

PAGES

MISSING

THE CIVILIAN

VOL. V.

FEBRUARY 21, 1913.

No. 22

Pension Plan of Big Corporation.

Ten Million Dollars Set Aside for Welfare of Workers — Will Benefit one Hundred and Seventy-five Thousand Persons.

That faithful employees of long service deserve of their employer something more than the regular wage or salary agreed upon, found fitting expression a while ago when the American Telephone and Telegraph Company and its allied organizations, announced that \$10,000,000 will be set aside for that purpose. The plan devised to insure the protection and welfare of telephone employees is considered more liberal in its provisions than any American system now in existence. As yet the company is not prepared to explain the details of its plan. Until the actuaries and statisticians shall have completed their work the company is content to say what will be done rather than how it will be done. When put in operation the new pension plan will supersede the several systems started by local telephone companies in different sections of the country. In the words of the official announcement sent out by the American Telephone and Telegraph officials, this is what the company proposes to do for its employees:

"A fund of \$10,000,000 for pensions, sick benefits and life insurance will be available on January first, for the 175,000 employees of the Bell system and associated interests, and their families and dependents, amounting altogether to more than a quarter of a million people.

"This \$10,000,000 fund will be made good from year to year by annual appropriations on the part of

the American Telephone and Telegraph Company and Associated Companies, and the Western Union Telegraph Company and the Western Electric Company.

"The plan for the distribution of this fund has been characterized as the most liberal, comprehensive and ideal ever inaugurated. President T. N. Vail has provided combined benefits for superannuation, sickness, accident and death, for an industrial army more than twice as large as the standing army of the United States.

"This provision is made entirely at the expense of the various companies interested, without contributions of any kind from the employees themselves. The application of these varied benefits will be strictly democratic and will be for the benefit of all employees of every rank. The plan will provide for free change of employment from one company to another, with full credit for combined terms of service.

"The Bell system and associated interests provide employment for about 175,000 people; of this number 130,000 are employees of the Bell Telephone System. The total yearly pay for the whole group is about \$115,000,000, something over \$80,000,000 being paid out in wages by the Bell telephone system alone.

"The terms by which provision is made for the needs of age, illness, accidents and death, may be summarized as follows:

Liberal Age Limit.

"The employees who have reached the age of sixty years and who have been twenty years or more in service, may retire on pensions. They may be retired at the option of the company when they have reached the age of fifty-five years and have been twenty-five years or more in service. The pension age of female employees is in each case five years younger than that of male employees. Any employee who has been thirty years in service, regardless of age, may be pensioned on the approval of the president of the company.

"The amount of the pension is automatically based on the years of service and the amount of pay, and will be 1 per cent. of the average annual pay for ten years, multiplied by the number of years of service. Therefore, a man who had been thirty years in service would get 30 per cent. of the average salary which he had been receiving during his last ten years of service. No pension will be less than \$20 a month.

Accident Disability Benefits.

"In the case of accidents occurring in and due to the performance of work for the company, the employee will receive for total disability, full pay for thirteen weeks and half pay for the remainder of disability up to six years.

"If the disability is temporary, he will receive full pay for thirteen weeks and half pay until able to earn a livelihood, not exceeding six years.

Sickness Disability Benefits.

"Employees who are disabled by sickness, or accident outside of the regular course of duty after ten years or more in service, will receive full pay for thirteen weeks and half pay for thirty-nine weeks; if from five to ten years in service, full pay for thirteen weeks and half

pay for thirteen weeks; if from two to five years in service, full pay for four weeks and half pay for nine weeks. In the case of employees who have not been two years in service, heads of departments will be permitted the same discretion as heretofore, in continuing pay during temporary illness.

Provide for Family After Death.

"In the case of death resulting from accident in and due to performance of work for the company, an insurance amounting to three years' pay, will be paid to the dependents of the employee, the maximum payment being \$5,000.

"In the case of death resulting from sickness or from accident outside the business, the payment will be one year's pay for employees who have been ten years or more in service, and one-half of one year's pay for employees who have been from five to ten years in service, the maximum payment being \$2,000.

