

PAGES

MISSING

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Efficiency Records.

Address delivered before the National Assembly of Civil Service Commissioners of the United States at Ottawa, June, 1916, by Colonel Rice, during the discussion of a Report on Efficiency Records that had been submitted by a sub-committee of the Assembly.

I do not know of anything that made me more anxious to come to this Conference than the very fact that this question of efficiency was to be discussed, and discussed by men who had had so much experience with it and who had looked so carefully into the different systems by which it might be ascertained and recorded. It is no child's play, as anybody sees who tries to put on paper a definite estimate of the capabilities of a man to do work, and especially to do work that is not something of the nature of the piece-price unit. The very fact that the New York City Commission with two such able men as Mr. Birdseye and Mr. Saxton long connected with it have, up to the present time, never been able to put in force in its own force, consisting of forty or fifty people, any kind of an efficiency record, shows the difficulty of the proposition. And the new commissioners coming in a little over a year ago were rather surprised to find that there was not any such thing there. Mr. Ordway, President of the Commission, whose experience is as wide as that of any man in the operation of the law, also attached great importance to this phase of the progress of the competitive idea as a means of ascertaining the qualifications of members of the Civil Service. We have in our Constitution in the City of New York a declaration that all appointments and promotions shall be for merit or fitness, to be ascertained by examinations so far as practicable, which examination, so far as practicable, shall be competitive. It is as much an obligation to put that into effect if practicable, so far as the promotions are concerned, as it is to put into effect any system of ascertaining the qualifications for entrance into the Service. Therefore our Commission is going to take a go at it somehow and we are going to put into effect on the 1st of July some kind of system in our own office. We hope that the men who have had so much more experience with the practical operations of the office than the commissioners have had will devise some system which will be fairly effective; but whether it is effective or not we are going to make some kind of a go at it because we feel that we have been very much hampered in going before legislative committees and in discussing efficiency and having the question arise: Why do you not try it out yourselves? I can conceive no better way for us to ascertain the difficulties of this thing in its application to the smaller offices, those that do not consist of hundreds of employees, than for every Commission here to make up its mind that in its own office it will try to establish a definite method of recording efficiency; and if that is done I believe that at the next session we shall have still greater light thrown upon this subject than has been presented to us by the admirable report before us and by the application of their long experience and the study

which men like Mr. Catherwood and Mr. Murray have given to this subject. The truth is that an efficiency record finally is service translated into dollars and cents. But that is increased value. Lack of efficiency means waste of money to the people. But more, it means loss of character to the employee and it means deadening and deterioration of the Service generally. Inefficient organization in commercial life is the sure way to destroy the character and ability of the men who start in it. One comment upon our system in the State of New York, and I think it applies to other cities, is that employers will not take into their service a man who loses his place in the State employ if they can possibly help it. That is an absolute fact. Employer after employer in Albany, if he knows that a man has left the State service, has regarded it as an absolute detriment to him. It has been a detriment not only in regard to the amount of salary, but the man cannot get a position at all. That is an indictment that ought not to exist. Where efficiency is not recorded it is an injustice to the employee, if it is not recorded in somebody's mind as it is in most commercial enterprises. If that is not done it is a great injustice and men do not stay long with such a corporation. Instead of developing the employee as a valuable asset you lose him to some other corporation or to himself. Over-rating of salary, the payment of big salaries for minor clerical service, I regard as one of the very serious impediments to the efficiency of the employee. A good efficiency record will show many good men underpaid, and also it will be a basis to get proper appropriations for men who are not paid enough, because there you will have to go before legislative committees and will be able to give definite and valuable data to the committees. But let us take it for granted, as many of them are not entitled to do, that the State gets for the taxes it exacts from the citizens the most efficient service from the employees, from the pieces of machinery employed to do that work we call the Civil Service. Next to the just state which we are endeavouring to be in giving to people entering the Service through these competitive methods a fair and square deal all round is the efficient state, and we have learned and are well convinced that civil efficiency is the partner of military efficiency. If we do not have in our State that civil efficiency, no sort of military preparedness will, in the long run, give us that adequate protection that we are proposing to get. State employment, according to the officials of the Bureau of Municipal Research, is more secure in its tenure than private employment. That being so, it seems to me that the time has come when our sympathies ought to go out, not to the employee but to the State; not to the individual who is getting money for his services, but to the people of the State who are paying the money for these services and who are the employers of these people. In the best managed concerns to-day the man who does not advance goes down—ultimately he goes out. There is no standing still. You do not have clerks around you who do not every year give you something more, whether their salaries are increased or not. That is what they are there for and the moment you find a man standing still he has to find out that he is not the man for you. He ceases to be a clerk, he becomes an elevator attendant, or a janitor, or else he goes out of your service. But he cannot draw salaries unless he delivers good units of service.

New York I have spoken of as a corporation. It is the biggest corporation I happen to have any knowledge of or any close connection with. Years ago I was in the Executive Chamber and our expenses then were \$14,000,000 a year. They are now about \$66,000,000, and with the new industries, the new occupations, the new phases of public life that the State is reaching out into, after a while this question of efficiency becomes of immense importance,

and it wrecks parties and administrations if we find that the expenses are creeping up without producing results. In New York unless we get a more efficient Civil Service from top to bottom our expenses are soon going to be \$100,000,000 a year and I think anybody who looks into the thing sees that that is an inordinate sum for us to pay for the work we get and I believe that a fair analysis by any Bureau accustomed to do these things will show that there is an immense waste of money. The system has been built up very firmly and strongly in our State on this principle of ascertaining the qualifications for entrance into the Service by competitive examination, and we propose to maintain it; we are going to maintain it; it has never been maintained so strongly as to-day. The Governor has been a tower of strength to us. The present Commissioner went in there with some experience of the general proposition, and determined to put the thing right through to its ultimate.

In the long run we will not retain the public esteem for this qualification for entrance unless we can show with it a superior efficiency in the people we bring into the Service. In Washington last summer Mr. Brown, head of the Efficiency Bureau there, called attention to something rather enlightening in regard to the value of the Service. The point is this: I take two figures. We estimate one man at 100 for the quantity of his work and 100 for the quality of his work. We add those two together and we divide that, so if he is a 100 man in each respect his average is 100 per cent. Suppose we take another man and mark him 80 in quantity and 80 in quality. We add those two together, we divide the result and say that he is an 80 per cent man. 80 per cent and 100 per cent represents the relative values of these men to the State. The Efficiency Bureau in Washington has made very clear that we are there proceeding on a wrong basis. Let 100 in quantity and 100 in quality represent two sides of a square. The product of those two sides is 10,000 units. Take off 20 per cent of that and we have 80 per cent in quantity and take off 20 per cent on the other side and we have 80 per cent in quantity. Then our ordinary way of measuring would be to say that that is an 80 per cent man. But, multiplying 80 by 80, the two sides of the square, you get a product of 6,400 as the effective kind of work that man is doing. That is manifestly so because applying our 80 per cent to our 100 piece you cut off the 20 per cent in this corner to which I point and you must not give him credit for the amount of work he did that was not efficient or for the quantity of work that was not done. Therefore the work in the corner to which I point is lost entirely. That explains a thing which to everybody who looks at the eligible lists produced is remarkable; that is that the moment you begin to get away from the top of the list you run into very ineffective men and when you get to the 75 per cent people they bear no relation to the 100 per cent people. That is so because if you take marks of 75 per cent and 75 per cent and multiply them you produce only $56\frac{1}{4}$ per cent, and that is what is borne out in actual experience. When we get down to about where people just slip through they are very poor. I simply throw that out to show that there is an element in ascertaining character and capacity by the method of examination which we have got to think into somewhat further than merely this simple proposition of adding up a certain number of averages and saying that that man is of the average represented by those figures. You can see that if you had an automobile with poor tires, a poor engine, and poor springs, and it failed in a good many way, finally the result would be pretty nearly zero, although each one of the parts might be 80 per cent. That is what happens with people. Therefore I say that this is a most important question.

THE LETTER IN THE TRENCHES.

I'd taken my turn in the trenches,
I'd lived for a space in Hell;
And back from the horrors of No-Man's-
Land.
I'd managed,—somehow—to crawl.
There was blood on my tattered tunic,
A crimson and crusted stain;
And a mist was on my tired eyes.
And in my weary brain.

I wanted to sleep, for I dreaded
To think of the things I'd seen.
I wanted to sink beyond all thought,
And the reach of even a dream.
For what is the use of thinking,
When it leaves you haggard and worn?
Or a dream that hounds you tho' the night
To stark and stricken morn?

But just as my eyes were closing,
And the world seemed slipping away.
They brought me a battered letter
That had just reached camp that day;
And something awoke within me
That routed all thought of sleep,
And a spasm shook me thro' and thro'
With a joy that was vast and deep.

Have you ever been lost in the desert,
With a throat like a furnace-breath,
And suddenly stumbled upon a spring
As you staggered along with Death?
That's just how it seemed to strike me,
As, held in a shaking hand,
I read the letter that came to me
From a sane and sturdy land.

It took me away from the horror,
From the pitiful ruin and pain,
It bore me back to the Golden West
And the sweep of the starry plain;
It carried me back to the Service,
And the lads I knew so well,
And it made me think of the olden days,
When I followed the Railway Mail.

