

THE CIVILIAN

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No. 8

The Adaptability of the Merit System

Extracts from a Paper Read by Hon. Lewis H. Van Dusen, Philadelphia, Civil Service Commissioner, Before the Baltimore City Club on February 14, 1914.

(Concluded from Last Issue.)

Let us take an examination of a slightly different type, though non-assembled. There is in the city of Philadelphia the position of city architect. The incumbent is charged with the planning and supervising of the erection or repair of all buildings undertaken by the city. The salary is \$4,000 per annum. The position became vacant a short time ago, and a competitive examination was ordered by the Civil Service Commission. From among names submitted upon request by the Philadelphia Chapter of American Institute of Architects, a board of two members was selected by the Commission to act in conjunction with its chief examiner. They carried out that examination as follows: The applicants were not assembled. Each applicant submitted with his application a detailed statement of his training and experience, together with plans, photographs and specifications of his best executed work; also a list of references. This material was placed before the board of examiners and the candidates found to be worth 70% were then summoned to meet the examining board singly for an oral interview. This completed the examination. It is manifest that it is necessary that the position of city architect be filled by a man not only of great capacity, but of excellent professional standing. It is also a fact that, as a rule, professional men

are skeptical about entering competitive examinations. They are very jealous of their professional reputations, but we are glad to report that when the plan of this examination was announced, nineteen architects submitted their statements of training and experience and a bountiful supply of plans, photographs and specifications of their executed work. This material was gone over carefully by the examining board, and six men were selected for the oral examination. Each one of the six men was before the board for one-half hour or more. The result was that five eligibles were secured, two of whom tied for first place. One of these, who was appointed, is an architect who has built several important buildings for the Federal Government, and is a member of a well-known firm of architects in Philadelphia. The other is the architect who drew the plans for the great terminal of the Chicago and Northwestern Railroad at Chicago. The city now has a most capable city architect, and it was again demonstrated that the merit system of examinations will rise to meet the occasion when properly administered.

There is another class of positions, for which we give an entirely different examination. Take, for example, the position of dentist. In the first place, a local dentist of first class reputation is requested to con-

duct the examination. He usually does this without pay. Applicants are examined in just two subjects, viz., training and experience and technical knowledge, which latter includes an operative test. In the subject of technical knowledge they are given written examinations lasting, perhaps, three hours. Also each applicant is notified in advance that he must bring to the dental laboratories in the City Hall at a certain hour on a certain day a patient, and under the eye of the examining dentist he must prepare, for example, a root canal in a tooth. This operative test, together with the written test, enables the examining dentist to get at not only the technical knowledge of the individual, but his operative skill.

Moreover, that the merit system of civil service is able to meet emergencies has been, I think, well demonstrated in Philadelphia. At the close of the last session of the General Assembly of Pennsylvania an act was passed creating the department of city transit, which department was authorized to have charge, control and management of the transit facilities of the city. The act was approved May 9, 1911, to become effective July 1, 1913. The necessities of the new department required that all of its 140 employees, with the exception of about eight, be high class engineers, draftsmen, rodmen, chainmen and tracers. Their salaries and titles were not known until the passage of the appropriation ordinance by city councils and its approval by the mayor June 12, 1913. Therefore, although the new department was to begin work on July 1, it was not possible for the Commission to take the first step toward filling the positions until after June 12. Not less than two weeks' public notice of examinations is required by law, and a complete survey of the duties and requirements of each position had to be made before such advertisement

could be issued. The immediate problem confronting this new department was the construction of a subway with branching elevated lines involving an expenditure of vast sums of money. Public sentiment was very strongly in favour of immediate action looking toward this gigantic task, and it was, therefore, especially essential that the department of city transit be immediately manned with competent people. The Commission held a conference with the head of the new department, and the requirements and duties for each of the positions were standardized and published with the announcement of the proposed examinations. I cannot go into details here as to the manner in which that work was expeditiously done, but the Commission reports that at no time since the creation of that department has it been unable to fill all requisitions made by the appointing power. There has never been a word of complaint, either orally or written, from the director of that department, or his assistants, because of the lack of eligibles at the time when needed, or because of any lack of qualifications of those certified. On the other hand, the Commission has received strong expression of their approval of the examinations given, the quality of the men certified and the celerity with which the work was done, and the department has made its appointments almost in the exact order in which the men stood on the lists.

Our Commission has never met any essential difficulties in devising the adaptation of the merit system to the various positions to be filled. We have not by any means covered the field or solved all the problems, but we feel that the system is based on principles that are sound, and that it only remains for citizens interested in good government to work out its intelligent application.

—Good Government...

UNE AVENTURE SUR GARRICK.

La récente visite de Sir Johnson Forbes-Robertson le distingué acteur anglais—et nous regrettons tous que ce fut une visite d'adieux—m'a remis en mémoire un épisode de la vie de Garrick qui, lui aussi, fut une des gloires du théâtre britannique et le plus grand acteur de son temps.

David Garrick naquit en 1716 et était fils du capitaine Peter Garrick. Les Garrick étaient des Français protestants, venus de Bordeaux en Angleterre après la révocation de l'édit de Nantes.

A l'âge de vingt ans, David partit pour Londres avec, dit-on, trois sous dans sa poche. Il devait y faire son droit, mais sa grande passion était le théâtre et il y voua sa vie. Sa famille jeta les hauts cris et faillit le répudier pour cette grave dérogation aux sévères traditions de ses ancêtres. Il fit ses débuts en 1740 dans le rôle de Richard III et fut applaudi à outrance.

Son grand charme était le naturel avec lequel il jouait. Jamais acteur ne fut plus versatile et mieux capable d'exprimer la passion. Il était en outre excellent mimic et son extrême vivacité captivait l'auditoire jusqu'au délire. Il tenait probablement ce dernier trait de son origine française.

A l'âge de vingt-neuf ans, après avoir brisé les liens qui l'attachaient à la belle actrice Peg Woffington, il épousa une danseuse allemande qui avait tourné la tête à toute la cour de Vienne. Ils vécurent heureux ensemble mais n'eurent pas d'enfants.

Il quitta la scène en 1776. Hélas; il ne devait pas longtemps jouir de l'opulente fortune qu'il avait amassée, ni des douceurs de la vie privée. Il mourut en 1779, à l'âge de soixante-trois ans.

* * *

Par une belle matinée de printemps, deux hommes se promenaient

dans un bois des environs de Londres.

L'un, jeune et de belle stature, se nommait Georges Pillow.

L'autre, plus âgé, était David Garrick.

Le jeune homme avait le teint pâle, les joues creuses, le regard profondément triste, et les larmes abondantes qu'il versait en ce moment, le tremblement convulsif de tout son corps attestaient une douleur intense. Il venait de perdre son père.

— "Voyons, mon pauvre Georges", dit Garrick, "console-toi. Tu suivras bientôt le chemin de ton père si tu continues de tant pleurer."