"If any State statutes provide for more liberal compensation than is provided under the Benefit Plan, the statutory provision will prevail. Where the employees have legal rights, as in some accident cases, they will have the option of exercising such rights or accepting the company's benefits.

"The American Telephone and Telegraph Company has set aside from its surplus a fund which provides for those whom it directly employs, and also provides a reserve upon which, under certain conditions, the Associated Companies may draw. This fund is supplemented by funds set aside by each company. The total appropriations will aggregate something more than \$10,000,000. The benefits, it is estimated, will cost annually about \$1,000,000 more than the present payments on this account.

"The administration of the funds will be in the hands of Employees' Benefit Committees of five, to be ap-

pointed by the Board of Directors of each company. The committee of each associated company will have jurisdiction over the benefits for employees of that company.

"The Employees' Benefit Committee of the American Telephone and Telegraph Company, will have general jurisdiction over the plan for the entire system and specific authority as to the American Telephone and Telegraph Company's employees' benefits."

One splendid advantage of this system will be that it will permit of the transfer of employees from one company to another without affecting his rights to all the pension provisions.—The Chief.

THE CIVILIAN IN THE MARITIME PROVINCES.

The editors have received a copy of a circular issued by the officers of the lately organized and thriving association of the Maritime Customs service. An appeal is made to its members on behalf of this humble publication of service news and opinions, which is reproduced below:—

Another matter of great importance to the whole Civil Service is "That the *Civilian* shall continue to be published."

As most of you know the *Civilian* is a magazine published by several volunteer members of the Civil Service at Ottawa. It is a breezy, interesting, snappy publication, mainly devoted to matters affecting the Civil Service. Correspondence and editorials deal mainly with subjects vitally interesting to every Government employee. Information on such subjects can thus be had, knowledge of which you cannot gain from any other publication. Its writers know whereof they write, its articles are up-to-date and intensely interesting.

The work on this magazine is voluntary and gratuitous, but unless officials interested subscribe to the *Civilian*, its publication must be suspended for lack of funds to carry it on. Its price is ONE DOLLAR per year, and it is issued fortnightly. Subscribe for the *Civilian* for the present year, DO IT NOW! You can enclose your Dollar subscription to

F. GRIERSON,
Chairman of Civilian Committee,
P. O. Box 484, Ottawa.

INCREASING THE MINIMUM.

The Post Office Appropriation Bill of the U. S. service which has passed the house of representatives provides among other progressive reforms for an increase of the minimum salary of clerks and letter carriers from \$600 to \$800 and a great many liberal promotions affecting 75% of the staff. The eight-hour law is already in effective operation in the P. O. service of the U. S.

The Irish Service.

In the December number of the "Irish Civil Service Review," a correspondant makes an appeal for a Civil Service Federation for Ireland. As the scope of the English organization is limited to Great Britain, he puts the question, If Civil Servants in Great Britain recognise the value of organization, should Irish Officials ignore it? This question, he says, is one which should claim the special attention of Irish Civil Servants, and he expresses the hope that the example of their English colleagues will urge Irish Civil Servants to consider seriously the advisability of action, and rouse themselves from their present "disordered, disorganized, and decentralized conditions."

News From Rome.

The Pope's brother Angelo Sarto, says the C. S. Gazette, is postmaster at the village of Grazie. He recently came purposely up to Rome to ask an increase of pay from the Minister of Posts and Telegraphs. Sarto, who is seventy-six years of age, complains of having daily to carry mails to the railway station at Mantua, ten miles away, though unable to walk, owing to old age. The Minister cordially received the old Postmaster, and willingly doubled his salary, and appointed a Postman to assist him.

Lads who want to go in for the British Navy have a pretty tough job of it nowadays to pass the preliminary examination of the Board of Admirals, who test them for what one may term "world-wiseness" and adaptability to the Service. A boy was up at Whitehall the other day, and the solemn Admirals asked him, among other things, what hints his mother had given him as to his behaviour. "Don't be cheeky," he said, and always say "Sir." Good. The next question was: "If you were stranded in a foreign port with only five shillings in your pocket, what would you do?" The reply came pat: "Change my money into local currency, and then ship home as a cabin-boy." That boy got through.—C. S. Gazette.

Salaries to Rise with Cost of Living.

Civil Service to be made the very best.

