

# THE CIVILIAN

VOL. VI.

MAY 16, 1913.

No. 2

## A Board of Appeal.

*Under the new Public Service Act of the Dominion of New Zealand, a Board of Appeal over the heads of the C. S. Commissioners has been instituted. The Civilian prints below an editorial on the subject from the Katipo which will be found instructive.*

We have already been at some pains to emphasize the importance of the Appeal Board which has been created by the Public Service Act, but, believing as we do, the clause which elaborates the powers of that Board to be the key to the whole Act as far as the Civil Service is personally concerned we offer no apology for again giving prominence to the subject. The future of the Public Service Act and the benefits it is hoped to confer on the taxpayer are not our immediate concern, although as taxpayers we have an interest in that connection too. But the Act touches "nearer home" with us than with any section of the body politic, and it is this special interest that we are bound to recognize. We may all therefore reflect with some degree of satisfaction that our immediate personal interests have been so fully recognized as they have been in the Board of Appeal established by the Act. The scope of that Board is made as wide as the individual could reasonably desire, while the character and dignity conferred on the Board by making its decisions final are such that even the severest critic of the Post and Telegraph Appeal Board may find occasion to welcome.

To our mind, after perusing the Act with a view to understanding its detail as well as its leading features, nothing augurs better for the object that the politicians responsible had in view and for the objects which our

Association has kept to the fore for twenty years than the Appeal Board clauses.

Improper influences in obtaining advancement or benefits have never escaped criticism either in or out of the Service, but the "influence" clause of the Act would, in our opinion, only partially fulfil its mission if the means of redress opened up by the Appeal Board clause had been absent. Without the Appeal Board the interpretation of the "influence" clause would rest solely with the Commissioners, who while doubtless as anxious as anybody to properly interpret their duty in this respect may perhaps fail to recognize these insidious forms of influence which occasionally have made their presence felt in times past.

But now the man who is aggrieved by the use of improper influence—who has been passed over by, say, a man of equal merit but of less service—may lay a case of redress before the Commissioner, and if the Commissioner's decision is not what he can reasonably desire he can have recourse to the Appeal Board. If the Board holds that he has a sound case then the Commissioner must officially reverse his opinion and grant the redress sought for.

In the interests of everybody concerned nothing can be more satisfactory than this, for no one in his heart of hearts does not desire that justice shall prevail.

## Honour to the Letter Carriers.

*The letter carriers of the Federal Service of the United States held a great memorial service recently in the city of New York in honour of those who, having served their country faithfully had departed this life. The following extract is from the eloquent sermon preached by the Very Reverend John P. Chidwick:—*

Addressing himself directly to the letter carriers, he concluded his masterful discourse as follows:

And of those whom we commemorated this afternoon, what shall we say of the work which they performed here on earth, its value and their fidelity and efficiency, that we may have reason to entertain our Christian hope for them? Dearly Beloved, I have always considered that the work of the men of the postal department of our government service is but poorly recognized and rewarded by the public at large. Yours is a uniformed branch of our public service which has no spectacular effect. There is nothing about it which excites wonder and admiration. Bravery and brilliancy of achievement are not connected with it in the public mind. It takes its place in popular appreciation with the ordinary labor of the land. Apparently there is little to lift it above the commonplace. Accordingly it receives no marked or special attention and excites no popular enthusiasm: But it is far from being work of ordinary importance. Few other departments of work in our land are more important. Your work enters continually, daily, almost momentarily, into the life-building of the nation, making for its happiness and prosperity and progress, both in its national body and in every individual house and enterprise. It is food and nourishment without which the nation's health and strength cannot be preserved. Let your work cease for a single day and the nation's business will stand still with it. Let it be crippled and the nation is temporarily paralyzed. If we can imagine it passing from government control into that of private enterprise, from what we know of private corporations, it does not require much power of prophecy to predict the onerous and serious burdens which would be placed upon business and the narrow restrictions to which the present wide field our people's happiness would be reduced.

When you consider what you men are doing, the vital importance of your work and the confidence we place in you, then, I say, your request that we take care of you in your old age is not only human but eminently just. We who use you until such time as your strength is exhausted and we whom you save from expenses which would accumulate for every man to a serious amount, should be willing in the name of ordinary humanity and justice to provide for you in your years of decrepitude and dependency. — *The Chief, New York.*



NO ADMITTANCE

GORDON ROGERS  
1913

## The Travelling Post Office.

Mr. R. Herrod, a member of the recently organized Railway Mail Service Association of Regina, sends the following letter:—

Moose Jaw, May 9th, 1913.

Dear Mr. Editor:—

I have read with great interest the efforts of your poet "Low Rate." In the Saskatchewan Division of the Railway Mail Service we have a poet who oftentimes breaks forth into verse. The following is one of his efforts:—

### The Ballad of the Goose Lake Line.

*By Jack Cadden, R. M. Service.*

I've travelled fast, I've travelled far,  
By G. T. P. and C. P. R.,  
But Heaven send a guiding star,  
And keep me off the Kindersley!

O'er Saskatoon the Sun sank low  
Across the silent leagues of snow,  
As we in haste prepared to go  
Along the road to Kindersley.

All day the steady stream had flowed  
From every dope-infested road,  
And each addition to our load  
Brought forth its share of agony.

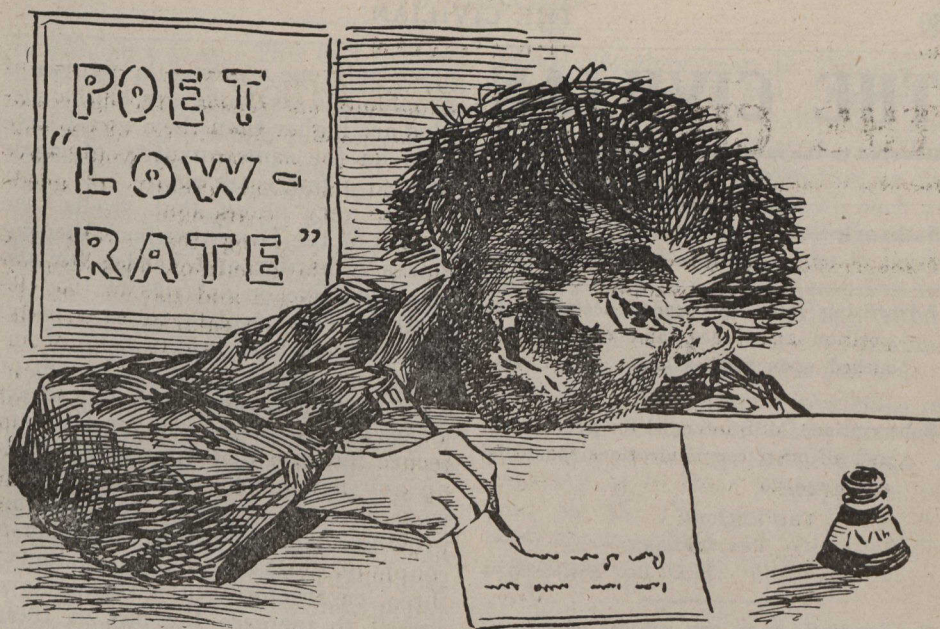
Left far behind, the city's glare  
Dissolv'd itself in empty air,  
Whilst in the confines of our car  
Progressed the silent tragedy!