For I am a son of the Service,
There's lots of my breed out here;
We swung our course across the world
To the Song of the Volunteer.
You'll find us there in the trenches,
You'll meet us crippled and maimed,
And many a son the Service gave
Will never return again.

But I thought as I read my letter,
Of the saner, happier days;
With the swing of a car beneath our feet,
As we travelled the Iron ways.
And somehow the world seemed brighter,
And cheated of half its care,
As I thought of the grand old Maple Land
And the things worth fighting for.

Well, maybe you'll think it childish,
But maybe there'll come a day
When you'll sit alone in a bloody trench,
With a face that is ashen grey.
When your heart will be sick with horror,
In the midst of a lone, red land;
You'll think, my friend, of a lot of things,
And you'll know, — and understand.

JACK CADDEN.

18-9-16.

OUR HONORS WON.

No less than twenty-one men of the civil service of Canada, fighting overseas for the preservation of the Empire, have won decorations or mention in official despatches of the Commander-in-Chief. This is a proud record. *The Civilian* has recorded the granting of these honors from time to time but has never heretofore published a list such as is given below. Like the rest of the Civil Service war records, it is probably incomplete, from causes often explained, and the editors would be pleased to receive information of any other names that should be added to it.

Major Agar S. M. Adamson, D.S.O.
Major P. P. Acland, Military Cross.
Lieut.-Col. W. D. Allan, D.S.O.
Flight Sub-Lieut. H. J. Arnold, D.S.O.
Rene Bourgeois, Médaille Militaire
and Croix de Guerre, with palms.
H. T. Cameron, D.C.M.
Hector Chouinard, Military Cross
(French).
H. B. Compton, D.C.M.
Lieut.-Col. D. C. Draper, D.S.O.
Lieut. R. J. Edmunds, Military Cross
Capt. T. C. Evans, Military Cross.
John Hay, D.C.M.
Brig.-Gen. G. B. Hughes, D.S.O.
Lieut. J. C. Keefer, Military Cross.
Lieut.-Col. H. J. Lamb, D.S.O.
Leonard Lamplough, mentioned in
despatches.
J. S. Marchant, Cross of St. George
(Russian).
Lieut. R. W. Powell, Military Cross.
Lieut. J. J. Stock, Military Cross.
Lieut. F. H. Tingley, Military Cross.
Major H. B. Verrett, D.S.O.

The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.

FIFTY-SIXTH LIST.

- J. M. H. Wilkes, Interior, Calgary, Royal Canadian Dragoons.
 Major E. S. Clifford, Interior, Calgary.
 R. V. Muller, Interior, Calgary, Royal Canadian Dragoons.
 C. E. Vrooman, Interior, Calgary, Canadian Engineers.
 C. P. Maxted, Interior, Calgary, Canadian Engineers.
 H. E. Bowden, Interior, Calgary, Canadian Engineers.
 Lieut. J. S. Ferrier, Interior, Calgary, Northumberland Fusiliers.
 E. L. Hornby, Interior, Calgary, 1st Pioneers.
 W. G. Guthrie, Interior, Calgary, Army Medical Corps.
 Lieut. W. B. Hutcheson, Interior, Calgary, Canadian Engineers.
 Sergt. W. R. McCaffrey, Interior, Calgary, 4th Div. Cyclists.
 R. E. Matheson, Interior, Calgary, Canadian Engineers.
 T. H. Burt, Interior, Calgary, Army Medical Corps.
 W. A. Cunningham, Printing Bureau, Ottawa, C.A.S.C.
 J. H. Annable, Printing Bureau, Ottawa, 207th Battalion.
 Arcadius Montminy, Printing Bureau, Ottawa, 207th Battalion.
 A. E. Sanderson, Printing Bureau, Ottawa, 238th Battalion.
 John Joseph Tierney, Printing Bureau, Ottawa, 199th Irish-Canadian Rangers.
 Dominic Batterton, Printing Bureau, Ottawa, 73rd Battery, C.F.A.
 A. W. Robertson, Printing Bureau, Ottawa, 207th Battalion.
 Hector Richer, Printing Bureau, Ottawa, 230th Battalion.
 Sidney G. LeFeuvre, Printing Bureau, Ottawa, 238th Battalion.
 Stafford Macartney, Printing Bureau, Ottawa, 238th Battalion.
 William Burnett, Printing Bureau, Ottawa, 73rd Battery, C.F.A.
 J. H. Labelle, Printing Bureau, Ottawa, 73rd Battery, C.F.A.
 J. Henry Mann, Printing Bureau, Ottawa, 73rd Battery, C.F.A.
 Wm. J. Killins, Labour, Ottawa, 38th Battalion (transferred to 27th Battalion).
 Pierre Foursin, Emigration, Paris, French Army (dead).
 Lieut. Henry Thomas Noonan, Inland Revenue, Perth, 240th Battalion.
 Major Alfred Lefebvre, Inland Revenue, Montreal, 206th Battalion.
 Sub-Lieut. O. S. Power, Inland Revenue, Vancouver, R. N. Auxiliary Patrol.
 J. L. Mara, Inland Revenue, Victoria, B.C., R. N. Auxiliary Patrol.
 Harold Romilly Garnault Agassiz, Post Office, Toronto.
 Harold Thomas R. Armstrong, Dead Letter Office, Regina.
 William Cliff Baker, Post Office, St. Thomas.
 Harold Best, Letter Carrier, Winnipeg.
 Reginald Booth, Post Office, Toronto.
 Samuel Bowman, Post Office, Winnipeg.
 Arthur Charles Bryans, Post Office, Ottawa.
 Sergt. Charles Edward Carlin, Post Office, Brantford, 215th Battalion.
 Alex. Huntley Clark, Post Office, Winnipeg.
 David Clyne, Post Office, Winnipeg.
 Alexander Daun, Post Office, Winnipeg.
 Cyril Algemon Wentworth de Sausmarez, Post Office, Victoria, B.C.
 Jonathan John Charles Dewsbury, Post Office, Toronto.
 James Adolphus Doyle, Post Office, Winnipeg.
 Wm. John Dunnam, Letter Carrier, Hamilton.
 Albert Edward Egelton, Post Office, London.
 Edgar Farren, Railway Mail Clerk, Calgary District.
 John William Fitchett, Letter Carrier, Toronto.
 Arthur Boughton Francis, Post Office, Vancouver.
 Archibald Harold Gaiger, Post Office, Victoria, B.C.
 Hector Désiré Gauthier, Post Office Dept., Ottawa, 207th Battalion.
 Archibald Grimsdith, Letter Carrier, Toronto.
 Frank Harvey, Letter Carrier, Strathcona.

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THE NATIONAL DUTY.

I then went to the front line of trenches, south of St. Eloi, where I ran into a regiment from my own native province, New Brunswick.

We were fifty yards from the Boche trenches. I looked out for a minute through the periscope and the top of the periscope was nipped off.

A few days ago I saw a medal which was struck in Germany; on one side there was a picture of the Lusitania going down stern first; under this was the legend "Business above all things." On the other side the Cunard steamship office was shown, and behind the wicket was Death selling tickets to the English people, and under this was the inscription—

"S.S. Lusitania, Cunard Line, sunk by German submarine," and the date was the fifth of May. The Lusitania went down on the seventh of May, and this is conclusive proof that not only are they murderers but that it was a case of cold-blooded, premeditated murder unparalleled in the history of crime.

—From a speech by Sir Frederic Williams-Taylor on his return from a visit to the front.

In this war the soul of the Empire has put on its armor and gone forth to conquer or to perish.

—Lord Curzon.

OUR BOYS

Previously reported:

Dead.	80
Wounded	134
Prisoners	12

DEAD.

LIEUT. CECIL H. PEAKER.
CAPT. FRANK McGEE.
LIEUT. E. T. TOOLE.

WOUNDED.

H. S. COOPER.
JOHN McMURDO.
R. J. BENNETT.
ROLF. HOLMDEN.
LIEUT. T. H. MACKINLAY.
E. G. PATTERSON.
H. R. GREGORY.
C. E. STEWARDSON.

FOR THE BLIND SOLDIERS.

One of the social activities with which Ottawa civil servants are specially identified is the Association for the Blind. Certain members of the Service have done most praiseworthy work in connection with the organization and management of the splendid charity, while recently hundreds of civil servants assisted by their contributions in placing it on a safe financial footing. The Association for the Blind carries on a work which should by no means be allowed to "mark time" during the war. The fact that hundreds of thousands of Canadian men are under arms is the most urgent argument for greatly increased public support, whereby the Association will be able to extend its work, both in regard to the number of blind persons assisted and in the variety of useful trades taught. Scores, probably hundreds, of soldiers will come home from the front blinded for life. Compared with these the man minus an arm or a leg,—or even both legs,—is lucky. Numerous occu-

pations open to the maimed are impossible to the blind. These grown men must learn to read and write again as well as acquire some means by which to supplement their inadequate pensions. They constitute a problem with which the people of Canada must deal, and deal with with an open hand. What better provision can be made against this coming demand than to put the existing and efficient organizations for the education and employment of the blind in a position that will enable them to extend their works as rapidly as necessity may require? The Ottawa Association for the Blind, by its aims and by the work it is accomplishing, deserves support in this time of war even as does the Red Cross. The Association is not making a special appeal for funds at present, but civil servants who recently contributed to its assistance would do well to accept and maintain the membership that the Association tenders them.