— "Je le sais bien, monsieur Garrick, mais je l'aimais tant! . . . Il était si bon! . . ."

— "Pauvre enfant! Personne ne le connaissait mieux que moi. . . Il était mon ami d'enfance, mon camarade, mon confrère. Je l'ai mais moi aussi. . . Mais contre l'irréparable, il faut se résigner. . . . Voyons, sèche tes larmes, mon enfant; cessons ce douloureux entretien et parlons de tes affaires. Que te reste-t-il?"

— "Hélas! rien, mon bon monsieur Garrick; je n'ai pas le sou."

— "Hein? — Que dis-tu? . . . Rien? — . . . Et la fortune ton père? — . . ."

— "Mon père s'était engagé dans des spéculations avec le cabaretier Crawford. Peu de temps avant sa mort, il lui remit toute sa fortune, c'est-à-dire mille livres sterling; mais l'affaire s'est passée sans témoins, et Crawford jure n'avoir rien reçu."

— "L'as-tu menacé de la justice?—"

— "Il n'existe aucune preuve, et que peut la justice contre les menteurs et les fripons?—"

— "Tu as raison. . . Que faire?—"

Pendant qu'il parlait, Georges ne s'était pas aperçu du changement de

Garrick. Son dos s'était voûté; ses traits s'étaient amaigris; ses longs bras pendaient à ses côtés. C'était un tout autre personnage que Georges avait devant lui, tant la transformation était complète. On aurait juré de Lazarre sortant du tombeau, et jamais peut-être celui qui avait fait trembler les théâtres sous les applaudissements n'avait remporté sur la nature une aussi brillante victoire.

— "Mon père! Mon cher père!" s'écria le jeune homme.

— "Viens avec moi", dit Garrick.

Tous deux s'engagèrent dans des rues obscures et étroites. Dans une sorte de ruelle, ils aperçurent une maison sale et noire. Sur le seuil de la porte, Crawford attendait paisiblement les buveurs.

Il voit ces deux hommes s'avancer et croit d'abord à une vision; mais bientôt il entend une voix creuse, une voix sépulcrale lui souhaiter le bonjour.

Pour le coup il est sûr d'avoir affaire au diable en personne et, effaré, tremblant de tous ses membres, il veut se dérober aux regards du faux Pillow et cherche à s'enfuir.

L'acteur entre et tranquillement demande à boire.

Crawford pétrifié n'ose ni avancer, ni reculer. Les yeux hagards, la bouche béante, la conscience tourmentée, il contemple ce revenant.

— "Veux-tu bien nous servir, cabaretier du diable", dit Garrick en frappant du poing sur la table.

En entendant ces mots, Crawford n'y tient plus. Il sort et revient quelques instants après, tenant dans ses mains tremblantes le précieux coffret.

— "Voici", balbutie-t-il, "la somme est intacte, mais au nom du Ciel, partez vite".

— "Pas si vite que ça. Assieds-toi là . . . près de moi. . . Tu m'aidera à compter. Une . . . deux . . . dix . . . cent . . .

mille. Bon! Au revoir et bonne chance!"

Garrick sortit, mais à peine au dehors il reprit sa physionomie normale et salua en souriant le cabaretier ébahi et furieux.

— "Au voleur! Au voleur!" crie-t-il. "Je me suis laissé prendre! . . . Rendez-moi mon argent!"

— "Tout doux, mon bon, et ne crie pas si fort", lui dit Garrick. "Profite de la leçon et sache qu'il en arrive toujours ainsi aux voleurs et aux fripons. Bonjour mon honnête ami."

FIDELIS.

OTTAWA NOTES.

The annual excursion and picnic of the employees of the Government Printing Bureau was held to Crysler on July 25th, and was, as usual, a most successful and enjoyable affair.

Curious observers have lined the fences surrounding the courtyard of the Fisheries Museum every day for three weeks past, while the preparators have been at work in the open air, cleaning and assembling the bones of a forty-five foot whale, which will shortly be added to the museum's collection. The marine monster was taken in the North Atlantic.

It is expected that the whole eastern division of the National Transcontinental Railway will be ready for operation by October. Eleven thousand men are at work rushing the railway to completion.

The Harris-Campbell building, at the northwest corner of Queen and O'Connor streets, occupied by the Trade Statistics Branch of the Department of Trade and Commerce, the Superintendent of Dominion Buildings, and the shops of the Public Works Department, is reported sold to a private owner.

Better than Gold

Better than grandeur, better than gold
Than rank and titles a thousand fold,
Is a healthy body and a mind at ease,
And simple pleasures that always please.
A heart that can feel for another's woe,
With sympathies large enough to enfold
All men as brothers, is better than gold.

Better than gold is a conscience clear,
Though toiling for bread in an humble sphere,
Doubly blest with content and health,
Untried by the lusts and cares of wealth.
Lowly living and lofty thought
Adorn and ennoble a poor man's cot;
For mind and morals in nature's plan,
Are the genuine tests of a gentleman.

Better than gold is the sweet repose
Of the sons of toil when the labors close;
Better than gold is the poor man's sleep
And the balm that drops on his slumbers deep.
Bring sleeping draughts on the downy bed
Where luxury pillows its aching head,
The toiler simple opiate deems
A shorter route to the land of dreams.

Better than gold is a thinking mind
That in the realm of books can find
A treasure surpassing Australian ore,
And live with the great and good of yore
The sages lore and the poets lay
The glories of Empires passed away;
The world's great dream will thus unfold
And yield a pleasure better than gold.

Better than gold is a peaceful home,
Where all the fireside characters come,
The shrine of love, the Heaven of life,
Hallowed by mother, or sister, or wife.
However humble the home may be,
Or tried with sorrow by Heaven's decree,
The blessings that never were bought or sold,
And centre there, are better than gold.

ANON.

THE CIVILIAN

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THE EDITORS,
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P. O. Box 484, Ottawa

Ottawa, Aug. 7, 1914

SIR ROBERT BORDEN IN HALIFAX PLATFORM.

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

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

COMPLIMENTS GALORE.

Complimentary letters are still being received from pleased possessors of the Special Issue of *The Civilian*. In the last regular issue the kind remarks of the Premier were published. In this issue appear the expressions of two of the ministers. Later, some equally flattering criticisms by deputy ministers and other high officials will appear. All these are gratefully refreshing to members of the committee who strove hard and long to make the Special Issue worthy of its purpose and a credit to the civil service of Canada.

~ ~ ~
AUGUST 10th.

The plan adopted by the Civil Service Association of Ottawa for obtaining the consensus of opinion on the Civil Service and Superannuation bills includes two important provisos affecting every person who wishes to express any opinion or idea regarding these measures. They are expressed in the last sentence of Bulletin No. 5, viz.: "All communications should be *in writing* and forwarded not later than the 10th of August." In imposing these restrictions, the Executive Committee was unquestionably wise. Everyone has ample time and opportunity to "have his say." It is to be hoped that no one will hamper the work of the committees by seeking to present his views by other means than in writing, and that the last communication of the sort will be in Secretary Todd's hands by August 10th.