Few, few the words we cared to speak;  
Tho' scarce, they still were far from weak,  
And made the dusty closeness reek  
With sulphurous profanity!

Through toil no wage could recompense,  
To ends not worth our diligence  
We played the game,—and took the chance,  
And came at last to Kindersley.

I'll go where Duty's pathway lies,  
I'll play the game o'er any ties,  
Excepting—(*this I emphasize*).  
The road that leads to Kindersley!

Oh! rotten rust and sinking sand,  
Unfit for beast, and made for man;  
Oh! letter littered, lousey land,  
'Twixt Saskatoon and Kindersley.



### THE POETS' DESPAIR.

Now all of you Poets—just hark to my lay;  
 O lend me thy earlets! I've something to say.  
 I'm writing these verses to see if you know  
 One word that will rhyme with, E — C — H — O.

Now, "Echo" is termed the Poets' despair,  
 'Tis said that no word can be found anywhere  
 With which it will rhyme, tho' search where you will;  
 So I ask, Gentle Reader, can you fill the bill?

In any Encyclo make your research,  
 In any Dickshinnery you may all search,  
 I'll gamble a dollar that none of you know  
 A word that will rhyme with E — C — H — O.

I tell you, sweet Reader, I'll bet you a bean  
 That none of you ever have heard of or seen  
 This word I am searching, to make up a rhyme  
 With "Echo," from language of any old clime.

But "LOW-RATE" has found one and two weeks from now  
 Will use it in rhyming, to shew you all how  
 The Poets of history talked through their hair,  
 In calling that wordlet, "The Poets' despair."

Try, reader, to find one, and if you succeed,  
 O hasten it hither with wondrous speed.  
 If you should be female, some candy I'll send;  
 Should you be a hemale—a smoke of good blend.

Yes: ship it to "LOW-RATE," I'll promise to do  
 My duty, in sending this bonus to you;  
 And promise, next poem, to find you a "mot"  
 To rhyme with that pit-fall, viz. E — C — H — O.

# THE CIVILIAN

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to the Civil Service are invited and will  
receive careful consideration.

Ottawa, May 16, 1913

## SALARIES ADJUSTMENT.

The Minister of Finance, in his Budget speech on Monday last gave some figures which must cause every Canadian to rejoice. Two stood out in prominence. One represented the foreign trade of Canada—practically a billion of dollars, the greatest by far ever known in the history of the country. The other told the surplus on ordinary expenditure — \$55,000,000.

These figures show the tremendous growth and prosperity of the Dominion. But that is not all that is indicated by these figures. One reason why these figures are large is that the prices of goods are high. A shipload of goods that would have been entered in the trade returns at \$100,000 even five years ago would be entered at nearly if not quite \$150,000 in the columns which total our magnificent billion of foreign trade. And, for the same reason the valuation of goods for customs is high, and therefore—to

name only one reason—the figures of revenue and so the figures of the surplus are higher than they would have been on the same quantity of goods entered a few years ago.

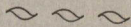
The very thing that swells the figures of the Dominion book-keeping makes it harder and harder for the men who live on salaries to live decently. This applies to everybody. But wage-earners in the field of industry or commerce get the benefit of a competition among employers which makes it relatively easy for them to secure increase in their wages. Pick up any newspaper, and you read of wage-workers or other earners improving their condition. To take a couple of items at random: Twenty-three contractors in Ottawa have agreed to increase the pay of their men. The rates on the Ottawa-Aylmer line of cars are not to be reduced this summer because the company has recently increased its employees' wages and so must keep up revenue.

There are people, however, who are hurt by the increased prices of goods and yet are deprived of the benefit of competition for their services. For thousands of civil servants there is no possible change of employment to be made a lever to raise salaries. There is only one post office system in this country for instance, and so there is no use in a post office employee saying that he will look for another employer. Unless he can change his trade,—no easy matter for a grown man—he must take what the post office will pay him.

Attention has already been called by *The Civilian* to the gratifying fact that there have been some increases in salary among the employees of the post office. So highly do we approve these changes that we earnestly desire to see them extended and multiplied not only in the post office, but in other departments.

On the same day as the Budget, a motion was carried to increase the salary of the Chairman of the Board of Railway Commissioners from \$10,000

to \$12,500 a year. This fact in itself does not interest us particularly. But no motion was carried on that day or any other day to lift the third division clerks out of the hole in which they now toil. This applies also to the messengers and all lower grades, who are living as best they may or not living at all. It seems to be *necessary* to increase some of the big salaries. It is *just* to increase the salaries of some of the under-paid members of the civil service. Parliament seems to yield more readily to considerations of *necessity* than to considerations of *justice*. But justice should not be too long delayed. The Dominion has the money, and the very forces which fill the public coffers take more and more from the scant resources of the under-paid clerk. The benefits and the burdens should both be divided.



### BARBARISM.

An incident occurred in a Montreal court room a few days ago which demonstrates the barbarities in our civilization. A creature was brought in to court, charged with deserting and beating his wife and six children. After burdening a woman with six children, he punches her in the face and departs. Before the judge he admitted his offence and asked "what are you going to do about it?" The judge was powerless and allowed the brute to go. He might have sent him to prison but having in mind the woman and children decided that so doing would not help them.