The above are the head lines of a newspaper report of the second reading of an act to amend the Civil Service Act of British Columbia. Although the original act was passed as late as 1909, the minister admits that "because of the high cost of living, many of our civil servants have been very much underpaid." The salary question must be kept to the fore so long as the upward tendency of prices continue, and the following from a Victoria paper will be of interest:

"The present act was passed in 1909 and it has been found that the principle adopted at that time was an excellent one in regard to the status of the civil service and the results produced in the work of that body," declared Hon. Dr. Young in moving the second reading of the bill to amend the Civil Service Act. "Experience has taught us that some changes must be made in the act to enable us to profit by our experience, and these are embodied in the present bill. It has been found that, because of the high cost of living, many of our civil servants have been very much underpaid. Under the amendments to the act all salaries of civil servants will be increased from \$15 per month. For example, junior clerks and stenographers hereafter will start at \$60 and will receive an increase of \$5 per annum until they reach \$80 per month instead of, as at present, starting at \$35 per month and increasing at the rate of \$4 per month until the maximum of \$75 is reached. Third-class clerks will start at \$90 per month and be increased to \$114 and the same ratio applies to the higher grades of clerks. In the estimates provision will be made for direct as well as merit increase. For

instance, if a third class clerk is receiving \$85 per month he will receive, under the amended act, an increase of \$15 per month, and if his services have been satisfactory, he will be entitled to an extra \$6 per month for merit, bringing his salary to a total of \$106 per month.

MAIN FEATURES OF BILL.

"These are the main features of the bill as far as the civil servants are concerned," continued Hon. Dr. Young. "It is the intention of the government to make the civil service of British Columbia a model one. We are satisfied that the effort of the civil servants have shown appreciation of what the government has done in the past, and it is felt that the increase in salaries will be more than repaid by the increased efficiency of the service in the future. The members of the civil service as a whole are a most reliable body and are doing good work.

"I hope that in time the government will be able to see its way clear to in some measure aid school teachers, the police and other outside employees who do not come within the scope of the civil service."

THE CIVIL SERVICE SAVINGS AND LOAN SOCIETY.

Business Statement for the Three Months ending January 31, 1912.

Receipts—

Shares paid for	\$ 345 00
Deposits made	1,510 10
Loans and interest repaid	2,256 79
	\$4,111 89

Disbursements—

Shares withdrawn	\$ 105 55
Deposits withdrawn	312 49
Loans made	2,899 74
	\$3,317 78

At the last meeting of the Board of Administration eight new members were admitted. This is gratifying and in view of the salutary uses to which the society can put the funds placed at its disposal, it is hoped that others will become partners in this beneficial service movement. The society offers a sure and profitable investment, and the investor at the same time provides financial assistance on convenient terms to other members of the service who may be in need of temporary aid.

Applications for membership should be made to the manager, Mr. F. S. James, room 107, Harris-Campbell building.

THE MERIT SYSTEM.

Resolution of the C. S. Reform League of United States:—

The league repeats and again emphasizes its declaration that the public interest imperatively requires the choice as civil service commissioners, whether Federal, State or Municipal, of men in hearty sympathy with civil service reform, of unimpeachable integrity and sincerity of purpose, and of strength and independence of character, such as will insure a fearless discharge

of their vitally important duties. To this must be added that such commissioners should in all cases be provided with sufficient funds and with a sufficient force of skilled employes to enable them to do their work properly.

President Charles W. Eliot of the C. S. Reform League of the United States, in his annual address to the league at Milwaukee early in December, said that:—"Postmasters ought to be promoted, as a rule, from the assistant postmasters, as the postmaster of New York has already been. So long as the highest posts in the civil service are inaccessible from below to persons of proved merit, so long competent young men will not care to enter the lower grades, or if they enter them for temporary purposes, they will soon quite the service."

On account of the increased cost of living, the National Federation of P. O. Clerks of the United States have petitioned the Postmaster for an increase of the initial salary at entrance from \$600 to \$800. The petitioners express appreciation for the new "eight hour law," and ask for uniformity in promotion where the clerk has an average efficiency record.

FIRST AID CLASSES.