SIR PERCY.

Few announcements of honors bestowed by the Sovereign are received with heartier public approval than was accorded that of the creation of the Chief Commissioner of Police for Canada a Knight Commander of the Most Distinguished Order of St. Michael and St. George. Sir Percy Sherwood is a knightly gentleman and will bear the title fittingly, while no one who has any conception of the great work he has done in preserving the peace and safety of Canada since the outbreak of the war but will declare that this distinguishing mark of the King's approval is richly deserved.

The editors want good stories of "Our Boys,"—either the stories that come from overseas in letters or those that the boys who come home have to tell. If you know a story about a

civil servant in the army, send it in for publication. Also, don't forget to send news of casualties.

Go to your calendar and mark a big Red Cross on October 19th That is "Trafalgar Day," and the British Red Cross will again ask for aid for its enormous work. Already it has spent \$15,000,000, and the estimated requirements for the year are at least \$8,750,000. That Red Cross work deserves every person's support is universally admitted. There is no room for argument on that point. Let the spirit of Thanksgiving, which is to rule on October 9th, remain until pay day, the 15th, and move every civil servant to lay aside a trifle—even if it is only five cents—to be added to the Red Cross fund on the 19th.

The success of the *The Civilian* as a vehicle for the circulation of Civil Service news and views depends to a large extent upon the assistance given to the editors by its subscribers and readers. In that respect this journal is practically a co-operative enterprise. The advancement of Civil Service reform is *The Civilian's* first aim. That object can be best served within the Service by a newsy, readable journal that everybody will look for on its day of publication. *The Civilian* constantly sacrifices its own material interests in order to be free of obligations that might prevent it from striking out boldly and freely in the Civil Service cause. Strong support from the Service alone makes possible the continued pursuance of an independent policy.

The Post Office Department announces a surplus of \$2,849,000. The revenue increased \$5,811,000, and the expenditure, despite all the exigencies of war, was only increased \$47,947. The officials of the Department and the Government will, no doubt, draw some very pleasing conclusions from this showing. To the civil ser-

vant a striking feature of the statement is that the enormously-increased work of this Department has been carried on with but a trifling increase of expense, which means that from the lowest grade to the highest every man and woman has worked at "war pressure." The Canadian postal service has more than a thousand men in uniform and the absence of so many trained men has thrown an added load of labour and responsibility upon those left behind. Well done, Post Office!

With sincere regret the Civil Service of Canada says farewell to H. R.H. the Duke of Connaught as Governor General. His devotion to public business during the five years of his occupancy of that position has given a higher status to public service in this Dominion. Those whose duties brought them in personal touch with His Royal Highness always found that his kindly courtesy and earnest attention to the matter in hand made their work easy and pleasant. That the efforts of the Civil Service to discharge its duties well were appreciated by him is indicated by the honors conferred upon several of its members on the eve of his retirement.

V. A. D. GIRLS LEAVE.

Miss Alice Houston and Miss Georgette Dufour are the representatives of the Civil Service in the draft of Voluntary Aid Detachment nurses now en route for England to do duty in military convalescent hospitals. Miss Houston left two weeks ago and Miss Dufour this week. Both are from the Post Office Department. There were many more volunteers for this service than there were nurses called for, consequently many applicants were unable to secure places. Miss Lois Jarvis and Miss Genevieve McGoey of the Department of Railways and Canals were provisionally accepted, but were unable to secure

leave of absence from the department.

KITH AND KIN.

Harold Royston Bright.

Since receipt of the official news, "wounded" a letter has been received from H. Royston Bright, who is at No. 2 Canadian Hospital, Boulogne, saying that his wound is from a shrapnel shell in the arm, is not serious and that he expects to resume duty at an early date, Mr. Bright, who went over with the First Division, Second Brigade Artillery, is a son of John Bright, Live Stock Commissioner.

George Earnest Crowder.

Recent casualty lists contain the name of Pte. G. E. Crowder, who went overseas with the 52nd, Port Arthur. He is a brother of Miss E. Crowder, in the office of the Controller of Railway Mail Service, Ottawa.

Lieut. Lyman McColl.

Lieut. Lyman McColl, killed in action a few days ago, was a member of a well-known Ottawa family and a brother of Alex. E. McColl of the Department of Militia and Defence. He is the third of the family to give up their lives in this war, one having fallen at St. Julien and another dying of wounds early this summer. A fourth brother is in an Alberta battalion. Alex. E. McColl is ineligible for military service owing to wounds received in the war in South Africa.

SURVEY STEAMER LOST.

The Hydrographic Survey steamer La Canadienne went ashore and was wrecked near Doyron, on the north shore of Lake Superior on September 17th. The crew were saved. Salvage operations have been undertaken.

CIVIL SERVICE CASUALTIES.**LIEUT. CECIL H. PEAKER.**

Lieutenant Cecil Howard Peaker, 8th Mounted Rifles, is now officially reported killed in action. This young officer was posted as missing after the pitched battle at Hooge early in June and for more than three months nothing further was learned concerning him. He was, in civil life, a clerk in the Department of Marine and Fisheries.

LIEUT. G. E. BOTHWELL.

Lieutenant George Edwin Bothwell, of the Mounted Rifles, reported missing and probably killed, with next of kin residing in Perth, Ont., and enlisted at Edmonton, is an officer of the Forestry Branch of the Department of the Interior. He is the son of Mr. Thomas Bothwell, of Perth, and after graduating in forestry at the University of Toronto, was engaged by the Forestry Branch, and was stationed in Ottawa. Later he was sent out to the Mountain Park Reserve and enlisted at Edmonton.

H. S. COOPER.

Harold Septimus Cooper of the Fort William Staff of the Department of Trade and Commerce, was admitted to No. 8 Stationary Hospital at Wimereux, on August 22nd, suffering from a gunshot in the shoulder.

JOHN McMURDO.

John McMurdo, of the Winnipeg Staff of Trade and Commerce, was admitted to No. 3 General Hospital at Boulogne, on August 15th, suffering from shell shock. He enlisted for the war with the 79th Cameron Highlanders and was in the 43rd Battalion.

R. J. BENNETT.

Robert Jay Bennett, reported as a patient in the Canadian Convales-

cent Hospital at Woodcote Park, Epsom, with a wound in the right ankle is now transferred to the Granville Canadian Special Hospital at Ramsgate. He is a clerk in the Department of Customs and went overseas with the 8th Mounted Rifles.

ROLF MOLMDEN.

The casualty list of September 21st included the name of Lance Corporal Rolf Holmden, wounded in the head. He belongs to the staff of the Department of Agriculture and went overseas with the 73rd Highlanders. He is a son of H. R. Holmden of the Archives. Three of his brothers are also in the army another was killed in August, 1915.

CAPT. FRANK MCGEE.

Captain Frank Clarence McGee, of the 21st Battalion, was killed in action on September 16th, on the Somme. He was thirty-six years of age and a son of John J. McGee formerly clerk of the Privy Council. He entered the civil service in 1906, and was a clerk in the Dominion Lands Branch of the Department of the Interior. His brother, Captain Chas. McGee, was killed last year and another, Capt. W. R. McGee, is with the 77th Battalion. D'Arcy McGee and J. J. McGee of the Mines Branch are also brothers. Frank McGee was one of Ottawa's finest athletes. He was second to none in hockey and had few superiors in football, golf, rowing or paddling. He was a true sportsman and he died a gallant sportsman's death.

LIEUT. E. T. TOOLE.

Lieut. Edward T. Toole, who was employed as a draughtsman in the Calgary office of the Topographical Surveys Branch, Department of the Interior, has been reported killed in action in France. He enlisted as a private with the 19th Alberta Dragoons within one week after the outbreak of war and went overseas with

the 1st Canadian Division. After serving a year and a half in the trenches he was given a commission. He had been through many important action, but up to the time of his death had escaped injury.

LIEUT. T. H. MACKINLAY.

Lieut. Thomas H. Mackinlay, 29th Battalion, is officially reported to have been wounded on September 15th. Lieut. Mackinlay is a Customs officer attached to the port of Vancouver. He went overseas with the rank of color-sergeant and received his commission at the front.

E. G. PATTERSON.

Pioneer Edward George Patterson, admitted to No. 1 Western General Hospital, Fazakerley, on September 18th, suffering from a wound in the left arm, is an officer of customs at Windsor, Ont., and enlisted in October, 1915, in the 2nd Pioneer Battalion.

H. R. GREGORY.

Private Henry Roland Gregory was admitted to 2nd Scottish General Hospital, Edinburgh, on September 20th, suffering from a gunshot wound in the leg. He is an officer in the St. Catharines custom house and enlisted in the 81st Battalion in December last.

C. E. STEWARDSON.

Private Chas. Edward Stewardson was admitted to the Military Hospital, Chatham, on September 19th, suffering from a wound in the left arm. He is a customs officer from Fort William and enlisted in September, 1915, with the 44th Battalion.