Such is our much vaunted state of veneered civilization! Our marriage laws are operated by agencies that have proven by their fruits, their incapacities for the affairs of this world, know they ever so much about the affairs of the next. Any inebriate, idiot or degenerate may buy a marriage licence for a dollar, and any clergyman will *solemnize* the marriage for a small fee. The vicious mole in nature is perpetuated, multi-

plied. A clergyman in Toronto (a very decent chap too) married a Chinaman to a girl under age; and did it in a hurry too, after hours. How such an unworldly institution as the church, became charged with such an exclusively worldly act as the marriage ceremony, we have yet to learn. If the church is not an "impudent intruder" in such a mundane affair, surely it has, in the centuries of time, shown its insufficiency for the task.

Under any system of hygienics or engienics, inebriates, idiots and degenerates would be subjected to a scrutiny as to their fitness to breed and elevate the race. As a result, misery, crime and filth would be less apparent in the land.



### OSSIFICATION.

"I think it is a very deadening thing to go into an office, at whatever age, and to do merely mechanical work and nothing more in an office in which promotion is quite settled and the routine is quite settled and the duty is never changed. I think they do tend to ossify."—Royal Com.

The foregoing sentiment was expressed by a witness giving evidence before the Royal Commission investigating the service in London, England. How long does it take for routine tasks to ossify the faculties? How may one keep in condition notwithstanding routine duties? How easy is it to fall into the rut?

A certain deputy head said that he desired to promote one of five men in the order of seniority, but could not do so because not one was capable of doing the work; not one of them had taken the trouble to find out what the others about him did and how they did it. This is the excuse given when outsiders are brought into a service to go over the heads of the old-time official. How may this condition be overcome? May we, who have in a modest way studied the service for

some years, offer some humble if not over sage advice.

Well then, it is our opinion that there are few administrative positions in the service where free rein is given to ambitious initiative. Many of the occupations in the service are of such a nature that the faculties are scarcely kept up to standard, much less developed to the fullest extent. Even though a civil servant may throw himself into his official life with the enthusiasm of a Hercules, he will not keep as fit intellectually as those in the outside world who have to do battle with their wits for their daily bread with the prospect of unlimited rewards.

Therefore it seems natural to suggest that we should, out of office hours, make up for the deficiencies of opportunity in official life. Get busy; take up a hobby. If you can make some money, all the better, for salaries do not automatically increase with the cost of living, and our masters, the people, are deaf and blind or otherwise engaged. But in any case *do* something. Become a crank about something,—write a book,—take up a hard course of reading,—study a language,—run for alderman,—take part in some civil service movement. Do something and do it *hard* and save yourself from this ossification they talk about.

The foregoing is written from the heart by one who, luckily, at an early stage in service life enjoyed the benefit of a mentor, who pointed out the pitfalls which beset the unwary. The word in season is spoken with all respect and sincerity to our brothers and sisters of service in the firm belief that some such suggestion as is here offered is very desirable and necessary.

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FREDERICK P. GUTELIUS.

The biggest single publicly-owned going concern in Canada is the Inter-colonial railway. To be general man-

ager and to have full control of this great institution, the Government of Canada has appointed Mr. Frederick Passmore Gutelius at a salary of twenty thousand dollars per year. This is the largest salary ever paid to a government employee in the Dominion. To every civil servant this action of the Government is significant, for in it is recognized the great principle of fitting the individual to the position and then paying him what his services are worth. Disregard of this principle by the Government has cost the country the services of scores of the brightest and ablest men who ever entered the civil service. They resigned because, under the inelastic and undiscriminating civil service laws, they could not receive the recognition and remuneration which their talents merited, while private employers were prepared to give that practical reward which fosters ability and industry. Adoption by the Government of this same principle and its application to all grades of employment is the first essential in the building up and strengthening of the public service of the Dominion.

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EDITORIAL NOTES.

There are many matters of general service interest happening in various parts of the Dominion. As many of these are beyond our powers of observation, we will be obliged, and the service will be served, if any of our readers will mail us a note of such events, or a clipping from any paper containing a notice of affairs which may be a source of interest or which may forward in any way the more serious considerations involved in a great public service organization.

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The Editors have received a letter signed "Old Soldier" and will be glad to publish same if the writer will simply send his name for the purpose of reference and not for publication.



## At the Sign of the Wooden Leg

By "Silas Wegg."

### A Cow upon the Stairs.

Little Sally Wegg did not sleep well the first night we were at the Farm. She heard, so she said, the footfalls of a cow upon the stairs. She had seen a cow that day for the first time in her life and had run terror-stricken to the house at the sight. She would not stir from the house all day, contenting herself with excursions to the windows, only to retire hastily to shelter beneath the table when she caught a glimpse of Moolie in the field. And so at night time she went to bed with her little mind full of fears. Thus it was she came to think during the still hours when the household was asleep, that she heard the footfalls of a cow upon the stairs.

All the members of the household were not asleep, for I was awake, hearing, like little Sally, the footfalls of a stair-climbing cow. For my days were not without their fears, and in the stillness of the night, the Moolie of my imagination dogged me to my bedside. Like the didactic non-performer that I am, I went to Sally's cot and counselled her as to the impossibility of her cow opening the door, which I assured her was bolted and locked—I went and brought the key for her to look at—and then climbing the winding stairway even if it could break into the house. She was "not wholly reassured and comforted," but dropped off to sleep after a while, clutching the door-key in her tiny hand. I returned to my pillow—to listen for the footsteps of my cow.

That cow is now dead, and I smile to think of the fears I had concerning

it. But all my cows are not dead. Even yet, despite the lessons that Sally's experience and my own have taught me, I lie awake at times and think I hear the footfalls of a cow upon the stairs.

"O purblind race of miserable men,  
How many among us at this very hour  
Do forge a lifelong trouble for ourselves  
By taking true for false or false for true!"

There are thousands of troubles that do overtake us and tens of thousands that may waylay us, but more sleep is lost on account of impossible troubles than on account of all the actual and probable troubles combined. It is so in my case at any rate. I have had very few misfortunes but I have had hosts upon hosts of misgivings in my lifetime. I lost my leg once, but I have lost my head a thousand times. Once, and once only, a burglar climbed my stairs. He found little to steal and went away without anyone being aware, at the time, of his visit. Rats and mice have climbed my stairs also and have even gnawed and nibbled at my wooden leg. They came and went while I snored in blissful ignorance. How often, though, I have raised my head from my pillow and listened for a cow to plant her foot upon another step of the stairway! There are some gray hairs on my head. Half of them are due to the vigils I have kept while waiting for the second footfall of that mythological beast, the stair-climbing cow.