The attention of the service is called to the classes of instruction in First Aid to the Injured now organizing under the auspices of the St. John Ambulance Association. Classes for ladies will start Tuesday, February 25th at the Y.W.C.A., and a class for men starts at the Y. M. C. A. on Tuesday, the 4th prox., instructed by Dr. Fenton Argue. Large numbers of Civil Servants have attended these classes during the past two winters and several are entered this season also. There are still a few vacancies. Full particulars on application to R. Patching, the local Hon. Sec., Dept. of the Interior. Phone Queen 2163 or Queen 3747.

Personal.

O'CONNOR—At 45 Stratheona Ave., Ottawa, on February 12th, 1913, to the wife of J. C. O'Connor, Post Office Department, a son.

THE CIVILIAN

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of Canada.

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

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

Ottawa, Feb. 21, 1913

"ONE PRICE TO ALL."

In spite of biblical dictum, we serve
two masters,—yea, even two kings.
We are servants of the Crown, and
of King High Price, too.

His Satanic Majesty King High is
again the dominating figure in the
cartoonist's drawing upon our cover
this week, as he is literally the domi-
nant devil in the minds of most of
us.

Status and Society make many
monetary demands upon the purses
of the Big Chiefs out of proportion
to even *their* salaries, which loom
large in the eye of the lesser fish and
still larger in the sad and hungry but
not envious gaze of the smaller fry,
all "Servants of the King."

But, for the information of the sov-
ereign power now in session, King
High would appear in the picture

to humorously and quite impartially
indicate,—with his loaded grip, big
stick and doubtless cloven hoof,—a
quintette of his chiefest and easiest
marks. These, however, may now con-
scientiously practice a special sort of
self denial during the penitential sea-
son of *Lent* (significant and sinister
syllable!) in the child-like hope that
the risen sun of Easter may fling a
flood of gold.

For gold and more of it is what
they want. It is what we all need.
From the Prime Minister down to his
humblest employee in the civil service
of this rich and rare young Canada,
the King's servants from Halifax to
Victoria are underpaid on account of
the higher cost of living.

Extra money to the civil servants,
Inside and Out, in Ottawa and else-
where, won't mean luxury. With the
cost of living remaining as it is, more
money will simply mean in most cases
a little nearer to keeping even. There
should be enough increased salary to
mean *more* than that. Civil servants,
in whatever official class or social
grade, should not be forced to live
down in order to keep fiscally *up*.
They should be allowed enough to
enable them to live comfortably, with-
out worry; and you can't be comfort-
able if you have to worry about mak-
ing ends decently meet.

As to the cost of living, generally
speaking, it won't go down. The cost
of some items will naturally for a
while go down; but the cost of others,
like rents, for instance, will go up,
and the average will remain high, and
very likely go higher. These high
prices all over our country spell pros-
perity; and in that prosperity the
civil servant should share, quite apart
from his right as a servant of the
Crown to live reasonably well. He
should not be compelled, as he is in
the majority of instances, to pay!
pay! pay! the piper for the other fel-
low. Small wonder King High Price
in the picture winks the wink that
won't come off!

REPORT OF C. S. COMMISSIONERS.

The "fiscal" year of the Civil Service Commission, presided over by Messrs. Shortt and LaRoche, ended August 31st, 1912, and the 4th annual report has been laid on the table of the House of Commons. *The Civilian*, in common with all the service, individual or as organized into deliberative associations, is intensely interested in the conduct of this commission in so far as it administers the service under the C. S. Act, now complicated by its many amendments. *The Civilian* has always entertained a sympathetic attitude towards the commission and has pleaded for a liberal toleration in respect of criticisms levelled at it, on account of the difficulties with which it has to contend. Without departing from an attitude of sympathy towards the commission, truth compels us to offer certain animadversions in regard to the report before us. "For the universal good, friends and truth are both dear to us, but it is a sacred duty to prefer the truth."

The last page in the book is numbered 246, but the "report" is confined to four pages. The 242 pages are devoted to acts, regulations, tables, examination papers, etc. These are all highly interesting, but largely possible of production in the hands of a mechanically organized staff. The portion of the report for which the service has been waiting with all the interest of "the party of the first part," is confined to a few lines, as follows:—

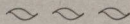
"In view of the anticipated report of Sir George Murray on the organization of the Dominion civil service, and the recommendations which it may contain, the commissioners in their present report refrain from the further discussion of certain proposed changes in the C. S. law which have been recommended in previous reports, and from raising certain new points which under other circumstances might have been dealt with."

