucrative offers to join the professional ranks.

A very interesting and instructive brochure on the history of athletics from the earliest days of Greece and Rome has just appeared, being the work of a well known authority in the athletic world, Dr. R. Tait Mackenzie, formerly of Montreal, but now of the University of Chicago. The article deals exhaustively with all the various phases of athletics, and it is interesting to note that nearly all the objectionable features of present day sport were to be found among the ancients. Professionalism existed, but its exponents were tabooed socially. The "throw" of a race and bribery were also common. So also was the "double cross." One popular idol who threw down his supporters on

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a foot race was driven from the city and the house erected by his admirers was burned to the ground. On the whole, however, there appears much to be learned from the athletes of Greece, and Dr. Mackenzie has placed the reading public under a debt of gratitude by his most interesting article.



Simultaneously with advances made by aviation in the field of science, it seems inevitable that there should be a corresponding toll of human life. The latest fatalities are those of two of the most prominent "bird men." Messrs. Hoxey, who recently captured the altitude records, and Moissant who not long ago won the Statue of Liberty contest and the Paris to London flight. Eventually, no doubt, the navigation of the air will become comparatively safe, but the successful consummation seems to be most expensive. 42 deaths during 1910 are equivalent to almost one per week.



The Canadian runner, Hans Holmer, is winning fresh laurels in Scotland. Tom Longboat is also about to invade the Old County, — which, however, is not to him the "land of his fathers."

Basketball is now a favourite exercise of the professional baseball player in the States during the winter. It is found beneficial for weight reducing.

There is great revival going on throughout Canada in the old fashioned sport of snowshoeing. Old and young of both sexes are indulging in it to a degree not noticeable for some years.

The Bowling Schedule—Second Half

The first half of the C. S. Bowling Schedule will be completed Jan. 16, when the P.O.D. meets the Customs Statistics. *The Civilian* has pleasure in announcing the following as the schedule for the second half as arranged by the committee:—

- Jan. 17—Customs vs. Mint.
18—Militia vs. Int. II.
19—Agric. vs. E. Block.
20—Ry. Com. vs. Statistics.
21—P.O.D. vs. Bureau.
P.W.D. vs. Int. I.
23—Mint vs. Militia.
24—Agric. vs. Ry. Com.
25—Statistics vs. E. Block.
26—Customs vs. P.O.D.
27—P.W.D. vs. Int. II.
28—Militia vs. Int. I.
Mint vs. Bureau.
30—Statistics vs. Agric.
31—E. Block vs. Customs.
- Feb. 1—Ry. Com. vs. Int. II.
2—Mint vs. P.O.D.
3—P.W. vs. Agric.
4—Militia vs. Bureau.
Customs vs. Statistics.
6—Int. I. vs. E. Block.
7—Ry. Com. vs. P.W.D.
8—Mint vs. Int. II.
9—Militia vs. Agric.
10—Statistics vs. P.O.D.
11—E. Block vs. Ry. Com.
P.W.D. vs. Bureau.
13—Agric. vs. Int. I.
14—Int. II. vs. P.O.D.
15—Statistics vs. Mint.
16—E. Block vs. Militia.
17—Customs vs. P.W.D.
18—Agric. vs. Bureau.
P.O.D. vs. Ry. Com.
20—Int. I. vs. Int. II.
21—E. Block vs. Mint.
22—Agric. vs. Customs.
23—Statistics vs. P. Works.
24—Int. I. vs. P.O.D.
25—E. Block vs. Bureau.
Int. II. vs. Bureau.
27—Militia vs. P.O.D.
28—Int. I. vs. Ry. Com.
- Mar. 1—Customs vs. Bureau.
2—Statistics vs. Interior II.
3—E. Block vs. P.O.D.
4—Ry. Com. vs. Bureau.
Agric. vs. Mint.
6—Militia vs. P.W.D.
7—E. Block vs. Interior II.
8—Customs vs. Interior I.
9—P. W. vs. Mint.
10—Militia vs. Ry. Com.
11—Customs vs. Int. II.
Statistics vs. Bureau.
13—Agric. vs. P.O.D.
14—Int. I. vs. Mint.
15—Customs vs. Ry. Com.
16—Statistics vs. Militia.
17—Agriculture vs. Int. II.
18—Int. I. vs. Bureau.
E. Block vs. P.W.
20—Customs vs. Militia.
21—Ry. Com. vs. Mint.
22—Statistics vs. Int. I.
23—P.O.D. vs. P.W.

Correspondence.

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

"Aurea Mediocritas."