C. W. MARTIN REMEMBERED.

When Pte. Martin of the 207th Battalion called at the offices of the Controller of Railway Mail Service recently he was quite surprised at being invited into the private office

of Mr. Armstrong, and in the presence of the staff with whom he had been so agreeably associated for a number of years was presented with a wrist watch. Mr. Martin in reply to the Controller's presentation address paid a kindly tribute to the relations that had existed as between all the members of the staff and himself; and was grateful not only for the remembrance to himself, but for the evidence of loyalty to the cause that called him to its service.

C. E. CATHCART WATCHED.

The office of the Controller of Railway Mail Service, Ottawa, was the scene of a pleasant little function on Tuesday, the 19th inst. when Mr. Cecil E. Cathcart who has recently joined the 74th Battery, Canadian Field Artillery, was presented with an engraved wrist watch. The presentation was made on behalf of the staff by Mr. Armstrong and was fittingly and feelingly replied to by the recipient, who paid a very fine compliment to the remaining members of the staff from whom he was evidently reluctant to separate himself. The best of good wishes follow Mr. Cathcart in his path of higher duty.

WATCHED SNOWDON.

C. H. Snowdon of the Secretary's Branch of the Post Office Department was given a hearty send-off by his fellow employees when he joined the 74th Battery, C. F. A., for overseas service. Just before noon on September 19th the staff gathered in the office of Assistant Deputy Postmaster General Robert Fowler and witnessed the presentation to Private Snowdon of a military wrist watch. Mr. Fowler's address to the recipient was expressive of the appreciation and hearty good-wishes of all his colleagues. The speaker laid parti-

cular emphasis on the excellent example set by Private Snowdon and referred to the certain esteem and preference in which the men who serve in the war will be held when they return to civil life. He hoped that many more men of the Post Office Department would soon answer the call to arms.

RESERVIST IS PRESENTED

Louis Chamonard, a French reservist in the mining lands and Yukon branch of the Department of the Interior, was presented with a case of pipes recently by his fellow workers prior to his departure for service in France. Mr. S. M. Genest made the presentation.

WITH THE 74TH.

A week ago the roll of Captain Frank Grierson's 74th Battery, C.F. A., contained the names of a dozen civil servants and the number has increased since. Those then enrolled were, —Cecil Cathcart, C. H. Snowdon and Joseph Foisy of the Post Office Department; A. A. Pelletier of Railways and Canals; E. J. Root of the Printing Bureau; E. F. O'Brien of the Customs; F. L. Connolly of the Interior; Peter Connolly of Agriculture; E. L. Smith of Trade and Commerce and W. H. Dingle, C. T. Goode and Joseph McKenna of Militia and Defence.

Owen Byrnes, son of John Byrnes of Trade and Commerce is the youngest recruit in the Battery and one of the youngest soldiers in the army. He is a full-fledged combatant,—not a drummer or bugler. Owen tried to enlist a year ago,—before he was fifteen years old,—but the recruiting officer told him to go away and grow some. Whether disappointment stimulated his growth or not is uncertain, but he now fulfils the height requirement and has a bit to spare

and there was no keeping him out of khaki any longer.

A well-known Y.M.C.A. man has been doing army work for some time has resigned his appointment and enrolled with the Battery.

Rev. E. Merrill Wilson of Gloucester, Ont., has enrolled as a gunner.

The Battery is now at Petewawa. At the first review and inspection there it was especially complimented by the inspecting officer on its soldierly bearing, though many of the men had only been in uniform for a few days. The 74th is made up of men who learn quickly.

The ranks are now nearly full. A few more recruits are wanted. An officer of the Battery will be at the Base Recruiting office, Sparks street, Ottawa, until the places are all filled.

WORTHILY HONORED.

The closing days of the regime of H. R. H. the Duke of Connaught as Governor General of Canada will be memorable for many noteworthy events. Not least among these is the conferring of honors upon six prominent Canadians, three of whom are civil servants and two others members of the Government House staff.

Colonel A. Percy Sherwood, Chief Commissioner of Police for Canada, is created a Knight Commander of the Most Distinguished Order of St. Michael and St. George.

Arthur F. Sladen, C.M.G., deputy secretary of the Governor-General, is appointed a Companion of the Victorian Order.

James F. Crowdy, chief clerk in the Governor General's Secretary office is appointed a member of the Victorian Order.

Lieut.-Col. A. E. Stanton, private secretary to His Royal Highness, is made a C.M.G.

Lord Richard Neville, C.M.G., controller to His Royal Highness, is made a C.V.O.

The sixth honor conferred was that of a Barontey upon H. V. Meredith, president of the Bank of Montreal.

“PRO BELGICA.”

“The Relief Work of the Belgian Victims of the War” of whom the President is the most devoted General Consul for Belgium at Ottawa, is editing for some weeks past, the paper ‘pro Belgica,’ printed in two languages.

This paper discloses the painful condition of the Belgian people so worthy of admiration and shows what Canada is doing for its relief. It is very interesting to observe the manner in which the subscriptions received for the relief of Belgian and French populations of the invaded departments are employed.

The subscribers of ‘Pro Belgica,’ are not only acquainted with all that happens in Belgium, they also contribute to the revictualling of this unfortunate country, for all receipts of the paper are paid into the receiving office of the ‘Relief Work.’ The amount of the subscription is but one dollar, which can be sent to the Management of the paper, 149 St. Luke, Montreal.

Give your subscription for ‘Pro Belgica.’ It is a mere trifle, but it is for the relief of the destitute Belgium.

THE UNRULY PEN.

A number of our returned soldiers in the Calvary convalescent Hospital of the Military Hospitals Commission are working as hard as their injuries will permit, for a Civil Service entrance examination.

Examinations are dreadful things, to most of us, even when we are in perfect health. But the easiest part of them, to us, is the mere process of writing. To these men, on the other hand, the act of writing is a serious difficulty.

“The men are working hard,” thier teacher writes, “and are making consistent progress, but the subject which gives me most concern is writin. This shows some improvement, but many of the men have difficulty on account of injuries to the right arm, shoulder, hand or elbow. Others show extreme shakiness owing to shattered nerves. One man is handicapped by having lost an arm.

“Some days they write fairly well, but on others they do not seem to be able to control the pen at all. However, I an hopeful of being able to get most of them through the examination. They are making excellent progres in arithmetic, spelling and dictation.”

Men who persevere under such difficulties deserve to succeed. Some of them had rather storm a German trench than struggle through that examination.

The Government, it is pretty well known, gives preference to returned soldiers in making public appointments, but of course the men must be able to do the work.

To make them able, for that or any other kind of work quite clearly suitable for them, is one of the objects which the Military Hospitals Commission is energetically carrying out.

The Canadian public will not be satisfied till every man disabled in its service is not only fit for employment but actually employed, at some regular occupation profitable both to the man and to the country.

FROM SASKATOON.

A Saskatoon correspondent writes that W. A. Gardner of the Customs staff of that place, who has been twice wounded, is back on duty with his battalion.

Four of the twelve man in the Dominion Lands Office at Saskatoon have enlisted and about half of the Customs men are in khaki.

RAILWAY MAIL SERVICE CONTRIBUTIONS.

District.	Jan.	Feb.	Mar.	April	May	June	July	Total
	\$	\$	\$	\$	\$	\$	\$	\$
Halifax.....			135.50	85.50	85.50	85.50	84.50	476.50
St. John.....			78.50	76.50	70.50	84.50	77.50	387.50
Quebec.....			158.38	156.38	157.38	148.13	150.13	770.40
Montreal.....		106.65	109.43	108.74	112.51	113.80	108.82	659.95
Ottawa.....		158.73	87.00	84.05	83.00	82.05	79.59	474.42
<i>Toronto:—</i>								
Patriotic Fund.....				197.43	170.32	171.29	181.41	720.45
Soldiers' Dis.....				42.00	42.00	4.00		88.00
*London.....				2.25				2.25
North Bay.....						61.41	61.66	123.07
Winnipeg.....					155.50	132.50	131.00	419.00
*Moose Jaw.....						5.00	5.00	10.00
Saskatoon.....		107.76	100.53	99.65	101.24	97.83	94.88	601.89
<i>Calgary:—</i>								
Patriotic Fund.....	175.57	186.56	176.43	174.18	172.13	170.23	167.84	1,222.96
Red Cross.....	253.52	269.21	7.06	3.70		70.65	73.09	677.23
<i>Vancouver:—</i>								
Soldiers' Disablement...	191.15	201.96	197.60	188.57	193.90	188.37	197.60	1,359.15

*London and Moose Jaw Districts had apparently arranged to make their contributions through other channels before the appeal from the Civil Service Federation of Canada reached them.

"GAME BIRDS."

Tested Fighters, but not for show.

"I bet you \$5 that's a turkey, not a chicken," said a visitor at a recent agricultural show.

The bird in dispute was a chicken fattened and dressed by "disabled" soldiers at one of the convalescent institutions of the Military Hospitals Commission. All sorts of occupations are provided at these places, and do much to hasten the men's recovery as well as to make them more capable of earning a good living when they come out.

"Why don't you show some of your live birds?" asked another visitor—"Haven't you got any good game birds?"