A RARE OPPORTUNITY.

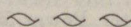
The Civil Servant who feels disappointment at the delay in the enactment of a superannuation law for the protection of his wife and young children in the event of his death should seriously consider the Civil

THE SPECIAL ISSUE.

"This is certainly a very nice book, and I must congratulate you and the committee on it."

(Signed) *"J. D. REID."*
Minister of Customs.

Service insurance as an alternative safeguard. The maximum policy of \$5,000 is a big thing to the salaried man. The cost of such a policy, if purchased from any insurance company, would be a heavy undertaking for any but the better-paid in the service, but the premium rates of the Government insurance are so low that there are comparatively few who cannot afford to take out a policy for some amount. The sacrifice of some small luxury is a trifling price to pay for that feeling of contentment and satisfaction that comes to the man who knows that a substantial sum will be paid to his dependants in the event of his death. The arrangement whereby the premium is deducted from the monthly pay cheque of the assured is an added attraction. There is never any worry about saving up money for coming premiums. If insurance is taken out so that the first premium is deducted from the cheque to which the annual statutory increase is added, the assured seems to get his policy practically without cost. No Civil Servant can afford to neglect or defer serious consideration of the unparalleled opportunity which this insurance gives.



SQUARE PEGS IN ROUND HOLES.

A great source of inefficiency, discontent and ineffective organization

in the Civil Service is the lack of consideration given to the natural abilities and former occupations of new employees when they are being appointed to departments and assigned to duties. Except in the cases of technical positions requiring specified qualifications there has been, in the past, all too little consideration given to this matter. The candidate for employment has been blindly placed in a vacant position, whether he was suited to it or not.

Thus, the man who had received early training in the line of book-keeping, and would have been glad to follow a similar line of work, was often placed where "figures" were not dealt with. Another, a former newspaper writer, became clerk in an accounting branch, while a third, who had served an apprenticeship with a land surveyor, was, perhaps, put at writing reports of some sort. Had the bookkeeper been put in the accountant's office, the surveyor's man in some surveys or lands branch and the journalist at the work where easy and expressive report-writing was needed, how much better it would have been for the men, for the service and for the country!

Every day there are men trying to write special reports whose use of the King's English is most awkward, while others are struggling with mathematical calculations which would be simple matters to some other chap. The consequence is wasted effort, work imperfectly done and general dissatisfaction.

The men are not to blame. When a young man from outside of Ottawa comes to the Capital to enter the service he is absolutely bewildered by the multiplicity of departments and branches. If he is put at work to which he is not adapted he will probably work hard, and try to make himself efficient, thinking to secure permanent employment first, and, perhaps, get transferred to some other branch later. Generally, he

hopes in vain. His industry spoils his prospects. He attains some degree of proficiency, and then his chief refuses to let him go! So he remains in his uncongenial position, dissatisfied and unable, because of his lack of natural aptitude for the work, to attain the higher ranks in his branch.

The writer knows of a number of men just so situated, who would do better work and be happier and more efficient in branches other than those where they are now employed, but to whom the process of transfer appears to be unworkable.

One man has a bent for mathematics, another for scientific work, another for drawing, another for writing. There are positions in the service suited to every one of them, and in which they would "make good," but the motto of the system has been

"A man's a man for a' *that*," and "*that*" is his natural qualifications.

The situation is true, too, of the women. There are women hammering typewriters who should be compiling statistics, others reading proof who should be stenographers, and still others checking accounts who should be addressing envelopes.

Since the advent of the Civil Service Commission there has been somewhat more prospect of the new employee being placed at work for which he is fitted,—but there is yet room for a great advance in this direction.

Advocating the establishment of "vocation bureaus" in connection with the schools in every city, a well-known writer, in a recent article, made the following observations, which are largely applicable to the Civil Service situation:—

"Congenial work is, perhaps, the greatest source of happiness in the world. Uncongenial work is one of the greatest sources of unhappiness.

"And yet every year thousands of square pegs are unsuccessfully try-

THE SPECIAL ISSUE.

"So far I have had time only for a cursory glance through it, but it promises to be both interesting and instructive."

(Signed),

"LOUIS P. PELLETIER,"
Postmaster General.

ing to fit themselves into round holes just because people's choice of a trade or vocation is left so largely to chance.

"Imagine a factory in which the tools and machinery were used haphazard for any kind of work. How efficient would it be?

"The highest efficiency in a community can only be obtained when each human tool is being used for the work for which it is best fitted.

"So it is a question not merely of individual happiness, but of the usefulness of the whole community."

Here's hoping this little seed of suggestion will find a root somewhere.

CHEMISTS WANTED.

The Civil Service Commissioners invite applications for the following positions:—
(1.) An Assistant Engineering Chemist in the Mines Branch of the Department of Mines, Subdivision A of the Second Division, initial salary \$1,600 per annum. (2.) Assistant Engineering Chemist in the Mines Branch of the Department of Mines, Subdivision A of the Second Division, initial salary \$1,600 per annum. Candidates for both positions must be university graduates.

TECHNICAL POSITIONS OPEN.

The Civil Service Commission will receive applications for,—(1) Two technical clerks in the Water Power Branch of the Department of the Interior, Subdivision B of the Second Division, initial salary \$1,300 per annum. (2) Three draughtsmen in the Geographer's Branch of the Department of the Interior, Subdivision B of the Second Division, one at an initial salary of \$1,300 per annum, two at an initial salary of \$1,200 per annum.

At the Sign of the Wooden Leg

By "Silas Wegg."

A Personal Bit.

The special number of *The Civilian* has appeared, and, in response to a large and ever-increasing number of inquiries why the photograph of Silas Wegg was not included in the list of celebrities honoured by that publication I desire to make a statement.

In the first place, I did not wish the publishers to print my face. It is not that I am ashamed of it. Do not think that thought for a moment. My face is not my fortune, neither is it my misfortune. It is a passable face as faces go in the Civil Service. Mrs. Wegg says that, if it were not for a slight twist observable in the nose and the absence, relatively speaking, of a chin, and the lowness of the forehead, my face might be considered handsome. Perhaps she appraises my beauty too highly. The real reason why I did not wish my picture in the special number was because I did not have a later photograph than the vintage of '98, when butterfly collars and low cut vests and a studied imbecility of expression were considered quite the thing.

Why, then, you may ask, did I not have a photograph taken this year? The idea had been canvassed, I will admit, and the publishers agreed to meet me half way in the matter of expense. I might have accepted the offer if they had been content with a profile, they paying for the exposed half of my face. But they insisted on a full moon presentation, not wishing to invest their funds in any doubtful twilight crescent effects. So that proposition fell to the ground.