That is to say, a commission which has been for four years studying a

problem, lays down on its job and yields the palm of authority and dictation to a man who is a stranger to our local conditions, and who had only a few weeks of time to devote to his investigation. This is a sign of weakness which we could not have expected from the commissioners, which comes as a surprise, and is a subject for supreme regret.

It is a matter of common knowledge that the commission is at odds with many of the ministers of the crown. This is not necessarily to the discredit of the commission. It is equally well known that the service in Ottawa loveth not the commission. This lack of affection may or may not bear with it the significance apparent on the surface. The reason for all this doubt and uncertainty is the refusal of the commissioners not only in the present report, but in all previous reports, to give out the real, essential and vital information. When the service was under the direct jurisdiction of council, it was not expected, in the order of things, that anything would be "explained." In handing over the service to a commission it was certainly intended to be a public service, not a secret service commission, a department administering frank, open justice, not a Star Chamber. We find 46 outsiders appointed by nomination under clause 21. Were all these meritorious appointments? Were any of the nominations refused? If so, how many, and why? What are the principles in dispute in administering this clause? Is there any suspicion that there were men already in the service capable of filling the vacancies filled under clause 21? Fifteen promotions were refused in the First and Second Divisions. May we not know something of the principles at issue in these refusals? 331 clerks were promoted in the two higher divisions. Did any delay occur in granting these certificates, and if so must the cause remain forever a deathly secret?

It is quite possible that, as there are discretionary limitations in all phases of life, some of the incidents in the daily life of the commissioners should be shielded from public view. We submit this view as a possibility merely and without attempting its justification. But we do submit absolutely, that as the Auditor General declines to authorize payments and publishes in his annual report illuminating correspondence on methods employed in public business, so should this commission, analogous as it is in its status towards parliament, take the public, the government and the service into its confidence by doing likewise. If it allows its name to become a synonym for detestation by both the government and the service through failure to put in a well timed word in the properly defined, orthodox manner provided for under democratic institutions and customs, it will furnish us with an exhibition of unexampled stupidity and folly.



A LEADER OF ACTION.

Elsewhere in this issue is a summary of the House of Commons debate on the question of co-operative credit societies. Here is a word from the opening speech, that of Mr. Meighen, of Portage la Prairie, which is worthy of special attention on the part of those interested in the civil service of Canada: "I desire to do full justice to those who have blazed the way which I now intend to follow. . . . I would not do justice to all those connected with this work if I did not refer to the strenuous efforts of a gentleman well known to us all, though not a member of this House. I refer to Mr. Alphonse Desjardins, of Levis, one of the members of our "Hansard" staff, who has borne the burden of a great endeavor in this country to establish on a firm basis a comprehensive system of co-operative banking."

And when Mr. Meighen came to that part of his speech setting forth results actually attained, the facts he gave, proved that the pioneer in this movement must be one in whom are combined in most remarkable degree the qualities of the idealist, the inventor and the practical man of affairs. When it is considered how hard it is to win the public to a new idea of any kind, and especially to one involving the reasonable use of money, it seems almost fabulous that in about one decade a pioneer should be able to set going a new and untried banking institution and make it so magnificently successful that scores of similar institutions are coming into existence, and every one of them equally a success. This is no "get rich quick" scheme, but a sober three per cent. proposition, yet so perfectly adapted to the needs of the commonest of the common people that the money which formerly was deposited idly in the cracked teapot, the tin bank, or the corner of the least-used drawer is now drawn into the channels of production and trade. And, better still, the money that was formerly fooled away merely because the fumbling fingers of the earner of it could not close tightly upon it, is now saved and made reproductive.