"Yes," said one of the staff, "We have some very fine specimens; first class fighters, too, as they proved in France and Flanders. But they don't crow or flap their wings about it, and they don't want to be put on exhibition. All they want is a chance to get back among their fellow citizens and earn a decent living. That's what we are helping them to do. Have you got a few jobs to offer them when they come out?"

Have You?

CANADA'S LARGEST MANUFACTURER of Telephones, Police and Fire Alarm Equipment, Wires and Cables; also largest Electrical Supply House in the country.

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LIMITED

Montreal, Halifax, Toronto, Winnipeg, Regina, Calgary, Edmonton, Vancouver, Victoria

MANITOBA R.M.C. ASSOCIATION

The regular monthly meeting of the Association was held on September 2, 1916, the President in the chair.

The minutes of the last meeting were read and approved.

Owing to the previous meeting being adjourned, there was a large amount of correspondence, letters were read from Mrs. I. Smith acknowledging receipt of donation from the clerks, letter from the new branch association at Saskatoon, letter from the Controller Railway Mail Service, with information requested re Patriotic Fund etc, letters were read which the Association sent to Mr. Kavanagh, also replies to same, relative to the transfer work.

The secretary gave the following notice of motion, "That at the next regular meeting we proceed to elect a representative to the Western Federation for the year 1917, and during said meeting I will ask for the suspension of Rule 4, as provided for in rule 18, (163-164)."

On the motion of J. Marshall, seconded by H. Hooper, "that a vote of thanks be sent to the Superintendent for the improved conditions in the loading of Branch line mail cars, and the loading and unloading of main line cars." Carried.

Motion by J. Marshall, seconded by J. A. Irons, "that a letter be despatched to the Superintendent embodying the above motion, and asking for more improvements for train one arriving here." Carried.

The question of the Qualifying examination being made compulsory (as formerly) to become a permanent clerk, was discussed, and on the motion of J. A. Irons, seconded by J. Marshall, it was laid on the table.

Motion by H. Hooper, seconded by J. Macpherson, "that this meeting is in favor of admitting the Saskatoon Division to the Federation, providing the By-laws of the Federation are amended to allow two branches

of the Saskatchewan, or any other provincial association."

Motion by J. Marshall, seconded by J. Barbour, "that business arising out of the correspondence be deferred to the next meeting."

The secretary gave notice of motion "that for the best interests for the various associations in the Western Federation, and to facilitate the business meeting of the latter, that in addition to the four officers, the Federation amend their By-laws, thereby creating an Executive composed of each provincial association president."

The meeting then adjourned.

THIRD DIVISION.

Readers are advised to take no stock in baseless rumors concerning the position of the Third Division question. *The Civilian* is informed that officers of the Civil Service Association of Ottawa have recently been received by the Secretary of State for a discussion of the organization's memorial. The Minister took the matter under consideration and reserved his decision. It is expected that further conferences will be held.

THE LONG ARM.

The Department of the Royal Northwest Mounted Police has received a report from Inspector G. Nauze regarding the capture of the murderers of the two priests, Father Rouvier and Father Leroux, at Coronation Gulf in November 1913.

Seneseah, the Eskimo who is in custody, was captured on South Victoria Island on May 5, and admitted at a preliminary hearing that he committed the crime at Bloody Falls; another Eskimo named Ellukrak, who was implicated in the murder, was also taken into custody north east of Copper Mine. The prisoners are now at Hershell Island.

Personals.**Appointments.**

Agriculture Dept.—J. A. Allen, Div. 2B; J. A. Ste. Marie, Div. 2B.

Inland Revenue Dept.—E. A. Rooney, Div. 3B; Finley Marshall, Asst. Inspector W. and M., London; Robt. Grandy, 3rd Class, Port Hope. The following to 3rd Class: Charles Vezina, Quebec; Amedee Aucoin, Montreal; Prosper Eugene Brissette, Montreal; Louis Elisse Noel, Ottawa; Edward George Blaylock, Belleville; Frederick Holmes McLenaghan, Perth; Robert Howard La March, Windsor; John Christopher Miller, Winnipeg; Ward Harry Bell, Moose Jaw; John Lytton Mara, Victoria.

Interior Dept.—J. A. O'Neill, sorter; Geo. W. Paynter and Norman E. Talcott, Div. 2B; Anna R. Boulger, Wilfrid J. O'Connor, Mary M. Purvis and Ethel M. Potvin, Div. 3B; Wm. W. McCarthy and Mary C. Maloney, Div. 3B.

Justice Dept.—F. I. Nelson, Div. 3A.

Labour Dept.—Olga E. Somerville, Div. 2B.

Naval Service Dept.—Mary E. Bayes, Div. 3B.

Post Office Dept.—L. Labonte, sorter; Fred. B. Dunn, Div. 3B; C. C. Johnston, messenger; Wanda T. Schwesinger and Ivy V. Moxley, Div. 3B. The following to 3rd Class, Grade "B": George C. Gilpin, Saskatoon; H. H. Eyre, Edmonton; W. H. Roy, Toronto; E. T. Stewart, Toronto; J. H. Weleh, Toronto; J. C. Yealland, London; A. V. Jones, Toronto; James Murdoch, Toronto; Mrs. B. D. Coupal, Winnipeg; Miss Margaret R. Kilduff, Money Order Exchange; Bella Cook, Montreal; A. Ouimet, Montreal; U. Lefebvre, Montreal; C. E. Bedard, Montreal; J. E. Stanton, Montreal; E. Frappier, Montreal; W. Gaudette, Montreal; A. Laflamme, Montreal; A. Rufiange, Montreal; H. Primeau, Montreal; Michel Cadrin, P. O. Inspector's, Quebec; Georges Laurencelle, Montreal; C. E. Boivin, Montreal; R. Corriveau, Montreal; C. E. Perron, Montreal; Miss B. B. Boisseau, Montreal. The following to 3rd Class, Grade "A": Joseph Alfred Nadeau, Ottawa; O. R. Dagenais, P. O. Inspector's, Montreal; Miss A. M. Murphy, Ottawa.

Public Works Dept.—Edith I. Arthur, Div. 3B.

Railways and Canals Dept.—Wm. McFall, Div. 3B.

Trade and Commerce Dept.—Boyd E. Chute, Div. 3B. The following to Sub-division B of the Third Division: Miss Margaret Irwin, Miss Maude Isabel McLean, Miss Eleanor Mary Reid, Miss Marie Antoinette Taillefer, Miss Florence Irene

Farrell, Miss Gertrude M. R. Thicke, Miss Mary Helena Buckley, Miss Edna Clarke, Miss Frances Edwards, Miss Elizabeth Ainsborough, Miss Henrietta M. S. Falconer, Miss Ruby Minerva Carson, Miss Minerva Kathryn Hoople, Miss Lillian Mary Russell, Miss Helen Blyth, Miss Mary Estella Bouck.

Promotions.

Agriculture Dept.—Ezra W. Savage to Div. 2A.

Inland Revenue Dept.—L. E. Westman to Div. 2A; Peter L. Smyth to Div. 2A; Frank Jos. Casey, St. John, to Collector, Charlotte-town.

Interior Dept.—R. F. Lynch to Div. 2B; H. L. Stewart to Div. 3A.

Labour Dept.—C. W. Bolton to Div. 2A. House of Commons—D. L. Desnaultiers to Div. 1A.

Marine and Fisheries Dept.—J. H. Vaughan to Div. 2A.

Naval Service Dept.—Chas. E. Goodall to Div. 2B.

Post Office Dept.—William Menzies, Vancouver, 3A to 2B; C. P. May, Regina, 2B to 2A; S. H. James, Hamilton, 2B to 2A; George C. Avery, Ottawa, 1B to 1A; L. L. Howard, St. John, 2B to 2A; L. E. Johnston, Ottawa, 2B to 2A; M. E. Macarow, Ottawa, 2B to 2A; C. N. Perrin, London, 3A to 2B; Miss Blanche de Lorimier, Winnipeg, 3B to 3A; W. E. Pearson, London, 3A to 2B; T. C. Cochrill, London, 3A to 2B; R. A. Locker, London, 3A to 2B; D. N. Cameron, London, 3A to 2B; L. D. Graham, London, 3A to 2B; C. A. Neilson, Winnipeg, 3B to 3A; D. Cassie, Winnipeg, 3B to 3A; E. H. S. Baynham, Winnipeg, 3B to 3A; G. R. Ferguson, Fredericton, 3B to 3A; H. D. Watson, Victoria, 3B to 3A; S. White, Victoria, 3B to 3A; W. Barbe, Montreal, 2A to 1B; J. B. O. Sylvain, Montreal, 2A to 1B; Miss E. M. C. Orser, Moose Jaw, 3A to 2B; Mrs. H. J. Flach, Hamilton, 3A to 2B; W. H. C. Sissons, Regina, 3A to 2B; T. H. G. Kenyon, Toronto, 2A to 1B; J. E. Bruce, Regina, 3B to 3A; A. E. King, Regina, 3B to 3A; W. M. McPherson, Regina, 3B to 3A; F. Lee, Regina, 3B to 3A; T. J. Doyle, Ottawa, 2A to 1B; T. J. McMannus, Ottawa, 2A to 1B; Emilien Aymong, Montreal, 3A to 2B; A. Deroin, Quebec, 3B to 3A; T. J. Dicks, Ottawa, 3A to 2B; E. Gravel, Ottawa, 3B to 3A; R. Cayer, Ottawa, 3B to 3A; A. Fortier, Montreal, 3B to 3A.