To the Editors of *The Civilian* :

I would like you to submit through your columns to the Civil Service Association of Ottawa, for discussion, the following suggestion :

Would the Association submit to the Government the recommendation "that civil servants after 30 years' service be granted the maximum salary of their respective classes."

After that length of time an employee is getting up in years and may have a large family to support; he may have been, under the old régime, years and years at the then maximum of his class, and struggling through life paying for the education of his children, and unable to lay aside any amount for contingencies or old age, except perhaps a life policy for a few thousands. He has had to pay superannuation rates — deducted from his monthly salary — and may never get any return for such deduction should he die before his 35 years of service.

The Government, I think, should amend the Civil Service Act in this respect and grant the maximum salary so that their old and faithful servants may, in their last years of service, enjoy the "aurea mediocritas" sung by Horace (ode vii., l. II.)

Yours truly,

CONSTANT READER.

The failure of the names of Mr. Caldwell and Mr. Bailey to appear in the list of those successful in the recent examinations for admittance to the Second Division has caused some speculation. Mr. Caldwell and Mr. Bailey were the two clerks of Division IIIA who essayed the examination. Notwithstanding rumour to the contrary, both were successful, and have received notice accordingly.

The growth of the free delivery postal service has kept pace with the development of Canada, and the reports show that within this generation the number of letter car-

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riers has increased from 163 in 1880 to 1,130 in 1910, or about sevenfold. The greatest strides, of course, have been made within the past ten years. In 1880 there were only eight cities in Canada which had free delivery of mail. These were Montreal, Toronto, Halifax, St. John, Ottawa, Quebec, London and Hamilton. In 1895 the number of cities with free mail delivery had increased to 11, and additions being Kingston, Winnipeg and Victoria. To-day, 38 cities have free mail delivery, and the policy of the post-office department is to extend this privilege to all cities which reach a population of 12,000 and produce a postal revenue of \$20,000 a year. The census next year will be watched with care by those growing communities which have not yet been extended this privilege because they lack the necessary standard of population. Certainly one of the greatest conveniences of modern life is the free delivery of mail. The number of postmen engaged in the free rural delivery branch are not included.

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Petition of Employees of British Columbia Penitentiary

The Honourable,
The Minister of Justice,
Ottawa, Ont.

Sir,—

We, the undersigned officers of the British Columbia Penitentiary, beg respectfully to call your attention to the petition forwarded to you on June 10, 1909, in which we asked your careful consideration of certain facts upon which we based our prayer for a general increase of salaries.

In view of the fact that no amelioration has taken place in the conditions that called forth our petition at that time, and in the added fact that these conditions have grown rather worse than better, we take this opportunity, at the opening of a new session of parliament, to renew our petition, in the respectful hope that the department may see fit to take some steps to alleviate these conditions.

Owing to the continued advance in the cost of living, the schedules attached to our previous petition have required amendment in certain respects, and new schedules have been prepared which are herewith attached, in which the figures have been brought up to date.

SCHEDULE A.

Scale of Wages Paid to Mechanics in British Columbia.

The figures for this schedule have been obtained from a prominent member of the local Trades and Labour Council.

SCHEDULES B, C, D & E.

Salaries Paid to Provincial Government and City Employees.

These figures have been obtained from the chiefs of the respective departments.

SCHEDULE F.

Scale of Prices of Staples.

The figures for this schedule have

been taken from the Labour Gazette for the month of October of the current year, showing an average increase of 84 per cent. on groceries, meat and fish, between the year 1904 and the present date.

SCHEDULE C.

Statement Showing the Percentage of Raise in Rents.

This statement was given by two leading real estate firms in the city. The specific figures are taken from the November issue of the Labour Gazette.

SCHEDULE H.

Shows the Difference in Wages Paid Between the East and West.

The Ottawa scale of wages is taken from the "Fair wage schedule" in the government contract for addition to East Block, Ottawa; contract dated July 7th, 1910. The new Westminster scale is supplied by a leading contractor of that place.

Your petitioners claim that in view of these figures, and actual experience, it is impossible for any officer to decently provide for his family at the present scale of salaries.

This fact is abundantly evidenced by the difficulty experienced in obtaining properly qualified officers to fill vacancies, and the unwillingness of officers to continue in the service when they have once experienced the peculiar dangers to which they are constantly exposed, and the small salary received in proportion to what may be earned by them on the outside, without any of the responsibility attached to a position, such as an officer of this institution.