And I dread a visit to the photographer as much as a visit to the dentist. The minute, or half minute, that one has to look pleasant, or intense, or intelligent, is as long to me as the day before the fifteenth. I remember as it were yesterday the horror of that day back in 1898, when I had my last photograph taken. I have been snapped since and have participated in the mock tragedy of a flashlight now and again, but these occurrences are like attending some one else's funeral. A trip to a real photographer's studio is like being present at your own obsequies.

There is always a firm-looking woman in the photographer's anteroom, whose business is to read the inner history of your life before you are allowed to have your photograph taken. She asks for your name and address, business standing, marital relations, and all the details of life, as I recall, that are generally surrendered along with one's manhood to the solicitor for life insurance.

"Where were you last photographed?" she asks grimly.

"At Johnson's," you answer recklessly, forgetting that you are on your oath.

"Have you ever been rejected by a photographer?" she asks.

You murmur "no," not wishing to incriminate yourself, but you are not sure in your own mind that once you were refused because of hereditary appendicitis in your family on the distaff side. It is very much like applying for an insurance policy.

But somehow you pass muster and are allowed to deposit your watch and

fountain pen in the safety vault preparatory to an introduction to the studio itself. Here the mind reels before the grim horrors. The room is not darkened. Far from it. There it is that one gets an idea of "that fierce light that beats upon a throne and blackens every blot." It is the apocalyptic effulgence of the photographer's sanctum that overwhelms one. The anteroom is like a detective agency, using the ordinary human means of testing your character, but in the studio one feels as if the "unknown facts of guilty acts" are being instantly unveiled. There before you is that deadly instrument of truth, the camera. It is all fancy, but you shudder as if you were sure that it knew not only what you had for dinner, but also what you think of your deputy minister.

Then comes the supreme moment, the extreme moment it seems. Your head is wedged in an iron clamp and a cold hand is pressed against your chin. "Now, just a moment," says the torturer. "In a moment there are many years," said Juliet, as she sat before some Italian photographer. Then the torturer appears to relent. "That will do," he murmurs, and you make a bolt for the door. "Excuse me," he says with a smile on his thin lips. "I must have another exposure." What an expressive word, that last!

You are forced back into the torture chair. Your chin is wrenched out of its place again. You are commanded to lift your eyes and not think of your debts. And again, and yet again, he holds you to the burning stake. Is it a wonder that only politicians and actors go to the photographer's willingly? For them it is a sort of training.

But there is a stronger reason why I did not let *The Civilian* have my tintype. Nothing, I think, is more damaging to one's reputation after a lapse of years than a photograph. It is the record of what you once were,

and enemies are not slow to point to it either as evidence of a wretched youth out of which you have escaped, or as an example of arrested development, a pinnacle from which you have dropped.

They will say of you either "You can see the base origin of your hero," or else, "Where now is the genius that glowed on that brow?" May I be exempt from the possibility of these innuendoes. As long as my features are unknown to the readers of this great fortnightly I trust that I shall be regarded as a kindly old gent with a wooden leg, who will not change with the seasons or die with the years. Milton has said something to the effect that he that kills a man destroys a life, but he that kills a book destroys an immortality. Following this line one may say that he that destroys a *nom de plume* digs a grave for the author. It hurts to think of George Eliot as Mary Ann Cross Evans, or of Mr. Dooley as Peter F. Dunne. No, sir. If the readers of *The Civilian* find out that Silas Wegg is Mr. Jones—but they won't, because his name is not Jones. It is—but why cheat my biographer of the choicest portions of the book that will be published when this poor stammering tongue lies silent in the grave?

I must add that the main reason why I did not let *The Civilian* publish my photograph is because I am a very, very modest man, one of those fellows of infinite capabilities who never wishes to parade himself before the public, a modern Solomon who is not aware of his own genius. Mrs. Wegg says, "That's the limit."

KINDNESS.

Howe'er it be it seems to me
'Tis only noble to be good.
Kind hearts are more than coronets,
And simple faith than Norman blood.
—Tennyson.

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“Civil Servants in Literature.”

The preparation of the article under this title, which is a feature of the Special Issue of *The Civilian*, was one of the most difficult tasks in the compilation of that book. Nothing of the sort had ever been attempted before. There was no guide or foundation to work upon, and information had to be drawn from a great many sources. The names of over two hundred civil servants who have done something in a literary way are catalogued, with a brief reference to the work of each. Of course the list is not complete. Up to the time the last revised proof-sheets were sent to the printer, new names were being added to the list. As might be expected, some names were received too late for insertion. The Editors regret this very much,—the more so because these names are so well known in the literary world that the list in the book is markedly incomplete without them. Below are given some of those thus omitted, and it is recommended that purchasers of the Special Issue clip this list and paste it in the book, thereby adding to its value as a work of reference.

EDWARD ROBERT CAMERON, M.A., K.C., Registrar of the Supreme Court, is the author of “The Memoirs of Ralph Vansittart,” and of several works on Supreme Court practice and on Insurance laws.

PAUL COLONNIER, translator of the Department of Trade and Commerce, edited a “Méthode d'élocution Française” in three volumes, contributed many articles to French magazines in Quebec, and was honored by the Government of France in being made an “Officier d'Académie” for his literary achievements.

LOUVIGNY DE MONTIGNY, F.R.S.C., translator, of the Senate staff, was the editor of *Les Debats*, Montreal, for two years. He is the author of several dramas, including “Les Boules de Neige,” “Je vous aime” and “La Cabane à sucre.” He also contributed “Contes” to *La Revue d'Europe*, Paris. M. De Montigny has received the Academic decoration.

LEON GÉRIN, F.R.S.C., of the Hansard staff, is the author of many noteworthy works on social science. He contributed to *La Science Sociale* (Paris) “L'histoire sociale de la Colonisation de la Nouvelle France” and “L'influence des conditions sociales sur le développement de l'instruction populaire.” He is the author of “L'Enseignement de la Science Sociale,” of “Monographie de l'Habitant Canadien français” and “Monographie du Huron de Lorette.” To the transactions of the Royal Society of Canada he contributed several articles on history and social science.

CHARLES MORSE, K.C., D.C.L., Registrar of the Exchequer Court, is a legal writer of note, and was formerly associate editor of the *Canada Law Journal*. Among his productions are “The Canadian Annual Digest,” (Masters coll.), “A Study in Sovereignty,” and “Apices Juris and Other Legal Essays in Prose and Verse.”

LATE ARCHIBALD BLUE.

Archibald Blue, LL.D., chief officer of the Census and Statistics Office, Department of Trade and Commerce, passed to rest on July 27th, after a long and distinguished career in the public service of Canada.

Born in Kent County, Ontario, in 1840, of Scottish parents, Archibald Blue was educated in his native county, his honorary degree of LL.D. being bestowed upon him in 1908 by MacMaster University.