Trade and Commerce Dept.—A. J. Pelletier to Div. 2B.

Resignations.

Agriculture Dept.—D. F. Patterson, Div. 3B; Mabel A. Grant, Div. 3B; F. J. Tighe, Div. 3B.

Customs Dept.—J. Weagle, prev. off.,

West Dublin, N.S.; W. T. Malfie, prev. off., Noyan Jct.; Wm. McHaffie, Vancouver; Wm. Downing, Vancouver; Wm. Strong, sub. coll., Stickeen, B.C.; John E. Baird, clerk, Vancouver; Jos. N. Pepin, prev. off., Windsor, Ont.; N. G. Tite, prev. off., Brideburg; Roch Bournival, Three Rivers; Jas. H. Hayter, prev. off., D. W. Scully, prev. off., Montreal.

Inland Revenue Dept.—Alf. H. Barnard, dep. coll., Wetaskiwin; Ed. J. Morgan, food inspector, Vancouver.

Interior Dept.—Jean C. McDougall, Div. 3B; Miss B. F. M. Patching, Div. 3A; Ada Swinburn, Div. 3A; Annie Hambleton, Div. 3A; Ena Ritchie, Div. 3B.

Post Office Dept.—Mabel S. Bayne, Div. 3B; Eliza Cummings, Div. 3A; S. G. Jones, 3rd Class, Toronto; F. H. Butler, 3rd Class, Vancouver; Miss D. J. Bailey, 3rd Class, Winnipeg; Malcolm McLeod, 3rd Class, Winnipeg; Herve Primeau and C. E. Delisle, 3rd Class, Montreal.

Superannuations.

Geo. Layto, customs officer, Truro.

Louis Laframboise, translator, House of Commons.

F. O'Dowd, railway mail clerk, Quebec.

Lawrence Fortescue, comptroller Royal North West Mounted Police.

Transfers.

Ed. G. Wills to messenger, Justice Dept.

General.

Robert Tremblay, of the Statistics Branch of the Department of Customs, was married at the Archbishop's Palace, Ottawa, on September 12th, by Rev. Abbe Theriault, to Juliette, eldest daughter of Mr. and Mrs. J. E. Bellemare.

The marriage of John H. Fee, of the Department of Indian Affairs, to Miss M. Powell, was celebrated at the home of the bride's parents in Kemptville, early in September.

Aileen, only daughter of D. J. Mullarkey, of the Department of Public Works, was married in St. Francis church, on September 6th to Thomas O'Neill, of the staff of the Imperial Munitions Board.

The marriage took place on September 14th, at St. James church, Hull, of Winnifred, youngest daughter of the Rev. T. W. Fyles, D.D., and Mrs. Fyles, to George Edward Meyer, of Montreal, The ceremony was performed by Rev. Dr. Fyles, assisted by Rev. Canon Smith.

Dr. Montizambert, director-general of public health, has been elected honorary president of the Canadian Public Health Association.



CIVIL SERVICE COMMISSION OF CANADA.

Civil Service Examinations.

PUBLIC NOTICE is hereby given that the Preliminary and Qualifying Examinations for the Outside Division of the Civil Service of Canada will be held, the Preliminary Examination on the 14th November, and the Qualifying Examination on the 15th and 16th November, 1916, at Prince Rupert, Victoria, Vancouver, Nelson, Edmonton, Calgary, Moose Jaw, Saskatoon, Regina, Brandon, Winnipeg, Port Arthur, Sault Ste. Marie, London, Hamilton, Toronto, Kingston, Ottawa, Montreal, Sherbrooke, Quebec, Fredericton, Moncton, St. John, Charlottetown, Yarmouth, Halifax and Sydney. Examinations may also be held at other centres, provided a sufficient number of candidates make application to write at any one place.

Persons desiring to present themselves for either of the above examinations may obtain all necessary information, copies of the rules and regulations, and forms of application from the Secretary of the Civil Service Commission, Ottawa, either on personal application or by writing.

Application forms of intending candidates, duly filled in, and accompanied by the prescribed examination fee, must be filed with the Civil Service Commission not later than the 16th October, 1916.

No exception can or will be made to this rule.
By order of the Commission,

WM. FORAN,
Secretary.

Ottawa, 1st September, 1916.

10-4

7208



DEPARTMENT OF THE NAVAL SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.

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

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

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

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

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

Department of the Naval Service,

Ottawa, June 12, 1916.

Unauthorized publication of this advertisement will not be paid for.

Lieut. Wm. B. McFadzean, who was a veterinary officer of the Department of Agriculture, in Toronto, and who resigned his position to go to the front, is now serving in Egypt.

Fred. Matthews, son of Assistant Post Office Inspector Matthews, of London, has been promoted at the front.

John Fraser, I.S.O., Auditor General, is absent to go to England to direct the auditing of Canadian army accounts there.

Lieut. C. C. Robinson, P.P.C.L.I., wounded, is an Ottawa boy and a nephew of Miss Lucy Robinson of the Post Office Department.

The engagement is announced of Elizabeth, eldest daughter of the late D. C. Dewar and of Mrs. Dewar, to Lieut. Gordon S. Johnstone, 207th Battalion, C.E.F., Ottawa. The marriage will take place quietly October 4th.

Lieut.-Col. W. D. Allen, D.S.O., is reported dangerously ill in a hospital in London. He belongs to the staff of the Meteorological Office in Toronto and his distinguished career as a soldier has been frequently referred to in "The Civilian."

Major J. A. Filiatrault, wounded, is a nephew of Dr. A. D. DeCelles, Parliament Librarian.

Mr. Octave Ayotte of Hull, Que., announces the approaching marriage of his daughter Marie Louise, to Edouard Leconte, Tetreauville, Hull, of the Militia Department. The ceremony will take place on October 2nd, 1916, at the Notre Dame church, Hull.

Lieut. Wm. Anderson, of the Engineers, has arrived home in Ottawa to recuperate from his wounds. He belongs to the Geographers Branch, Department of the Interior.

Sergt. W. A. Hawkins, the Kings Prize-man, is back in England as musketry instructor with the 134th Battalion. His friends and admirers will regret to learn that, as a result of wounds sustained some time ago, his right hand is still lacking in power and nimbleness and may never regain normal condition.

H. T. Cameron, the Winipeg postal service man who went overseas with No. 3 Field Ambulance and won the D.C.M. for his heroic service at Festubert, is now Sergeant-Major of his unit.

Obituary.

Sergeant Bernie Lang, killed in action on September 7th was formerly engaged in the work of the Hydrographic Survey on the Upper Lakes. He was twenty-seven years of age and was born in Edmonton, but had lived in Owen Sound for some years.

The death occurred in Ottawa on Septem-

Bon Echo Summer Resort

ON LAKE MASSANOGA

(Within easy reach of Ottawa).

This charming Summer Resort is undoubtedly the most ideally situated of any resort in America, having a bit of scenic grandeur unsurpassed in the world, together with a perfect climate.

The Inn is rustic, with modern conveniences, and the cottages and cottage tents are attractive and comfortable.

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Full information on application

CHAS. KING, General Agent

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ber 18th, of the wife of M. J. McCaul, inspector for the Dominion Railway Commission in Calgary.

Jos. R. A. Culbert, assistant commissioner of the R. N. W. M. P., with headquarters at Regina, died on September 21st.

Major H. M. Splane, of Calgary, killed in action, was an uncle of Miss H. B. Splane, of the Department of Trade and Commerce. He was a native of Smiths Falls, was thirty-eight years of age and leaves a widow and three children.

Lieut. Arthur E. Goodeve, killed in action, was a son of A. S. Goodeve of the Board of Railway Commissioners. He has two brothers in the army and a sister nursing in an army hospital at Salonika.

Lieut. Alex. Rosamond, killed in action, was a son-in-law of the late General Cotton. Two sons of Gen. Cotton have been killed in this war and another fell in South Africa.

Private W. H. Waller, killed in action on the Somme, September 9th, was a son of the late John Waller, of the Department of Inland Revenue.

TO FIGHT GRAIN RUST.

The Department of Agriculture is making war on the rust which has destroyed a hundred millions worth of grain this year. Experts have been at work investigating the causes of it and there are to be experimental stations in different parts of the West. By scientific preventive methods it is hoped to greatly reduce the liability of further loss of crops from this cause.

REMOVED.

The Ottawa Branch of the Canadian Red Cross Society is now occupying quarters in the new Customs building on Sussex street. Store rooms and packing-room are on the first floor and offices on the fifth floor. The requirements of the hospitals are now very great and the Society is inaugurating a great sewing campaign among Ottawa women.

The only reason a man runs away from a woman is because he's afraid to tell her he wants to go.

A WELL-EARNED RELIEF.

The boys who went to La Belle France
two long years ago,
Have "done their bit" like heroes, as full
well we know;
They fought the weather, hunger, dirt and
"held" the brutal Hun—
History will glorify the grand things they
have done.

Some have died, some were maimed, some
in prisons live.
But all, in freedom's noble cause, their
best were free to give.
They did not grumble or complain, or
think their task too hard;
Ah! no; with all their manly strength our
interest they guard.