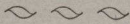
Decades of experiments in Europe had made the new system successful before Mr. Desjardins took it up. But to have faith in the adaptability of the system to our conditions; to carry on the great preliminary study necessary to the work; to begin with a small coterie of friends with their half-credulous subscription of five dollars or so apiece; to work on without mistake and without lack of faith, even when the planted seed seemed not dormant but dead; to develop a system so perfect that the success attained can be duplicated anywhere and multiplied endlessly;—this is indeed a triumph of that highest genius which has been truly described as a capacity for hard work.

This is the work of the spare time

and public spirit of a member of the civil service of Canada. And the time is at hand when Mr. Desjardins will be acclaimed as the discoverer of a new world in the economic and social life of Canada.

Ottawa civil servants have already taken advantage of the willingness of Mr. Desjardins to assist in the formation of co-operative credit societies, and have at work a provident and helpful institution which has already released a number of its members from the loan-shark and has afforded others a sure and profitable investment for spare money.

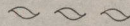
In other cities the civil servants can follow the same course. Co-operation is the solution of many of our problems, and the leader of co-operative banking in Canada is one of ourselves.



SUPERANNUATION.

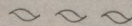
While still enjoying a constant and abiding faith in the attitude of the government on the subject of Superannuation, we must admit a sense of uneasiness at finding the session advancing without any evidence of action in this matter, the importance and necessity of which is acknowledged by all parties concerned. It seems hardly necessary to resume or reiterate all the arguments which have been or may be advanced in support of this means of improving the efficiency of the government service. We have, however, as a matter of news apropos of the present stage of the superannuation movement, published in our opening article to-day a detailed account of the action of the Bell Telephone Co. in appropriating \$10,000,000 for the purpose of pensioning off its staff of employees. The Bell Telephone Co. is a cold-blooded, calculating corporation, and we may, without offence, venture the opinion that it does so purely from motives of business and not of philanthropy. We have had this article in type for some months, and have lately believed there

would be no need of its publication. The action of the Bell Co. is, however, being used by the United States civil service as an argument for superannuation, and we have concluded that it is expedient to again harp upon the subject.



INCREASES TO THE POST OFFICE.

Since the Estimates for the next fiscal year have been made public, it has developed that in one respect there is an item somewhat misleading, though of course not intentionally so. The salary increases for the city post offices total \$1,046,000. Enquiry elicits the information that only some \$500,000 of this will be available for the year 1913-14. The balance was anticipated a year ago and expended by the department to provide for the salary scale under the re-classification provided in the amendment to the act. The discovery will be disappointing to the clerks concerned, as it is to *The Civilian*. The cloud has a silver lining, however. The Honourable Mr. Pelletier has proven his worth by his record since assuming the portfolio of Postmaster General and he is still very much to the fore and may very well be designated the most practical sympathizer of the personnel of the service we have seen for many a day. The staffs of the Inspectors' offices are in the same position as those of the city post offices, but it is thought that the railway mail clerks will get liberal treatment as a result of their recent deputation to the minister. We sincerely hope such is the case.



EDITORIAL NOTES.

The appointment of Mr. William Smith to the secretaryship of the board of publications of the Archives branch is a matter for congratulations. Mr. Smith is pleased and the

service is appropriately served. Mr. Smith has the bent and has developed the habit for research, and *The Civilian* wishes him a long, useful and happy career in his new position.

TECHNICAL BRANCHES' DINNER, OTTAWA.

A climax was reached in the departmental dinners which have been running at the Civil Service Club of Ottawa on Wednesday evening, Feb. 12th. On this occasion the banquet was that of the technical branches of the various departments, and the attendance was limited only to the capacity of the little dining room.

The chair was taken by Dr. Otto Klotz, Asst. Chief Astronomer of Canada. Dr. King, the Chief Astronomer, wrote a note of regret at being unable to attend owing to a recent family bereavement. About thirty scientific gentlemen were present, among whom were the following:—

- O. J. Klotz, LL.D., Observatory.
- F. W. Babington, Analyst, Customs.
- J. M. Bates, Boundary Survey.
- J. H. Grisdale, B. Ag., Director Exp. Farms.
- M. O. Malte, Ph.D., Exp. Farms.
- E. G. Hewitt, D.Sc., Exp. Farms (Biologist).
- N. T. Gusson, Dom. Botanist.
- A. McGill, B.Sc., LL.D., Dominion Analyst.
- E. Lindennan, M.E., Mines Dept.
- T. N. Doody, Pub. Works.
- C. B. Burns, B.A., LL.D., Immigration.
- J. J. McArthur, D.L.S., Boundary Survey.
- J. M. Macoun, C.M.G., Geol. Survey.
- J. R. Roy, C.E., Pub. Works.
- F. T. Shutt, M.A., Dom. Chemist.
- G. H. Clark, Seed Commissioner.
- J. B. Harkin, Chief Parks Branch.
- S. C. McLean, B.A., Mines Dept.
- F. G. Wait, M.A., Chief Chemist, Mines Dept.