For some years he taught school, giving up this occupation finally for newspaper work. From 1867 to 1879 he served on the staff of the St. Thomas "Journal," leaving that paper to become night editor and editorial writer on the Toronto "Globe." In 1880 he joined the staff of the Toronto "World." He extended his activities and organized the Ontario Bureau of Industries, becoming secretary of that body in 1882. Two years later he was appointed deputy minister of agriculture for Ontario, and was a member of the Royal Commission which inquired into the mineral resources of the province.

The organization of the Ontario Bureau of Mines was largely the result of his work, and he was placed at its head, where he remained for nine years, until called to Ottawa in 1900 as Chief Census Commissioner. In 1905 he was promoted to be chief officer of census and statistics for Canada. He was honoured in 1910 by the appointment as a Canadian delegate to the International Congress on Agriculture in Rome. He had previously served on the Deep Waterways Convention.

Besides being possessed of great executive ability, and being a man who fairly revelled in figures and statistics, Mr. Blue was a facile writer and was the author of several books and pamphlets, including "Resources and Progress of Ontario," "The

Growth of Canada in the 20th Century," and "Union and Disunion in the Christian Church."

His widow and three sons survive. The sons are Wilson Blue, managing editor of the "News-Advertiser," Vancouver; Walter E. Blue, engineer of the Department of Public Works at Sturgeon Falls, and William A. Blue, in the Civil Service in Ottawa.

THE WAR AND THE CIVIL SERVICE.

The effect of the European war was early felt in the Civil Service in Ottawa. Of course, the first Department concerned was that of Militia and Defence. In certain branches of the clerical staff special hours of duty were imposed, so that some clerks were in the offices at all hours of the twenty-four. Vacation leave was stopped and, it is said, some clerks who were on leave when the crisis came were summoned back to duty.

Other Departments more or less affected are the Naval Service, Secretary of State, External Affairs, Privy Council Office, Dominion Police, Agriculture, and Trade and Commerce.

In several Departments there are men who are reservists of the British, French or German armies, and these are liable to service when their classes are called to the colours.—a circumstance involving hardship to wives and families in some cases.

Hundreds of civil servants hold commissions or are in the ranks of corps of the Canadian militia, and a general muster of the Dominion's forces will leave many a desk unoccupied.

"Special issue of *The Civilian* is a work of much usefulness."—Ottawa "Citizen."

The United States Census Bureau, since its organization on a permanent basis, has become the greatest statistical office in the world.

WESTERN MAIL CLERKS WILL ENTER FEDERATION.

The Saskatchewan Railway Mail Clerks held their regular monthly meeting at Regina on July 19th. Mr. J. B. Aikens, of Calgary, Secretary of the Western Federation, was present to explain the stand the associations of British Columbia and Alberta were taking in regard to affiliation with the Civil Service Federation. Both were in favour of uniting forces, but were undecided as to whether the Western Federation should affiliate as a unit, or the four Provincial associations should join as individual units. The question will be thoroughly gone into at the next meeting of the Western Federation.

Various matters were taken up, Bill No. 147 coming under discussion again.

Mr. Aikens stated that he had the assurance of Mr. Pelletier that this bill would be brought up again next session.

The question of the association showing some form of appreciation towards the late secretary, Mr. Hudson, who did all the pioneer work of the association, and who is mainly responsible for the success of the movement, was taken up, and Messrs. Lewis, McClellan and Cook were appointed a committee to carry out the idea.

The question of raising the annual dues was taken up, and a resolution, "That a mail ballot be taken to ascertain whether the members of this association are in favour of raising the annual dues to \$5," was moved by Herrod, seconded by Lewis, and passed unanimously.

The next meeting will be held in Moose Jaw Sunday, 16th August.

Fame comes only when deserved, and then is as inevitable as destiny, for it is destiny.—Hyperion.

THE "CITIZEN'S" COMMENT.

As previously noted, the Ottawa "Citizen" reviewed the Special Issue of *The Civilian* on its first appearance. The "Citizen's" article, which was appropriately headed "How Civil Service Minds Our Business," read, in part, as follows:—

"*The Civilian*, the local journal devoted to the interests of the civil service of Canada, has published a special issue.

"It is neatly bound in a blue cloth and is a complete story of how the civil service is occupied in the work of minding every Canadian's business, civil government.

"The aim of the work is 'to educate the public mind to a proper estimation of the status the civil service should occupy among the institutions of the country, and thereby make a contribution to the cause of good government.' It gives a comprehensive description of the work done by each of the government departments, and is handsomely illustrated throughout with photographs of leading men in the service.

"The frontpiece is fittingly devoted to the premier civil servant of Canada: His Royal Highness the Duke of Connaught. Ministers, deputy ministers, and other administrative heads are portrayed in the sections relating to their work.

"In a chapter on Problems and Solutions, the special volume of *The Civilian* devotes serious thought to the future improvement of the civil service. Hon. L. P. Pelletier, postmaster general, and Hon. W. T. White, minister of finance, come in for high praise for the work they have done and are doing to improve conditions. A strong plea is made for a civil service minister: "an intelligent, unremitting study of the service by a minister chosen for that exclusive task, and sympathetic, confiding relations on his part with the Civil Service Federation of Canada."

NEWS FROM ALBERTA.

At a recent meeting of the Northern Alberta Customs Association the proposed bill dealing with the Civil Service came up for discussion, and it was apparent to many that the majority of members were not completely satisfied that it will meet the requirements of the Service outside of Ottawa. The name of Mr. White was mentioned in connection with the bill as being anxious to obtain as much data as possible on the subject, and with this end in view the meeting authorized Mr. A. B. Sowter (surveyor) and Mr. G. W. Elliott (appraiser) to confer with various associations, and obtain ideas on this particular legislation, preparatory to forwarding them to the Minister of Finance. Mr. Sowter will visit Calgary and the Coast, while Mr. Elliott will visit Regina, Winnipeg and other towns East. It is hoped by the visits of these gentlemen to arrive at some sort of unanimity on the subject.

The prevailing topic in the West just now is "He." You strike it at every turn and corner, and indeed everywhere excepting at the wells. Every small boy talks of it, and the young lady stenographer forgets her punctuation in order to dwell on the expectant "gusher." Truly, we are in the throes of an oil boom, and if you don't know something of surface indications, heavy black drainings, and other such interesting little matters, you had better sit tight in your street car and devour the police news in your morning or evening paper. Alberta has ever been talked of as a likely country for finding oil; but surely never did the most sanguine expert think such interest would so soon be taken in its exploration. The palm must be given to Calgary; but our Edmonton friends were not slow to view possibilities, and to-day half the offices in the main streets are occupied with miniature boring machinery and bottles of fluid representing

oil in various stages of refinement. from the consistency of treacle to distilled water.