But, now the first who sprang to arms grow
weary of the fight
That they wage, uncomplainingly for right
'gainst cruel might.
They have truly won relief, so, neighbors,
it is best
To call the first contingent home to a well-
earned rest.

You men who to our soldiers say: "Fall
in march on the foe,"
Come, call a messenger at once and let him
quickly go
To where our super-warriors are driving
back the Hun,
And bring them home to peace and rest
from duty nobly done.

—GARRETT O'CONNOR,
Railway Mail Service,
London, Ont.

WANTED HER GUM.

(By Jim Manee.)

She reached around beneath her chair
Under the desk and everywhere,
Then said: "Oh, Dear! Oh, Dear!"
She looked into her pocketbook
A half an hour she had to look;
'Twas found behind her ear.
And then she settled down to work,
This typewritess would never shirk,
She made her keyboard hum.
All work with her made quite a hit,
But she could not get down to it,
Until she had her gum.

Super-Prepared.

Knicker—What is your wife's idea
of preparedness?
Bocker—Wearing furs in Summer.

THE POSTAL JOURNAL

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ORGANIZATION AND CO-OPERATION.

"By V. P."

To say that the world to-day in the midst of events of such transcendent importance that even the most clear headed and far seeing among us but faintly discern whither we are being carried along, is only to repeat a saying that has become trite. In fact we have become so fascinated by the scenes being enacted on the grandest of all stages, that we have neither the time nor, perhaps, the inclination to engage in the more reflective moods of less exciting times.

For that reason we are much too apt in the stress of present day happenings to forget some of the matters lying nearer home that should engage our best attention. Even from out of the storm and turmoil of the battle strife certain facts stand out with peculiar significance. In the first place, the world we have known is surely passing. The nature of that transition will depend, more or less, upon local conditions in this or that country, but the travail of the present period will for a certainty eventuate in the re-birth of the nations—a modern "Renaissance." History is repeating itself. The struggle for freedom, emancipation and right, in every land has been one of bitter effort, long drawn out periods of agony and tears for the common people. A casual thought will be sufficient to show the extraordinary readjustments which must of necessity take place in our complex economic systems. For ourselves, the Empire has been taught the supreme necessity of Organization and Co-operation. We have been shown, even unwillingly and in spite of ourselves, how imperative these essentials of success become in any endeavour worthy of the name. What is true of the nation is equally true of any society or body of men who, with common aim, are pressing steadily forward to the destined goal.

We learned these lessons on the playground, they have been forced on our attention by experiences on every hand, yet how painfully slow are some of us to

apply in the more practical walks of life. For, while there is no condition more conducive to success than this, there is surely none more fatal than apathy and divided effort. That, too, is a lesson written large on history's page, and one that the masses are beginning to realize more and more. How strange then that we should have in our own rank men who still fail to grasp the supreme importance of this most outstanding fact of the present age. Is it possible that we fail to realize as workers, as men who have chosen a vocation under conditions that have necessarily, much scope for improvement, that betterment can come—will come, only through our own efforts. Because such is the fact, let that point once be conceded how then, can we explain our inaction in the long years that are past. Partly, no doubt, it is due to the fact that our Service, being scattered in large but isolated centres, we felt no common pulse beat throughout its length and breadth. We were satisfied to be at best, in our own little spheres, the possessors of an association or club of limited value within its own boundaries and powerless for good as far as the Service generally is concerned. We lacked the stimulus imparted by the co-operative idea, now now finding expression wherever labour seeks its just rewards. Surely we have been too long apathetic. Is it not high time we were getting down off the fence and bringing into line the full weight of our forces? Individually we will achieve very little, we shall be merely blocking each others efforts and, in the days to come, we must have united action in a common cause. In the West we have already learned this lesson and have profited by it. The East is beginning to see eye to eye with us. When are the scales to fall from the eyes of the rest of our number, not yet within the fold?

The West has shown the way. we know what our efforts have done for us and the Service as a whole. Are YOU satisfied to leave us fight the battle that must have such a determining influence on your daily life? In the Dominion Postal Clerks' Association we have the means of realizing what has long and beneficially been done

in the British Postal Service and to the south of us. Are we less worthy or deserving or capable than they. Surely the small matter of finance is not a problem to stand in the way of such an important matter. We prefer to think otherwise—it is want of thought, but brother Postal Clerk, it is worth looking into. "The West's awake,"—What of the East?

NOTES BY THE WAY.

During the past few months several of the smaller Ontario offices have seen the wisdom of joining our association. This is evidence of a great interest in our ever-growing organization, which interest and cooperation we are delighted to have. These offices are a great distance from the headquarters of our association and further still from the branches at which our other officers work. We, however, want our eastern comrades who have amalgamated with us to be fully convinced of our interest in them.

It is hard for us to emphasize this as strongly as we would like. Our interest in them is every bit as strong as their's in us and does not by any means stop when we receive their application and accept same. This association endeavours to retain the interest of its branches and members in many ways, not the least of which is by the use of these pages in the "Civilian." How than can our eastern friends best attract and keep the interest of our western members. Surely one of the best ways would be by regularly contributing to these pages, and so inform all who care to read of what is going on, of what you are thinking and attempting in your own particular sphere. Mutual interest is essential for the success of our association and we can think of no better way of encouraging this than by urging all branches, be they small or great, be their news much or little, to contribute, through our Calgary office, all the doings that they consider will interest the members at large.

One of the most striking things to be found, when one is visiting other offices that, except perhaps for the methods used in connection with Despatch and Sortation of mail, no two offices appear to have the same method of accomplishing the same result. Schemes which save a tremendous amount of work are in vogue in all offices, but all offices do not appear to be acquainted with all schemes. We should imagine that a live association of Postmasters' and Assistant Postmasters' would do a lot to remedy this situation, or perhaps some day the same idea will be adopted as is in existence in the States

to the south, that of calling a number of officials together in conference every year. All our branches seem to be talking of the coming winter session and the necessary entertainment in connection therewith. We hope that all branches will make it their ideal to have such a program this winter that each monthly meeting is looked forward to by every member as a date on which something really important, interesting and enjoyable takes place. It will be interesting after the next six months to ask the organizing secretary which branch holds the best attendance record. Will it be yours, and if not, why not?

BRANCH NOTES.

Calgary.

Our monthly meeting was reasonably well attended and was a most enthusiastic gathering. The chief business was the appointment of the executive officers and the new committees to serve under the recently appointed officers.

With the exception of Alec Beveridge, the executive has all new blood. The new men, altho' untried in these positions, have the confidence of the membership. 17 applications were received as a result of the recent organization campaign. These were all accepted and the talk is now of a larger meeting room.

The entire staff deeply regret to hear of Mr. Elson's relapse so soon after returning from his annual holiday. There is no doubt that he is missed considerably by everyone and he has the best wishes for a speedy recovery from one and all.

If any of our outside friends desire to know exactly what a kid of a certain age should weigh, we would advise them to get in touch with Messrs Beveridge and Aitkin who, we understand have a pair of scales between them and are continually busy comparing notes. Whose winning, boys?

We desire to extend a very hearty welcome to our new members and trust to show this practically at the October meeting.

Edmonton.

We regret that we omitted to mention in our last notes the fact that Mr. Cairns, our Deputy P. M., has returned from his annual vacation trip to the States, looking fit and well. Cecil Perraton, of the letter despatch is celebrating the arrival of another little addition to his family. Better late than never — this notice we mean, which should have appeared last issue.

A notice on the board, over the signature of our worthy secretary, urges upon all members the very bounden duty of corresponding with our boys at the front. We do not know at the present time how pen could be put to paper with more excellent object or in a more fraternal cause. Labour Day, 1915, this branch decided to hold its annual picnic but the elements intervened. It was decided this year, prior to the holiday, not to hold one and despite this momentous resolution, it rained in torrents on the 5th. Our weather man is singularly devoid of humour and a sense of proportion.

Saskatoon.

We are more sorry than we can say that the visit to Prince Albert did not materialize. Everything was arranged and a good bunch of men ready to go when the C.N.R. informed us that no excursion would be run, which of course spoilt the whole affair. Most inconsiderate of Billand Dan.

The regular monthly meeting held on September 6 was the best we have had for a long time. Everyone present had something to say on one subject or other — sort of debating society, so to speak. Our V. P. and secretary argued the various merits of two systems of collecting dues in a most entertaining manner. Perfect gentlemen, you understand, but interesting. After the dust had settled the question of the winter evenings was discussed and a committee appointed, consisting of Messrs. Gibson, Sackville, Simpson, Bale, Foster, Franey and Anderson. Count them up, there's 7.Odd, isn't it?

Regina.

For the information of our various new members, who are anxiously asking as to when our next meeting is to be held, we wish to state that our next meeting, which will also be the last meeting of our branch year, will be held in October. It is usual to adjourn our meetings for a couple of months during the summer, and meet again when the weather is a little cooler. The advantage of this is that though the weather be cool we can be kept warm by heated debate. We wish to state that at the last meeting of our branch year our officers for the coming year are nominated, and same are elected at the following meeting—the Annual. Any member who takes no interest in our next two meetings and does not record his vote at the election of officers, — and record it conscientiously for the greatest good to the branch,—is failing in his duty to the association.