Imagination, like fire, is a good servant but a bad master. With imagination harnessed to the chariot of intellect, one can ride to the uttermost parts of the world and travel back to

the days when the earth was without form and void, and darkness was upon the face of the deep. Thus in control of imagination one can go, like Dante or Milton, through the fires of hell and come back without a hair of his head being singed or a smell of fire upon his clothes. But, when imagination is yoked to the chairot, not of intellect, but of fear, the weak charioteer becoming powerless to control the steed, is carried into the land of horrors from which he comes back, if indeed he does come back, with his mind burnt to a cinder.

It is pleasant at times to surrender one's self to one's imagination, to dream of skies without clouds and of lands without thorns. It is pleasant but not wise perhaps, for the same imagination, once it has charge of its subject, may carry him to lands without flowers and under skies which are always gray. The genii, who come to delight us when we wave our right hand, may come to rend us when we wave our left hand. Still, while I would warn my boy against counting his chickens before they are hatched, I would warn him more earnestly against counting his vultures while they are in the shell. It may do no good to imagine that there are angels on the stairway, but it is at least as reasonable as to think that the old cow is there. Pegasus may prance about my bed and I will be all right in the morning. But have you seen me stumping along Bank street with a heavy look on my face? I have been up late waiting for a cow.

The mind glides readily from the state of fearful imaginings to the state of superstition, from believing that awful things are about to happen, to looking for evidences of these dreaded events in occurrences not logically related to them. This is what we called in our last talk the macrocosmic delusion. A friend who read the report of that talk, called my attention to Julius Caesar as Shakespeare has presented him to us. My friend thought that Caesar was a fine

example of the man who had no macrocosmic delusions. He says to his wife who brings him reports of "horrid sights seen by the watch," which portend some calamity:

"What can be avoided  
Whose end is purposed by the mighty gods?  
Yet Caesar shall go forth; for these predictions  
Are to the world in general as to Caesar."

In that remark lies the whole argument against the fear of the cow on the Stairway. Firstly, if predictions of evil are to be relied upon, what is the good of trying to stand from under? Secondly, if the Universal sends forth messages the Universal sends them to everyone and gives no precedence even to Caesar.

"Cowards die many times before their deaths;

The valiant never taste of death but once.  
Of all the wonders that I yet have heard  
It seems to me most strange that men  
should fear;

Seeing that death, a necessary end,  
Will come when it will come."

One cannot hope to hold fast to fact and to dismiss chimeras with the sanity of a Caesar or a Shakespeare, but after reading how such men have met the reality of death as "a necessary end," one feels the blush of shame upon his cheeks for the fears he has had of the footfall of a phantom cow upon the stairs.

#### The Ottawa Association.

This association is continuing its progressive policy of holding meetings open to the whole service, and on Tuesday evening, 13th inst., the second meeting of the kind was held. It is impossible to insert an extended report of the meeting in the present issue, but this will appear in the next *Civilian*. The gratifying feature of the meeting was the appreciation meted out to the officers and executive by all present in respect of services rendered; some of those who had in the past criticized the executive courteously acknowledged that such criticism was unfair and undeserved, and the feeling was expressed that the executive, under difficult circumstances, is doing all possible for the general good. Salaries and co-operation were referred to as well as the report which brought forth the foregoing pleasing expressions, and a highly profitable evening was spent by all present.

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## Correspondence.

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

### Sir George Murray and the Third Division.

To the Editors of *The Civilian*:

Having just concluded a re-perusal of Sir Geo. Murray's report I feel like noting down my conclusions on his attitude to the third division.

Sir George Murray is a Britisher to the core. He has grown old in the British civil service where his title and all the other honours with which he is loaded were won. He is an out-and-out admirer of the British method of appointment to and promotion within the service. The outstanding features of the British method of appointment is that it is by competitive examination, and that it is by two gates, a lower and a higher. The realms to which these gates open are distinct, and are separate from each other as by a high wall. Promotion from the lower to the higher there is practically none. Sir George Murray approves of this. He says so in his report; emphatic in his support of the dual entrance and dual continuance system throughout. As to the special circumstances surrounding those old civil servants in Canada who were thrust in 1908 into the third division he is very reticent. He might have said flatly that he disapproved of the treatment they have received, but he does not. These old employees have got cold comfort from Sir George; they will have to continue the fight without the tremendous assistance which a word from special commissioner would have given.

When, by the way, does the special Committee of Council meet to take this matter up? They are not likely, I think, to support Sir George Murray in this section of his report.

Yours,  
DISAPPOINTED.

## A Good Proposition.

To the Editors of *The Civilian*:

A proposal has several times been made in *The Civilian* that civil servants might get together on the housing question, acquire land, and build homes, on some co-operative principle.

In this connection an Act has recently been passed by the Ontario Legislature, which is of interest to all civil servants who are interested in obtaining homes of their own. The Bill is entitled "An Act to Encourage Housing Accommodation in Cities and Towns," and sections 2 and 3 read as follows:—

2. A company incorporated under the Ontario Companies Act, with a share capital whose main purposes of incorporation are the acquisition of lands in or near a city or town in Ontario and the building and making thereon of dwelling houses of moderate size and improvements and conveniences, to be rented at moderate rents, may petition the council of such city or town to guarantee its securities, to enable or assist it to raise money to carry out such main purposes.

3. If the council is satisfied that additional housing accommodation for those living or working in the municipality is urgently needed, and that the main purpose of the company is to help, bona fide, in supplying such need, and is not to make profits, and that the company, without borrowing the money required, over and above the proceeds of the guaranteed securities, for the housing accommodation in contemplation, will be able to provide the same, the council may, with the assent of the electors entitled to vote on money by-laws pass a by-law authorizing and providing for the giving by the council of such guarantee to the amount and upon the terms and conditions hereinafter contained.

Section 4 provides that the council shall approve of the location of the land, and of the general plans for the houses. Section 5 provides that the securities to be guaranteed shall be secured by one or more deeds of trust by way of first mortgage upon the land, houses and improvements. Section 8 provides that the total amount of securities to be guaranteed shall not exceed 85 per cent. of the amount fixed as the value of the land, houses

and improvements. Section 9 makes provision that one member of the council shall be on the Board of Directors.

It will be seen that the main features of the Act provide: (1) that those desiring to acquire land and build houses must be incorporated under the Ontario Companies Act; (2) that the city council must approve their petition for a guarantee of bonds; and (3) that the ratepayers must ratify the by-law authorizing the guarantee. The last feature may often wreck attempts to operate under this Act.