One enterprising "booster" is reported to have filled his motor tank from one of the recently discovered "wells," which, in your correspondent's humble opinion, must have been distinctly hard luck on the motor. Curiously enough as the pavement experts realize that the refined oil of commerce is hardly likely to be found in paying quantities, so the samples displayed assume a darker tint, and anything in the nature of dirty cart grease proves to be a wonderful drawing card. Of course there will be many who will make money, but there will be others. With the oil boom and the presence of some four or five thousand militia Calgary has been a busy place lately. Quite a small army of Edmontonians were in evidence, several of the Customs staff being members of the 19th Alberta Dragoons, whilst others are officers in the 101st Regiment of Fusiliers. It may be incidentally mentioned that each of the units came in for praise from Colonel Cruikshank, commanding the district.

During the past few weeks the Capital City of Alberta has been favored with visits from several distinguished Customs officials. Mr. John McDougald, the Commissioner, came through with a Commission on the cost of living, but did not stay long enough to see much of our fair city or the surrounding country. Mr. Busby, the Chief Inspector of the Dominion, passed through on his way to visit scenes of his former triumphs in the Klondyke, whilst Mr. Graham and Mr. Frank Lumsden from Calgary visited Edmonton en route to Girouard and other northern parts. Mr. Graham's visit could hardly be termed a flying one, for the roads were in bad shape and portage heavy in the extreme. During his stay here Mr. McDougald made arrangements for a new office for the Collector, Mr.

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CO-OPERATIVE PRINCIPLES.

Some time ago the Secretary of the Federation received a letter from Mr. Arthur E. Crate, President Toronto Postal Clerks' Association, enquiring as to the course to be pursued in establishing a co-operative business. The letter was handed over to Mr. H. T. Owens, of the House of Commons staff, an enthusiastic director of the Ottawa store. The reply issued by Mr. Owens is reproduced as being of general interest and possibly helpful in different large centres of the Dominion.

Dear Mr. Crate:—

Your letter to Mr. Grierson has been referred to me for reply. I am very glad to know the Toronto Civil Servants are looking into the co-operative movement, and trust you will succeed in establishing a society.

I am enclosing a copy of our latest amended by-laws, some of our annual statements and circulars. The by-laws will probably be of the most service to you.

Incorporation.—It will, I think, be necessary for you to be incorporated under the Companies Act by a special charter. You can secure in the Provincial Treasurer's office a copy of charters issued to us or other co-operative stores in Ontario. The cost is not very great.

Share Capital.—We charge \$2 for membership, which buys fixtures, etc., and require each member to take out debentures of \$5 denomination, maturing in five years, paying interest at 5 per cent. Each member should become responsible for \$20, or \$25, in debentures to give you adequate working capital. We in Ottawa did not insist strongly enough upon securing adequate paid-up capital, and we are feeling the need of it today. It would be better to fix a sum of paid-up capital which must be put up before the business is opened.

Membership.—Our store was started by Civil Servants, but nearly fifty per cent. of our trade is with the general public. Membership at present is confined to Civil Servants, but we give non-civil servants who subscribe to capital the right to participate fully in profits, but until they equal or outnumber Civil Servants they have not full voting power. You will see exactly what I mean when you read the by-laws. I think it was a mistake to make any distinction, and many of our fellows realize it now. I would advise that in your organization you should allow anybody to be a member who will patronize your store and put up capital.

Distributing Profits.—Most stores pay a fixed rate of interest on capital, say 5 per cent., and surplus profits, less reserve, are distributed among purchasers according to the amount bought in the year. For instance, if a member buys groceries to the extent of \$200 in a year, and you are able to declare a dividend of 5 per cent., he would receive \$10 in addition to the 5 per cent. he gets on his capital. Non-members get half the rate of profits that members do, calculated on purchases in the same way. We pay annual dividends, but if you can pay half-yearly, or quarterly, it would be better.

Management.—By all means engage a manager with English co-operative experience. We can put you in touch with several. The ordinary man trained in competitive business is not usually able to handle a co-operative enterprise properly. We made that mistake here, and we are just rectifying it now. Other co-operative ventures have failed for the same reason. The manager should have absolute control over engaging his staff, dismissals, etc.

Delivery.—The store should be placed where it will accommodate the most of the membership. There should be weekly deliveries only to the suburbs in the early stages in lump lots as much as possible.

Cash Purchases.—All business must be for cash. This is the bed rock principle of co-operation. Shipwreck will follow any other course. Credit may be permitted to this extent: if a member's monthly purchases will run to, say, \$25, and he has contributed capital to that extent, he may be allowed to run an account to the extent of his holdings of capital, because the business is secured in the event of his default; but his bill should be paid monthly.

Financing.—If you insist upon having adequate capital before opening the business you will have no trouble financing.

Purchasing.—Get back to the original producer as much as possible. Deal with local wholesale only when absolutely necessary. You may have to do this at the first, however. The article under "Co-operative Notes" in this week's *Civilian* may interest you.

General.—When your executive has discussed matters I would advise that you get in touch with the greatest authority on co-operation in Canada, Mr. Geo. Keen, 136 Rawdon street, Brantford, Ont., and invite him to address a mass meeting of Civil Servants. Have your plans well laid, and after his address open subscription lists and strike while the iron is hot. Mr. Keen can suggest possible managers. If you let me know date of proposed meeting it may be possible that one of our men may be up that way who could drop in and help you. Let me know how you get on.

Sincerely yours,

H. T. OWENS.

Ottawa, April 17th, 1914.

FIND PLEASURE IN WORK.

Are you a victim of the irritability habit? Do you go to pieces nervously if you are obliged to repeat a remark to someone who did not understand you? Do you make yourself and everyone wretched if a chair is out of place, or a meal a moment late, or some member of the family is tardy at dinner? Does your temper fly loose at trifles? If it does you are a sufferer from irritability and all the personal annoyances that go with it are nothing but nervous tension. The ease with which they may be overcome seems like a miracle to those who study for a better guidance to their bodies. The cure is to wake up every morning with your mind made up that you will find pleasure in your work—not view it an irksome task—and begin the day by getting a good, nice, plea-

sant thought into your head. See how good this beginning is.

POLICE PROFICIENT IN "FIRST AID."

Forty more members of the Dominion police force in Ottawa have passed the examination of the St. John Ambulance Association in First Aid to the Injured. The certificates of their proficiency were personally presented to the men by His Royal Highness the Duke of Connaught at a public gathering on Parliament Hill on July 22nd. One "voucher" for having passed the second examination in the Association's course was likewise presented. Advantage was taken of the occasion, also, to present to Sergt.-Major Godin the silver cup for highest aggregate scores in revolver and rifle shooting last season, this cup being the personal gift of His Royal Highness.

GEOLOGICAL SURVEY WORK 30 YEARS AGO.