Your petitioners, after a careful review of the whole situation, are unanimously of opinion that in order to counter-balance the increased cost of living, there should be a corresponding increase in salaries of at least 25 per cent.; while having in view the enormous difference in the

cost of living between East and West as shown in the Labour Gazette, and the difference in wages as shown in schedule H, there should be in addition a living allowance for this penitentiary of 15 per cent. We would further respectfully urge upon the department that, taking into consideration the responsibilities devolving upon the officers, together with the trying nature of the work in which they are engaged, and the undue strain on the health, no employee of

the penitentiary should be called upon to work more than six days in any one week. Your petitioners are emboldened to make this request, having regard to the fact that the officers at the Provincial Gaol are only required to work six days a week, and eight hours a day.

The prayer of your petitioners is that the justice of this petition may be recognized and the much required relief granted.

And your petitioners will ever pray.

The Railway Mail Service.

Things I Have Wondered at.

By G. O'C.

On the tenth November I saw an official letter, containing a Customs manifesto, drop out of a sack containing miscellaneous papers. The envelope was dated Oct. 29, and was mailed at Emerson, Man., for Gateway, B.C. It would be impossible to follow this envelope on its journey from Manitoba to the Bridgeburg and Goderich route, but there is not the slightest doubt in my mind but that it stuck in a corner of the sack it fell from and was carried about the country unnoticed. No clerk can be excused for throwing an important Customs envelope loose into a sack, instead of tying it up with letters. Still, I have often wondered why newspaper sacks were not stitched across the corners, as it would be such a simple, inexpensive way to prevent delay to matter passing through the mails owing to its sticking in the corner of a sack.

* * *

I have often wondered why men, apparently decent and efficient,

have such dirty habits. What! Dirty habits? Yes, sir; I have seen mail clerks spit all over the floor of mail cars, regardless of the fact that the bags must be defiled. I have actually seen a clerk spit into the empty bags hanging up in his car — perhaps he will refrain if he sees this. I saw another spit into a wad of string scraps which he placed on the floor for the purpose; and another had all the window sills in his car stained with tobacco juice! Indeed I have heard brakemen, while the train stood in some station, come and scold him for spitting on them, and so on. Gruesome revelations? They are, but they may wake up some otherwise decent men to a knowledge of their most strange peculiarities. I have wondered at these acts; I wonder if it is to be wondered at?

* * *

Some time ago the Controller invited the railway mail clerks to make suggestions for the benefit of the service. Some of the clerks,

knowing it to be a man's duty to do all in his power to improve everything capable of being improved, will be glad to make suggestions for the general benefit, while others, because they will not receive personal reward or glory, will confine their efforts to the bare minimum duties demanded of them. It is so in all walks of life: mail clerks are no exception. I have often wondered why some clerk who takes more than ordinary interest in his work has not invented a sack fastener to take the place of the unhandy, annoying one now in use. We all well know what a disagreeable contrivance our present sack fastener is, and I am sure that the whole service would welcome a good, easily-worked fastener similar to those in use in the U. S. mail service. I thought I had the idea myself some year ago, and I got some official encouragement, but my idea was not adopted. I wonder will this note have the effect of stimulating the inventive genius of some of our clerks who take a real interest in the service?

* * *

I wonder did any of our railway mail clerks see a simple, very handy, well-balanced, springy handle for a date stamp which Mr. W. D. Tye, of the B. G., invented some years ago? It seems, in comparison with the present date-stamp handle, which is too long and stiff, to be nearly perfect,—I know, for I have tried it hundreds of times at my work. I understand that, long years ago, the department saw and approved of this stamp-handle, but wanted to use it without suitably rewarding the inventor. I wonder if the present staff would not give it more consideration—if they saw it. Why not try, Mr. Tye?

I frequently wonder if the civil servants generally are all as great gossips as the railway mail clerks seem to be? "Well, what do you know about that?" one of them may cry. What I know about the gos-

sip is that I have heard enough reliable stories about the expected new salary schedule to fill a page in a newspaper; and I feel quite satisfied that the stories (judging from past experience) cannot be reliable, as the chiefs of every well-conducted department do not whisper their plans to the four winds of heaven, to be blown backward and forward over the Dominion. We have assurances that salaries are to be revised in our favor at the coming session, so what is the use of wasting time over silly rumours? There is no use: dignified patience is much to be preferred; and it will be more creditable for our clerks to act sensibly under the circumstances. What have the clerks gained by listening to the idle gossip? Nothing but unnecessary annoyance. Cheer up, boys! There's a good time coming.

* * *

Long year ago, in the old country, I remember that civil servants in large centres established civil service co-operative stores, where goods of all kinds were sold to members, who paid a small annual fee, at various substantial discounts on ordinary prices. I wonder why Canadian civil servants, wherever they are to be found in large numbers, do not start a store of this kind to eke out small salaries. There is money in it. Wonder where the first store will be started.