This is an interesting piece of social legislation, and it now remains to be seen whether it will be largely taken advantage of. Why should not members of the civil service put it to a practical test?

H. T. OWENS.

House of Commons,  
May, 8, 1913.

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### THE CALL OF THE WILD.

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Any one who has once experienced a sojourn in the forests of the "Highlands of Ontario" appreciates the rest and pleasure that can be found there in comparison with the hustle and bustle of city life and what this means to the nervous system. Within a few hours of the larger cities of Eastern Canada the most delightful and attractive region can be reached with ease and comfort by the Grand Trunk Railway System and as the district is becoming more and more known it is becoming more popular with the ever increasing multitude of tourists and anglers who are looking for new fields to visit. The region known as the "Algonquin National Park" covers a territory of over 2,500,000 acres within the confines of which are located some 1,200 lakes, offering the very best of fishing. The Grand Trunk, recognizing the value of this wonderful playground, are investing thousands of dollars in the erection of hotels and log cabin camps for the housing of the many who go up into this charming territory and who do not care for roughing it in camp life. The Highland Inn at Algonquin Park station has accommodation for about 200 people and the first of a series of camps that are being erected in differ-

ent parts of the park will be in operation this year. It is named "Nominigan Camp" and is situated on Smoke Lake, seven miles from the railway and in the centre of the finest fishing grounds in Canada. Mr. H. R. Charlton, one of the General Officers of the Grand Trunk, has just returned from the Park and speaks enthusiastically of the prospects for a record business at this resort during 1913. The fishing season which has just opened is attracting the devotees of rod and line and the hotel is filling up with anglers from all parts. Speckled trout and salmon trout are the principal attraction this month. Algonquin Park is just the out-of-the-way kind of place that offers rest to the tired business man and recuperation to any one run down. The Park is 2,000 feet above the sea level and the air is rarified, pure and bracing.

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### THE C. S. SAVINGS AND LOAN SOCIETY OF OTTAWA.

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#### A Success or a Failure.

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In order to answer this question it is first of all necessary to enquire into the objects for which the society was organized. If it has accomplished these objects reasonably well it must be pronounced a success. If it has not accomplished these objects it must be pronounced more or less of a failure.

The objects of the society as expressed in the constitution are briefly, to encourage thrift among its members and to assist its members in obtaining loans for proper undertakings. These among others stated in the constitution may be regarded as the official objects of the society. There was, however, another object, not appearing in the constitution which if not the main object may at least be said to have occasioned the formation of the society. This, it need scarcely be mentioned, was to remove from the service the scourge of the "money shark." It seems but yesterday since "shylock" stalked about the Hill unrebuked with his heavy unrelenting hand on many an

unfortunate victim. Now we hear of him no more. The Loan Society came and he departed. There was no struggle for mastery,—no financial war,—no legal fight; but as the night-damp disappears before the rising sun so “shylock” disappeared, whither we know not. This in itself is enough to justify the society’s existence and enough to justify anyone pronouncing it a success. If anyone wishes to decide for himself whether the Loan Society is worth while,—whether it is worth some effort and sacrifice, he has merely to answer this question. “Is it better to have the Savings and Loan Society as it exists to-day, unpretentious though it be, or to have your money sharks sitting on the door-steps and hanging about the corridors of the Government buildings after the 15th of every month?” That is the question which must be answered, and let no one lightly say that the Savings and Loan Society is a failure until he has pondered deeply over that question.

So far as accomplishing what has been termed the official objects of the society is concerned it may be said that anyone may practice thrift just as hard as he likes by means of the society. The society has not yet declined to accept deposits from any member and on all deposits four per cent. interest is paid. On money used in buying shares five per cent. interest has been so far paid. It should be understood that shares and deposits are practically the same thing, the only real difference being that the society reserves the right to require thirty days’ notice for the withdrawal of shares.

So far as meeting the demand for loans is concerned the society has been wonderfully successful, although at times more money could have been loaned to members with advantage.

In view of the foregoing there is only one conclusion and that conclusion is spelt *success*.

In further evidence of this success

the monthly statement for March is given:—

#### RECEIPTS.

Shares purchased . . . . .	\$ 70 00
Deposits made . . . . .	387 77
Loans repaid . . . . .	971 75
Interest paid . . . . .	127 81
	\$1,557 33

#### DISBURSEMENTS.

Shares withdrawn . . . . .	\$ 35 00
Deposits withdrawn . . . . .	274 43
Loans made . . . . .	1,384 00
	\$1,693 43

If anyone wishes to demonstrate for himself the benefits of this society he should become a member. Each member must own at least one share (\$5.00) and that one share together with a good name and an honest reputation is the “open sesame” to all the rights and privileges of the society just as fully and truly as 100 shares.

For fuller information apply to Mr. F. S. James, manager, office of the Auditor-General, room 7, Harris Campbell building, cor. Queen and O’Connor streets. Mr. James may be found at his office every day from 5 to 5.30 p.m., Saturdays and holidays excepted.

A kind-hearted doctor promised to treat a patient free of charge. “There,” he remarked, “take this prescription to a chemist; he will make it up for you for eighteenpence.” “Thanks, doctor!” said the patient. “By the way, would you mind lending me the eighteenpence?” The doctor looked at the patient. “Give me that prescription back,” he said. It was handed back, and a deletion was made. “There,” said the doctor, “you can get that made up for sixpence. The drug I crossed out was for your nerves, but it seems to me that they are pretty healthy!”



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**C.S. ASSOCIATION OF B.C.**

The sixth annual meeting of the Dominion Civil Servants' Association of British Columbia was held in the office of the inspector of customs, Victoria, on Saturday evening, May 3, 1913, and in point of attendance and enthusiasm it may be described as the most successful meeting ever held by the body. The association, which has branches in Vancouver, New Westminster and Victoria, has as its object the promotion of the best interests of its members, and to encourage among them the highest efficiency and proficiency in the service of the government. Its membership is restricted to employees of the Dominion government resident in British Columbia or the Yukon territory, and it has been instrumental in the past in raising the standard of the civil service.

At the meeting, Mr. John Greenfield, postoffice inspector of British Columbia and president of the association, occupied the chair, with Norman J. DeGraves of the Vancouver customs staff acting as secretary.