Younger Civil Servants do not remember the days when the steamer "Neptune" was employed in conveying parties of scientists to the sub-Arctic regions of Canada in order that surveys of the lands and waters might be made. The following paragraph, reprinted from the Montreal "Star" of June 2nd, 1884, recalls those times:—

"Arrangements for the Hudson Bay expedition are being rapidly pushed forward. The charter of the steamer "Neptune" dates from the 15th of July. She will be fitted up at Halifax, and coal at Pictou, from whence she will sail about the 15th of August, arriving in the Straits about the end of the month. The first work will be to locate six parties at different points of observation, who will be provisioned and left for the winter, the steamer returning for them in the spring. The "Neptune" will cruise about the straits till October. Lieut. Gordon, R.N., will have charge of the location of the meteorological observations, and Dr. Bell will have charge of the geological branch. The commander of the expedition has not yet been selected. As an evidence of the interest which is being taken by outsiders in this expedition, it may be mentioned that numerous applications for permission to accompany it have been recorded from England, the United States and other countries."

Referring further to that splendid Civil Servant, Dr. Bell, the "Star" says:—

"On completing fifty years in the service of the Geological Survey of Canada, in 1908, Dr. Robert Bell, referred to above, was superannuated. He was the son of the Rev. Andrew Bell, a minister of the Church of Scotland, and was born in Toronto in 1841. He studied civil and me-

chanical engineering and medicine at McGill University, taking several important prizes, and also devoted much time to chemistry. As he joined the staff of the Geological Survey at the age of sixteen, the majority of these studies were carried out in conjunction with his early routine work in that department, and he thus gradually fitted himself for the important work which was later to fall to his lot. Dr. Bell has had many opportunities of making extensive surveys throughout the Dominion, as at the time when he was filling important positions in the department the Dominion was developing in a wonderful manner. The various districts which he has explored include large stretches of the Provinces of Quebec, Ontario and Manitoba, the Northwest Territories, now the Provinces of Alberta and Saskatchewan, the Mackenzie River region, the shores of and country around Hudson Bay, the Labrador Peninsula and a part of Baffin Land."

GIRL WANTED.

By Ninety-nine Thousand Young Men.

Wanted—Girl. Just a plain girl. Should not be addicted to the harem-skirt habit; rats and puffs not required. She need know nothing about bridge whist, or social scandal. Inability to decipher a French bill of fare will not count against her. Need not have done and have done by foreign countries. If she can sing and play a bit, sew and cook a trifle, so much the better. It is desirable that she have a little kindness of heart for people, young, middle-aged and old, and for animals. Need not be versed in church creed, but should believe in decency. In a word, we want just a wholesome, lovable, old-fashioned girl. No need to apply. Will come after you.—Judge.

TIMELINESS IN DUTY.

It is a secret worth knowing and remembering, that the truest, and, indeed, the only possible, preparation for life's duties or trials, is made by simple fidelity in whatever each day brings. A day squandered anywhere may prove the dropped stitch from which the whole web will begin to ravel. One lesson neglected may prove to have contained the very knowledge for the want of which, far along in the course, the student may fail. We never know what is important, or when we are standing at the open doors of great opportunities in life. The most insignificant duty that offers may be the first lesson in preparation for a noble mission; if we despise or neglect it, we miss the grand destiny, the gate to which was open just for that moment. Indeed, every hour of life holds the keys of the next, and possibly of many hours more; to fail of our duty in any one of them, may be to lose the most splendid opportunity through all life to the end.

So the times of preparation come silently and unawares, and many neglect them, not knowing what depends upon them; but neglected, and allowed to slip away, they can never be regained. The soldier cannot learn the art of war in the face of the battle. The novice cannot, in an unexpected emergency, gather in a moment all needed power. Not to be ready in advance for great duties or great needs is to fail.

The lesson is important, and has infinite applications. You cannot go back today to do the work you

neglected to do yesterday. Opportunities never return. They must be taken on the wing, or they cannot be taken at all. There is a time for every duty; done then, its issues and results may be infinite and eternal; deferred or neglected, it may never be worth while to take it up again.

The days come to us linked one to another, so that simple faithfulness today always prepares us for the duty of tomorrow. It is a rule of providential leading, that opportunity is always given to every one to prepare for whatever part he is to take in life, and for whatever experience he is ordained to meet.

HIT AND RUN.

"When I arose to speak," related the martyred statesman, "some one threw a base, cowardly egg at me."

"And what kind of an egg might that be?" asked an attentive listener.

"A base, cowardly egg," explained the statesman, "is one that hits you and then runs."—St. Paul Pioneer Press.

The government steamer "Minto" has sailed for Hudson Straits and Hudson Bay to instal twelve lighthouses for the protection of navigation. These lighthouses will not be built with masonry but with light steel frames. They will be ready for operation when the terminal works at Port Nelson are completed and regular navigation begun from that port.

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CIVIL SERVANTS AS SOLDIERS.

"In Ottawa there are yet several smart old gentlemen who served in the Civil Service Rifle Corps of 1862, a number of others who served in the Civil Service Regiment of 1866, and also some who were in the Civil Service Rifle Company of 1869. But, of course, the great majority have answered the last roll call."

"Sons and grandsons of the veterans are numerous in the Civil Service, and they invariably recall with pride that their forbears were in 'the old Rifles.'"

The above paragraphs are extracted from the concluding page of an article on "Civil Servants as Soldiers," which is a unique feature of the Special Issue of *The Civilian*. The history of the several military organizations which have existed in the service is therein told for the first time. The preparation of this article entailed long and careful research in the Library of Parliament and in the records of the Department of Militia and Defence,—also interviews with some of the old soldier-civilians who survive and examination of their treasured souvenirs of military activities long ago. The story prepared from the material thus laboriously gathered bristles with names and anecdotes and constitutes a valuable addition to Civil Service history. It is good reading.

SHE DIDN'T KNOW THE LADY.

Mrs. Clancy: Yis, Mrs. Muggins, Pat and Oi part to mate no more. Oi wint to the hospital to ax afther him. "Oi want to see me husband," sez Oi, "the man that got blowed up." "Yez can't," sez the dochter—"he's undher the infloence of Ann Esthetics." "Oi don't know the lady," sez Oi, mighty dignified loike; "but if me lawful wedded husband can act loike that whin he's at death's door, Oi'll have a divorce from him!"—Sanitarium.

THE FORTUNATE ISLES.

You sail and you seek for the Fortunate Isles,
The old Greek Isles of the yellow bird's song?
Then steer straight on through the watery miles,
Straight on, straight on, and you can't go wrong.
Nay not to the left, nay not to the right,
But on, straight on, and the isles are in sight,
The old Greek Isles where the yellow birds sing,
And life lies girt with a golden ring.
These Fortunate Isles, they are not so far,
They lie within reach of the lowliest door;
You can see them gleam by the twilight star;
You can hear them sing by the moon's white shore—
Nay, never look back! Those levelled gravestones,
They were landing steps; they were steps unto thrones
Of glory for souls that have gone before,
And have set white feet on the fortunate shore.
And what are the names of the Fortunate Isles?
Why, Duty and Love and a large Content,
Lo! these are the isles of the watery miles,
That God let down from the firmament.
Aye! Duty and Love, and a true man's trust;
Your forehead to God though your feet in the dust.
Aye! Duty to man, and to God meanwhile,
And these, O friend, are the Fortunate Isles!