A newly made magistrate was gravely absorbed in a formidable document. Raising his keen eyes, he said to the man who stood patiently awaiting the award of justice: "Officer, what is this man charged with?" "Bigotry, your worship. He's got three wives," replied the officer.

The new justice rested his elbows on the desk and placed his finger tips together. "Officer," he said, somewhat sternly, "what's the use of all this education, all these evening schools, all the technical classes an' what not? Please remember, in any future like case, that a man who has married three wives has not committed bigotry but trigonometry. Proceed."

Western Ontario Customs Association.

At the last meeting of the "Western Ontario Customs Mutual Benefit Association" a resolution was unanimously adopted requested, "That this association become affiliated with the Civil Service Federation of Canada." The following resolutions were also adopted:

RESOLVED,

"That this association heartily approves of the splendid work accomplished by the Civil Service Federation and extends its sincere congratulations to all concerned."

RESOLVED,

"That the Secy. Treas., Mr. F. G. Neelin, be the accredited representative from this association to attend the meeting of the Civil Service Federation at Ottawa."

RESOLVED,

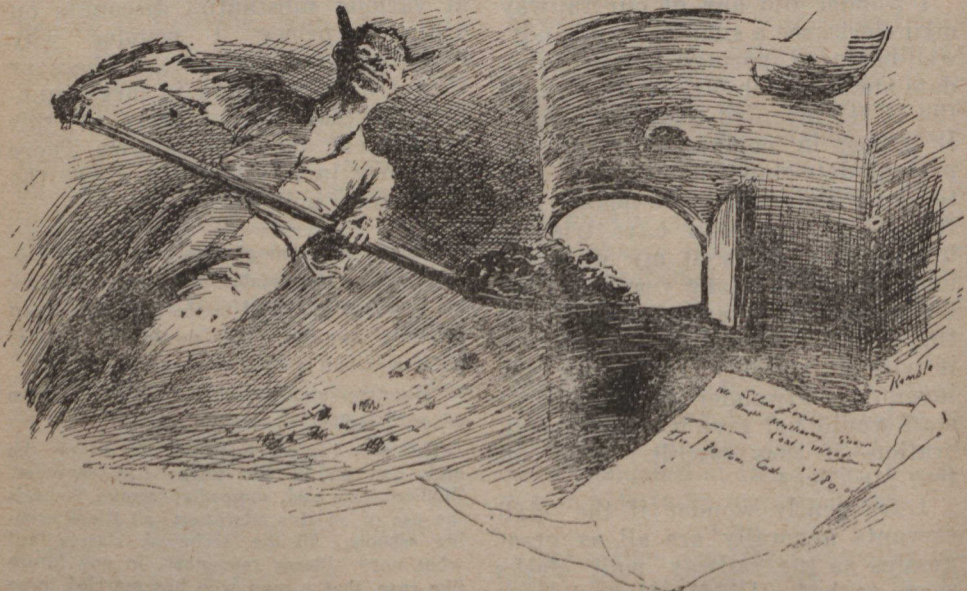
"That the proposed Act to amend

the Civil Service Act is hereby heartily endorsed; believing that the provisions contained therein governing the entrance of the Outside Service under the present regulations extended to the Inside Service as to grading and classification of its officers with minimum and maximum salaries would add materially to the efficiency of the work performed and enhance the value of their services to the Department."

RESOLVED,

"That the members of the Western Ontario Customs Mutual Benefit Association hereby express their unqualified approval of the provisions of the Superannuation Bill formulated and expressed by the Senate at its last session, and that they further express their desire that the question of Superannuation be taken up and put into force by the House of Commons during the coming session."

AFTERMATH OF THE COLD SPELL.



Imaginary Picture Conjured up by Jones of his Hired Man and Furnace when his Winter's Coal Bill Arrives.

Where the Public is Interested in the Public Service.

In the United States, the method of administering the civil service is a matter on which there is a strong public opinion. In the recent contest for the Governorship of New York, Mr. H. Stimson, the Republican candidate, thought it of importance to issue the following statement dealing, it will be observed, with the two subjects which are placed the foremost in the programme of the Canadian C. S. Federation:

"To my mind a provision for some equitable retirement system is most important to civil service employees. I heartily agree with President Taft that the time has arrived for dealing with the problem of superannuation in the civil service by a just, adequate and efficient retirement system. The absence of such a system inevitably results in the continuance in the service of employees beyond the period of their real usefulness. I regard such a measure in line with the progressive legislation of the day.

"I am heartily in favor of your demand that the merit system should be extended wherever it is found practicable. I do not see how anyone who has given thought to the subject can well differ with this demand. My own experience in connection with the New York Custom House has made me more than ever a determined believer in the merit system to every practicable extent in the public service."



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