The delegates in attendance from the different branches were: Vancouver, J. R. Greenfield, J. E. Fagan, F. R. Greer, J. F. Murray, N. J. DeGraves, H. D'A. Birmingham, T. Wootton, F. G. Allan; Westminister, J. W. McDonald, Rev. A. E. Vert; Victoria, D. McLean, C. F. Sheppard, W. P. Winsby, W. E. Ditchburn, A. J. Dallain, Walter Winsby, F. Armstrong.

The election of officers for the ensuing year resulted as follows: President, John R. Greenfield, Vancouver; vice-presidents, F. R. Greer, Vancouver, W. P. Winsby, Victoria, J. W. McDonald, Westminister; secretary-treasurer, H. D'A. Birmingham, Vancouver; executive, W. F. Trant, N. J. DeGraves, J. E. Fagan, J. F. Power and J. F. Murray for Vancouver, Rev. A. E. Vert, H. A. Wilson and L. A. Allan, for New Westminster, A. J. Dallain, C. Carter, D. McLean and P. Shandling, for Victoria.

On invitation of the New Westmin-

ster delegates it was decided that the next annual meeting be held in New Westminster.

Rev. A. E. Vert, chaplain of the New Westminster penitentiary, was appointed delegate from British Columbia to the Civil Service Federation convention to be held in Ottawa next November. Mr. J. E. Fagan, chief landing waiter of the customs department, Vancouver, was appointed alternate delegate.

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**THE BRITISH CIVILIAN ON  
WOMEN'S SERVICE.**

The *British Civilian* says that the recognition of service organizations by Postmaster General Buxton was especially valuable to the women of the service, as it was a reform which applied, unlike most Civil Service reforms, to them equally with men.

*The Civilian* also relates an interesting event in connection with the retirement of a lady superintendent of 37 years service. This lady wore the title I.S.O. Mr. Samuel the P.M.G., speaking at the ceremony of a presentation to this lady said:

"He was the fourteenth Postmaster-General that Miss Smith had known, and he felt towards her as Catherine Parr must have felt towards Henry VIII.; he sketched briefly Miss Smith's career, and said that she and a few other women were taken into the Savings Bank Department as an experiment, which proved to be very successful. He spoke highly of the value of Miss Smith's work to women all over the world, how she had helped to enlarge their sphere, and of their now recognized value to the State as workers."

\* \* \*

In the evidence given before the Royal Commission investigating the British service, the following appears: The women clerks of the service will be particularly interested to observe that Mr. Hughes in giving

evidence before the Royal Commission, is obviously in favour of equal pay for equal work as between men and women—"The ladies get somewhat less than the men. We failed to carry their equality throughout the Interdepartmental Committee." And, again, in answer to Miss Haldane, the witness stated that after 20 years' experience it is very strongly his view that equal work deserves equal pay. The Welsh Commission passed a resolution unanimously on these lines. Mr. Hughes adds, "I think the women do more work than the men while they are at it."

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### PERSONALS.

The friends of Mr. Geo. S. Davison of the Dept. of Militia, Ottawa, will be glad to hear of his convalescence from an illness from which he has suffered since the New Year.

The very numerous friends of Mr. John Mahar of the Department of Militia and Defence, who has been ill for some time, at Kingston, will be glad to know that he is making satisfactory progress towards complete recovery.

Mr. Gilbert A. Gaudry, chief of the drafting division, Railway Lands Branch, won \$50, the first prize in a drafting contest recently conducted by the Bovel Manufacturing Company of Montreal.

The engagement is announced of Jessie Flenning Surtees, only daughter of Mr. and Mrs. Wm. S. Surtees, of Ottawa, to Charles Edwin Hammond, C.E., of New York. The marriage will take place early in June.

Mr. J. A. Macdonald of the Topographical Survey, Department of the Interior, has left for the Maritime Provinces on a visit to his old home in Prince Edward Island.

Mr. Laframboise, chief translator of the House of Commons, and Madame Laframboise, announce the engagement of their second daughter,

Louise, to Mr. Leopold Christin, of New York. The wedding will take place at the end of August.

The marriage of Miss Jeanne Dansereau, daughter of Mr. and Mrs. Lionel Dansereau to Mr. Eugene C. Hamel of the Secretary of State Department and son of Mrs. Felix Hamel, has been arranged to take place on Wednesday, June 18.

Mathilda Charlotte Akerlindh, mother of Mr. C. A. L. Akerlindh, of the Dept. of the Interior, died at her son's residence on May 10th at the age of eighty years.

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### THE COOPERATIVE STORE DECLARES A DIVIDEND.

The annual meeting of the Civil Service Co-operative Supply Association was held on the evening of Tuesday, April 29. All things considered the store has done remarkably well during the past year. Its trade amounted to over \$51,000.00, and there was a clear profit approaching \$1,000. This enabled a substantial addition to be made to the reserve fund and the paying of a dividend of two per cent. on purchases. Notwithstanding the obvious difficulties inherent in an attempt of this nature, the enterprise has clearly got its stride and may be counted on doing better and better from now on. The thing most needed now is an increase in its trade. Some complaint was expressed at the meeting to the effect that the Civil Service as a body has not patronized the store. This was voiced in a resolution which had the sympathy of the directors, that the membership should be extended outside the Service, the general public having shown a keen interest in the store and a desire to participate in its success. After an animated discussion however, it was resolved not to take this step at present but to submit the whole matter to a committee of seven to bring in a report on the

various aspects of the question at as early a date as possible, when a special meeting of the members will be called.

Messrs. Hewitt, Edgar and Blakney were appointed to the board of directors for the ensuing year.

At a subsequent meeting of the directors Mr. Alexander of the Naval Department was appointed President of the Association, and Mr. Edgar of the Labour Department, Secretary, for the year 1913-14.

The committee which will report on the membership problem consists of Messrs. Alexander, Coats, Hewitt, Owen, Pare, Greene and Spencer.

### PUBLIC SERVICE NEWS.

The Customs and Excise services of the United Kingdom have been amalgamated. It is over thirty years since this proposition was first given serious consideration. The idea, while excellent in theory, has not turned out well, in practice as regards the welfare of the two staffs concerned. Indeed an agitation is afoot to have the merger annulled. The difficulty seems to lie in the fact that the members of the two services were not taken into confidence throughout the negotiations of amalgamation.