—Joaquin Miller.

Personals.

The engagement is announced of William Sydney Hamilton Bernard, of the Department of the Interior, to Lucy, daughter of the late Robert Manning, of Woolfardisworthy, Devonshire, Eng.

C. H. Payne, private secretary to Sir George Foster, and E. B. H. Wright, of the Department of Trade and Commerce, are accompanying the Dominions Royal Commission party, now commencing its tour of Canada.

Sergt. George Kennedy, of the Dominion Police, who has been in charge of the detachment at Halifax for several years, returns to Ottawa this month. He is relieved by Sergt. Helmer.

Dr. Otto Klotz will represent Canada at the International Seismological Congress in St. Petersburg.

George H. Barr, of the Dairy Branch, has returned from a Western trip.

J. W. Callaghan, of the Department of Customs, has been on a trip to Prince Edward Island.

A. D. Cartwright, secretary of the Board of Railway Commissioners, is recovering from a severe illness from ptomaine poisoning.

T. J. Code, Assistant Deputy Minister of Trade and Commerce, has been off duty on account of illness.

E. R. Cameron, of the Supreme Court, and Mrs. Cameron, are in England.

Miss Chartrand, of the Department of Militia and Defence, spent her vacation at Old Orchard Beach, Me.

M. G. Laroche, Civil Service Commissioner, sailed for France on a long-anticipated pleasure trip, but on landing found the nation plunged into war.

Major C. Frederick Hamilton, Assistant Controller of the Royal Northwest Mounted Police, has been appointed censor of the cable and wireless telegraph services.

Obituary.

Thomas Sloan, for twenty-seven years an employe of the Government Printing Bureau, died on July 21st, aged sixty-eight years. He was a native of Willage, England. His widow and one sister survive.

Marie Josephine Martineau, of the Department of Railways and Canals, and daughter of the late ex-Mayor Martineau, of Ottawa, died on July 23rd, after only a week's illness. She leaves two brothers and two sisters.

Rev. H. I. Allen, a superannuated Methodist minister, who died in Ottawa on August 1st, was the father of Ernest H. Allen, of the Department of the Interior.

Edith Florence, daughter of John

Byrnes, of the Department of Trade and Commerce, died at her parents' home on July 23rd, after a brief illness.

George Olivier, of Hull, who passed away suddenly on July 18th, was a brother of Fred A. Olivier, of the Post Office Department.

Frederick George Dundas Durnford, formerly of the Department of the Interior, died at Fort George, B.C., on June 8th, aged fifty-seven years.

Word is received of the death at New Westminster, B.C., on July 31st, of the wife of F. H. Cunningham, Chief Inspector of Fisheries in British Columbia.

Athletics.

By the time this article appears in print the hard-fought Civil Service baseball series may have been decided. That is, if Customs defeats Interior on Thursday, Aug. 6th. If, on the other hand, Interior wins, this will necessitate another game to decide the championship.

At this writing the standing of the League is as follows:—

	Won.	Lost.	Drawn.
Customs	6	1	1
Interior	5	2	1
W. Block	5	3	0
Trans. Ry.	2	6	0
Post Office	1	7	0

If Interior play as well as they did in their match on July 27, against West Block they will stand a good chance of "getting in the final." In that contest, West Block only scored in one inning, the final score being 4-1. Vogan was invincible and received air-tight support.

The following day Post Office recorded their only victory of the season, when they downed Transcontinental Railway.

It has been, on the whole, a good season. At least the quality of ball has improved.

* * *

The Civil Service supplied many of the oarsmen who competed at the recent Canadian Henley at St. Catharines. That veteran all-round sports-

man, Eddie Phillips, may be credited with much of the success which attended the Ottawa team. It is the earnest hope of *The Civilian* that Canada can enter a "winner" in next year's English Henley—whether it be in singles, fours or eights.

* * *

There can be no doubt that a considerable proportion of the success which belongs to the athletes of Australia and New Zealand in such games as cricket, football and tennis is due to the fact that the climate of these countries permits practice in these games all the year round. This is true also of swimming. But what we lose in Canada in this respect is more than made up for by skating, hockey, ski-ing and snow-shoeing. With the advent of the artificial rink it will not be surprising if our cousins from the Antipodes are soon able to send a team after the Stanley or Allan cups!

* * *

INTERIOR RIFLE ASSOCIATION.

Scores for Saturday, July 25th.

	900	1000	
	yds.	yds.	Tl.
J. M. Roberts	41	43	84
E. Turcotte	42	40	82
J. L. Crawford . . .	37	36	73
A. McCracken . . .	31	39	70
A. W. Joanes	35	34	69
J. J. Carr	43	25	68

Scores for Saturday, Aug. 1st.

	200	500	600	
	yds.	yds.	yds.	Tl.
A. E. Shore	31	33	32	96
W. Thompson . . .	32	35	29	96
E. Turcotte	32	32	31	95
F. B. Inkster . . .	32	32	27	91
C. Olmsted	33	30	27	90
A. McCracken . . .	28	33	28	89
P. A. Wood	30	30	28	88
A. W. Joanes . . .	33	30	25	88
W. A. Purdy	31	28	28	87
J. M. Roberts . . .	30	31	26	87

G. S. Wallis . . .	27	26	30	83
J. J. Carr	30	28	25	83
J. H. Corry	28	31	24	83
H. R. S. Gow . . .	26	26	25	77
H. R. Clewes . . .	26	33	18	77

First class spoon: A. E. Shore. Second class spoon: F. B. Inkster. Third class spoon: G. S. Wallis. Spoon for possible at 500 yds.: W. Thompson.

CIVIL SERVICE CLUB.

The following applicants for membership were ballotted for on Monday, August 3rd:—

Ordinary Members.

- F. A. Gordon, Inspector R. N. W. Mtd. Police.
- Geo. H. Porteous, Proof Reader Dept. Ptg. and Stat'y.

Associate Members.

- Wm. J. Abra.
- E. D. DeGruchy.
- A. E. Hurd.
- C. H. Scott.
- Fred. Smith.
- Jas. A. Smith.

IT'S A GOOD LETTER AFTER ALL.

Someone has advanced the opinion that the letter "e" is the most unfortunate letter in the English alphabet, because it is always out of cash, forever in debt, never out of danger and in hell all the time. For some reason, he overlooks the fortunates of the letter, as we call his attention to the fact "e" is never in war and always in peace. It is the beginning of existence, the commencement of ease and the end of trouble. Without it there would be no meat, no life and no heaven. It is the centre of honesty, makes love perfect, and without it there could be no editors, devils nor news.—"Fourth Estate."