In the issue of the "Journal" of Nov,

26th, 1915, appears the following:—"We have heard a rumour that the members of this branch are falling over themselves in their rush to take up subscriptions to "The Civilian" and "Postal Journal." With regard to subscriptions, renewal time is coming, and we intend to take up a personal canvass, although this should hardly be necessary. Get ready your dollar with which to buy twelve more months of interesting news concerning our Association and its work.

MUSINGS OF "HEB."

The Dispatcher.

"As we live we learn" an old adage says, and a dispatcher should be destined to be a long liver. A dispatcher is usually a proud individual, master of all he surveys, though he cannot usually survey more than a few feet each side his nose on account of the high cost of daylight. He is easily detected by the emptiness of his pockets any time about three days after the "Ghost" has walked. He has little to say, usually, but when he does say it, it counts; the choicest of "prose" I have heard from our friend the dispatcher, especially when his dignity has been tilted a point by a "check up" from some little "joint" 'awy down the line. Dispatchers are of two kinds,—the "Wild" and the "Tame."

The "wild" specie can be detected in any of our post offices, encircled by a large rack of sacks, ask him what he is supposed to be doing, he puts on a decided vicious frown, and says, "Throuwin' Dis," if you by any evil chance be in the vicinity should he "miss," turn around and pretend not to hear, he don't mean you, he's just talking to his rack exactly as you would talk to your pet cat. The "tame" dispatcher is very often a delightful specie of his tribe, very proud, his "Parsonic" countenance, however, is sometimes deceiving, and the mention of "Total Prohibition" has a very soothing effect on his nerves, if not on his countenance.

We find both classes of dispatchers on very friendly terms with the Inspector of their district, in fact they are known to have considerable correspondence on various matters and whom the Inspector, in a playful way he has, causes a day's pay to be deducted from their wages, they "whine not, neither do they care," 'tis a mere bagatelle, such, is the depth of their generosity. Some clerks, in other departments, say the life is interesting, yes, about as interesting as driving a pig in a fog, it looks alright to shoot letters

here and there, but often we see them writing letters in this strain, Dear Sir,— I regret this error, etc., etc. The natural enemies a dispatcher has are legion. It always appears that the aforementioned "joints, 'way down the line," specialize on "laying" for him, each on a different tack, he omitted to notice an uncancelled stamp, or a prohibited letter or paper, or that so and so went to so and so, and so on, and so it goes that often he craves for the trenches, to rest his tired brain.

To be a dispatcher I once had a craving,
The thing looked so simple and easy to me;
A day's pay I was docked, which nigh sent
me raving,
A "Register" bound East, I had shipped
C. and V.

HEB.

MUTUAL AID.

Clause 9 of the recent convention agenda, which called for the consideration of the desirability of organizing a Mutual Aid Society, did not receive the attention that many hoped and expected that it would. This was due, probably, to the fact that whoever was sponsor for the resolution had not very much information to work on nor was much effort made to get the assembly interested in the movement. However, those who are anxious to see such a scheme in operation need not be discouraged as, in any event, no definite action could have been taken by the convention. As the report showed, this question was referred to the Legislation Committee, who are expected to report to the next convention. They, it is to be presumed, will either advise that the idea be dropped or they will be prepared to recommend some scheme which will be in such shape that it could at once come into operation. Whatever one may have against such a society, it must be generally admitted that it embraces one of the fundamental points of practical fraternalism. Theoretical fraternity is very cheap and abounds everywhere, but we are afraid that the practical side of it is oftentimes lacking where it should most be seen. Referring to the annual statement, issued by the Calgary Mutual Aid Society, which report appeared in the Journal dated January 7th last, we find that during the year five men received benefits amounting to an aggregate of \$130 and some thirty odd members participated in share-out which amounted to \$272.50. It will be seen then that some forty men were protected against sickness for the small sum of roughly \$140.00

This is the financial side of it, which of course everyone is interested in, altho' the more important point of view is that forty men were prepared to pay into a fund with the object of helping their fellow clerk should he fall sick. At present only about four or five of our branches have the strength to run such an aid on their own, but with an Association-wide Society in existence, all members could participate, no matter how small the branch to which he belonged and, furthermore, it would come cheaper on those men situated in the larger branches than it would while running their own individual affair.

At convention one delegate stated that he felt certain that it would not find favour in his branch and, therefore, he did not see why they should have it forced on them. This argument, it will be seen, it quite unsound, as any member of any branch could participate or none. So long as enough members were procured to run the society successfully, it would not matter in the least whether the entire membership of a branch refrained from joining. Sooner or later, for the sake of practical fraternity, some such idea will have to be inaugurated by this association. For the present the whole question is in the hands of a thoroughly competent committee, which can be relied upon to weigh carefully all the pros and cons, obtain all the information possible and, no matter which way they report, satisfy next convention on this very interesting subject.

WHY?

The National Federation of Post Office Clerks of the United States, in order to fittingly commemorate another anniversary of their organization, converted their monthly official organ into a hundred page, interesting magazine for the month of August. Among the many articles, were a number written by the several vice-presidents and district organizers giving many varied reasons why postal clerks should join the association. We are glad to be able to give a few extracts from some of these able articles.

The greatest failing a postal clerk has is narrowness. His greatest foe is isolation. The unusual circumstances surrounding his occupation make for both. He enters a peculiar and isolated craft through an unusual door when he becomes a part of the service. The service narrows his range of thought and hampers his vision until he is a postal employee, pure and simple without ties, or associations or in-

fluence outside of those gained behind the walls of the government building. He thinks in terms of demerits, regulates his life by the Bundy and hopes for nothing that the department can not give him."

"It is an undeniable fact that the influence of an organization depends upon its numerical strength and its power to command publicity. It is also an undeniable fact that Congress will not legislate in advance of public opinion. Now, how shall we, as post office clerks, give our demands publicity and how shall we cause public opinion to sway in our favour."

"Bear ye one another's burdens." "This can only successfully be accomplished through organization. This is a law of nature that there must be cooperation and mutual aid if the species is to survive. It is the law upon which all organism is formed. The law of nature is not the cold formula of individual pitted against individual in an ever endless war, but cooperation and mutual aid—a law which is found to operate even in the lower orders of life. Survival largely depends upon this factor in the struggle of life. The law of cooperation and organization for mutual aid is exacting in its demands. The history of nature proves that the individual that disregards it must perish. The individual insures his own existence by uniting with his kind. The working classes must recognize this law."

"No one has a right to stand as an individual apart from the organization that represents his interests, and the interests of his fellows with whom he labors. The day in which the individual can stand alone is rapidly passing. It is now the day of collective action and united effort. The quicker this lesson is learned the better for everybody concerned. Unite, co-operate, stand together!"

KITCHENER.

(O. C. A. Child, in The New York Times.)

Not on the field, to music of the guns
He loved so well, nor yet in formal state
Has passed this Lord of England's soldier
sons,
To seek his mansion through the hero's
gate.

No solemn throng has watched him to his
rest,
No abbey holds his form till Judgment
Day;
Yet he is clasped to England's breathing
breast.
The sea—her own till time shall pass
away.

The Hampshire holds him in her strong
steel shell.

A coffin fitting one so great as he!
There shall he slumber dreamlessly and
well;

An English heart sleeps soundest in the
sea.

A CHANT OF LOVE.

(By Helen Gray Cone.)

A song of hate is a song of Hell;
Some there be that sing it well.
Let them sing it loud and long,
We lift our hearts in a loftier song;
We lift our hearts to Heaven above,
Singing the glory of her we love—
England!

Glory of thought and gloory ofo deed,
Glory of Hampden and Runnymede;
Glory of ships that sought far goals,
Gloory of words and glory of souls!
Glory of songs mounting as birds,
Glory immortal of magical words;
Glory of Milton, glory of Nelson,
Tragical glory of Gordon and Scott;
Glory of Shelley, glory of Sydney,
Glory transcendent that perishes not—
Hers is the stary, hers be the glory,
England!

Shatters her beauteous breast ye may;
The Spirit of Engand none can slay!
Dash the bomb on the dome of Paul's—
Deem ye the fame of the Admiral falls?
Pry the stone from the chancel floor—
Dream ye that Shakespeare shall live no
more?

Where is the giant shat that kills
Wordsworth walkins the old green hills?
Trample the red rose on the ground—
Keats is Beauty while earth spins round!
Bind her, grind her, burn her with fire,
Cast her ashes into the sea—
She shall escape, she shall aspire,
She shall arise to make men free;
She shall rise in a sacred scorn,
Lighting the lives that are yet unborn;
Spirit supernal, Splendor eternal,
England!

The spread of education amongst
the young:

"Tell me what you know about
Dante."

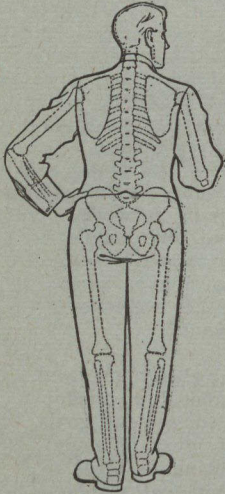
"Dante's the place where you ain't
allowed inside under sixteen."

Poverty is the mother of sin.

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