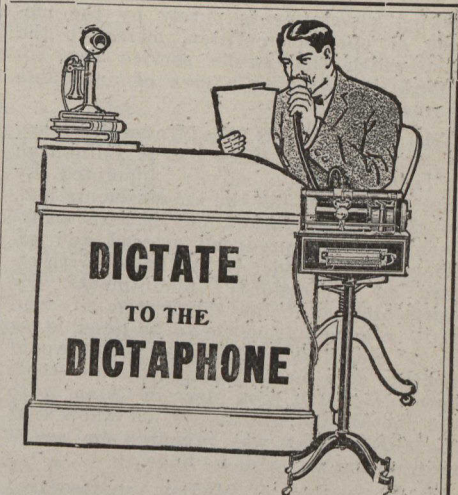
\* \* \*

President Wilson may be the chief speaker at the National Assembly of Civil Service Commissions to be held here June 12, 13 and 14. The president, it is well known, is a warm advocate of the merit system, and his presence here on that occasion would greatly strengthen the purpose of the conference. Frank Gallagher, president of the Municipal Commission, is enthusiastic over the plan to have the Nation's chief magistrate here to make known his views on civil service. — The Chief, New York.

\* \* \*

Hon. Wm. Loeb, Jr., in retiring from the collectorship of the port of New York, testifies regarding civil service life as follows:—

“Civil service reform has ceased to be a mere theory. It has become a well-settled practice, and its efficiency is apparent. It should be supplemented by a civil pension which can be worked out so that there is no increase in cost, but a decrease in the number of employees, which is now much too large and which can be brought



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about by the retirement of the superannuated and substituting 100 per cent. of inefficiency with 100 per cent. of efficiency.

“I believe we are approaching the time when men administering the purely business positions of the Government, like the collectorships, postmasters, district attorneys, etc., will, by law, have a life tenure during good behavior. A more absurd system cannot be imagined than the one of changing these men every time an administration changes politics.

“Politics should have no more effect in the selection of the men collecting the revenue of the Government than the color of their hair; and from what I have seen of the hungry hordes filling the ante rooms of the departments at Washington, I believe the cabinet officers are praying for the day to come soon when their subordinates will be left alone as long as they properly perform the tasks assigned to them.”—Good Government.

### EVIDENCE BEFORE THE C. S. ROYAL COMMISSION OF UNITED KINGDOM.

#### The Patronage Question.

Mr. N. Waterfield, Secretary to the Oxford University Appointments Committee, said he could not imagine a business firm

making appointments purely by the method of open competition, owing to the risk, which the public service now incurred, of obtaining a man of unreliable character.

Sir James Dodds, the Under-Secretary for Scotland, said there was in Edinburgh an administrative agency appointed by pure patronage, and the appointments had, on the whole, turned out satisfactorily. Patronage had produced a good and efficient public service in Scotland. With regard to professional appointments, Sir James did not think the system of competitive examination would be possible, as he did not think professional people would compete at a mature age. He understood, however, that it took place in China up to the age of 100; but he did not know that the Government was prepared to accept that system as far as he knew.

Prof. Dudley J. Medley, representing Glasgow University, remarked that a high measure of University training was necessary to supply suitable men for the higher ranks of the Civil Service. He did not

want the highest posts to be the monopoly of one particular class; but he thought that the test, if it was to be an examination, should be such as to catch the kind of men who, so far as he could see, at that age, could only get the requisite qualities through a University. He said that, on the whole, it would appear that the system of open competition produced reasonably good results, and that it would be difficult to devise an alternative system which would be free from the suspicion that it was unfair and biased.

Sir Harry R. Reichel, Vice-Chancellor of the University of Wales, objected to the present system of a purely competitive entrance examination to the Civil Service on the ground that it inevitably encouraged cramming, and also because it put a premium upon wealth. The obvious remedy was to bring the Civil Service method of selection into line with the general trend of educational development.

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**Personals.****Appointments.**

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Indian Affairs.—S. J. Robins, Div. 2A.

Inland Revenue.—N. Duchesne, W. and M., Quebec; A. C. Hayward, W. and M., Saskatoon; S. F. Doyle, excise, Charlottetown; A. E. Mills, gas insp., Toronto; J. A. Mantha, excise, Montreal; G. C. Church, W. and M., Ottawa; Alex. Boucher, gas and elec., Montreal; F. H. Farnworth, excise, London; E. B. Blandford, gas and elec., Montreal; A. H. Dutton, Inspector, Vancouver; Wm. McIntosh, W. and M., Saskatoon; F. T. Trum-pour, W. and M., Ottawa; A. Bernatchez, W. and M., Quebec; J. R. Chapleau, W. and M., Montreal; J. A. Champagne, W. and M., St. Hyacinthe; O. C. Delorme, W.&M., Sherbrooke; C. A. McEachern, W.&M., Toronto; J. W. McKinnon, W. and M., Saskatoon; G. C. Hodgins, W. and M., Ottawa; F. D. Diamond, W. and M., Belleville; E. Little, gas and elec., Fort William; E. A. Kinsman, W. and M., Ottawa; H. H. Wilson, W. and M., Toronto.

Interior Dept. — Geo. Kydd, B. J. Roe, T. S. Mills, G. L. Kirwan, S. D. Robinson, W. G. Hughson, Topo. Surveys, Div. 2B.; J. F. Renault, Topo. Surveys, Div. 3B.; P. A. Wood, Ry. Lands, Div. 2B.; A. Pringle, Acct. Beh., Div. 3B.; J. B. Landsky, Lds. Pat., Div. 3B.; F. A. Collins, Supt. School Lads., Winnipeg; Wm. Schofield, Mining Recorder, 61 Mile District, Yukon; A. J. Leguin, Mining Recorder, etc., Yukon; Wm. Duffy Magee, agent Dom. Lds., New Westminster; J. L. Perrier, Div. 2B.; J. G. Mitchell, Div. 1B, Private Secretary; K. R. Daly, Div. 2A.

**Promotions.**

Interior Dept.—H. E. Hume, Dom. Lds., to Div. 1B; Geo. P. MacKenzie, to Gold Commissioner, Yukon; H. E.

Sutherland, to Div. 2A; E. C. Rochon, to Div. 2A; J. A. Bastien, to Div. 2A.

Inland Revenue—R. Quain, to Ast. Acct., Ottawa; J. E. Valin, to Div. 1A Acct., Ottawa; David Murray, to spec. class off., Quebec; W. A. Halliday, to Div. 2A, Inside; L. G. Roy, to Div. 2A Inside; O. Bourget, to dep. coll., Levis; Col. G. T. Evans, to Inspector, Toronto; A. H. Renaud, to 1st dep. coll., J. A. Bernier, to collector, Wm. Cavan, to inspector, Montreal.

**Resignations.**

Interior Dept.—Miss M. E. Feeny, Mining Lds.; F. J. P. Crean, Ry. Lds.; Miss A. S. Pédley, Regis. Beh.; J. L. Boulanger, A. L. Marson, Mining Lands; F. X. Gosselin, gold Commissioner, Yukon; Nap. Laliberte, Registrar, Dawson; C. C. Smith, Astro., Obs.; A. J. Arthur, Ry. Lands.

Finance Dept.—Miss L. A. Macdonald, Inside; N. W. Tovell, Toronto.

Inland Revenue — D. J. Dowling, Brantford; E. D. Bathrum, Calgary.

Interior — Howard Douglas, Supt. Dom. Parks; Miss B. B. McCullough, Accts. Beh., Inside; T. Kernighan, Supt. School Lds.; Miss M. C. Brown, Dom. Lds., Winnipeg; L. T. Burwash, Yukon Terr.

**Superannuations.**

F. R. Byshe, Inside affairs, Ottawa; R. Marshall, Vancouver, Inland Revenue; F. X. J. A. Toupin, Montreal, Inland Revenue.

**Transfers.**

Wm. R. Little, from Outside Ser. to Immigration Beh.

**GOOD NEWS.**

The British government announces that no more opium will be sent from India to China this year. It is said that it is probable the traffic in opium between Indian and China will never be renewed.

### C. S. Bowling League of Ottawa.

As indicated in our last number, we reproduce the ballot form suggested by one of the members of this league, in order to assist in arriving at the opinion of all the members in regard to a discussion which has arisen.

#### THE BALLOT.

Are you in favour of dis-continuing the present method of forming teams in the Ottawa C. S. Bowling League by Departments ?

<b>YES</b>	
<b>NO</b>	

NAME \_\_\_\_\_

DEPT. \_\_\_\_\_

### *Athletics.*

The executive of the City Baseball League of Ottawa are to be commended on the firm stand taken with regard to the players of the Pastime Club who refused to take part any longer on account of one of their teams being disqualified as a professional. It seems incredible that anybody except a child would actually throw up the game because a fellow player — who admits that he has played ball for money—is not permitted to continue in a purely amateur league. The Pastime management is also to be congratulated—both on the stand taken by them and the fact that they are rid of the players referred to.



The Civil Service Baseball League of Ottawa is well under way for a successful season. Every detail has been attended to. Cartier's Square is alive with players every afternoon, many of whom show class of a high order. Both Varsity Oval and Lansdowne Park will be used for the matches. It

is hoped that the service will turn out in large numbers to witness the games.



There is now in Ottawa a:  
Civil Service Baseball League,  
Civil Service Bowling League (on the alley)  
Civil Service Bowling League (on the lawn),  
Civil Service Hockey League,  
Civil Service Rifle League.

Might not the members of all these get together and discuss ways and means of providing grounds and club house. Each different league could be an off-shoot of the Civil Service Athletic Association, just as is the case in the Montreal A. A. A. Some day it will come.



Speaking of the M. A. A. A., easily the stronger athletic association in Canada, it lost one of the chief contributors to its success when the Secretary, Mr. John Davidson, became manager of the Windsor Hotel in the commercial metropolis. It is a coincidence that Mr. W. S. Weldon, who was so long at the head of that large



hostelry, was also secretary of the M. A. A. before assuming the hotel management.

Canada will be well represented this summer in England in various lines of athletic life.

The cadet rifle team have already sailed, and the Bisley team go at the end of June.

At Henley Regatta, the Argonauts of Toronto will have an eight and Butler will compete for the diamond skulls again.

In the world's championship tennis tournament, a Canadian four have entered, one of whom is Capt. Foulkes, of the Canadian Civil Service. In lawn bowling several rinks are going over for the great 'bonspiel.' The Ottawa rink is skipped by a civil servant, Mr. R. R. Farrow, Asst. Commissioner of Customs.

Soccer football is having a great vogue in Canada just now from the Atlantic to the Pacific. As has been said before, this is largely due to the great immigration from the British Isles. For the first time in Canada, a professional league is in existence. The public, nowadays, demand quick, spectacular games, with much action, such as hockey, baseball and 'soccer' football.

The French Government has at last taken action to enact legislation looking toward the curtailment of the fearful death rate in aviation.

The young King of Spain is quite an athlete. Recently in Paris he amazed the dignified French Cabinet by vaulting over the throne. It is said that when the King first came to England to woo his present Queen, he horrified the good Queen Victoria by turning two or three handsprings in front of her.

#### C. S. Baseball League of Ottawa.

The eight teams comprising this

league are busy getting into shape, and each is counting the championship as won.

Pres. H. R. Sims, appointed H. Hayward and M. Broderick to draw up the schedule, and this is expected to be issued this week. The games being played at 'Varsity Oval' and Lansdowne Park.

Much enthusiasm is shown and every night Cartier Square has six or seven Civil Service teams working out.

#### Department of the Interior Rifle Association.

The season opened on Saturday, May 3rd and the second shoot took place on the 10th.

The following members made scores of 80 and over.

May 3rd.—W. R. Latimer 90, A. A. Cohoon 90, J. M. Roberts 88, C. Olmsted 86, E. Turcotte 84, J. H. Brigly 82, W. A. Pudy 82, P. A. Wood 81, F. B. Inkster 80, J. F. Maunder 80, A. McCracken 80.

May 10th. — W. A. Purdy 89, A. McCracken 83, J. J. Carr 82, A. H. Flindt 82, H. A. McCallum 80.

Trophies have been presented by the Hon. Vice-President Mr. W. W. Cory, Deputy Minister, and by the President Mr. J. M. Roberts.

Captain A. A. Pinard will present a spoon for every possible made during the season.

The Match Committee has classified the members and arranged conditions and handicaps for the competition.

Many of the new members give promise of becoming expert marksmen.

Secretary W. A. Purdy is busily engaged arranging details for the association's Field Day which has been fixed for 1st September.

Captain T. E. S. Davies, the team captain, who met with an unfortunate accident last fall, is not yet sufficiently well to assume active responsibilities and has appointed Mr. Wensley Thompson his deputy. We wish the captain a speedy recovery.

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