P. A. Taverner, Dom. Naturalist.
 P. B. Symes, Surv. Gen's. Office.
 Alf. Eastham, Seed Branch.
 H. A. Leverin, Chem. E., Mines Dept., and others.

"The King" was duly proposed by the chairman, after which remarks were made by Drs. McGill, Hewitt and Malte, and by Messrs. Grisdale, Babington, Shutt, Burns, Wait and others.

The tone of all the speeches was happy. As an instance of the good result attained by these departmental dinners, it may be said that two of the gentlemen present met for the first time in their lives, although each has been in the service over 25 years, and frequent official correspondence has passed between them.

WAITING FOR OTTAWA.

Speaking in the British Columbia Legislature on the address to the throne, Premier McBride had the following to say regarding superannuation:—

"The government has been considering a pension scheme in connection with the civil service. If we take the old country as the standard of the building up of an efficient civil service we shall sooner or later have to adopt the pension system. Reports from Ottawa from time to time have given us reason to believe that it is the intention of the federal government to reinsert on the statutes of the Dominion legislation which will make provision for pensions for civil servants. We in British Columbia have believed it would be wise to await this action on the part of Ottawa in order that we might take advantage of their experience. It may be that Ottawa will act next summer, in which case we will be in a position to move next year. If Ottawa does nothing I shall feel constrained to submit to the next session of the Legislature some law to provide for pensions. (Applause.) This will provide for some contribution to the fund from the civil service itself."

"When I was a tiny boy with ringlets," said a man with little hair. "they used to call me Archie." "I suppose now they call you Archibald?"



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1913

At the Sign of the Wooden Leg

By "Silas Wegg."

By Way of Apology.

A certain party, who signs himself "Candid" on a typewriter, and who must, therefore, be a "certain party" and not a person or an individual, has written to me in these words:

"My dear Mr. Wegg,—As a reader of *The Civilian*, and one who takes a deep interest in civil service matters, and who is anxious to advance our interests physically, morally and spiritually, I write you to give a few words of advice. You wander too far from the text. I have noticed that a large number of your articles deal with matters beyond a civil servant's concern. For example, there is your last contribution *re* 'The Streets of a City.' That would be excellent material for 'The Church Guardian,' but you should look at things from a civil servant's standpoint. Pardon me for"

Well! Well! Here have I been accusing myself fortnight after fortnight of writing too much from the "civil servant's standpoint," of making this wooden leg of mine, in fact, an axle for the purely local concerns of our life to revolve upon, when "Candid," and I know not who else beside, has been regarding me as a philosopher at large, a literary gent whose wooden leg is a sort of tip-cat which I hit every other Friday and send rocketing off among the clouds. Pardon me, my dear Candid, for—but let us consider for a while what this civil service standpoint is, or whether it is something worth while keeping around the house.

Of course, civil servants have a

standpoint. I am not bold enough to deny that. As a matter of fact they have about five thousand standpoints, and the trouble that your dear Mr. Wegg has, is to station himself on more than one thousand of these at a time. This is equivalent to saying that civil servants are human beings—a proposition generally overlooked by the rural press. To our friends out there amid the cabbages (imagine for a moment that I am writing in September) we have two, and only two, standpoints, one of which is Salary and the other Society. There is no view of life for us, so the cabbages hold, beyond the Dollar and the Duke. Alas, that the figures we see upon our pay-cheques and the figures we cut at Rideau Hall are so different from the refracted images of them as presented to the bucolic vision! It would be a revelation, not to say a shock, to the old folks at home to see one of the "gay dogs" of the service buying his sausages on a Saturday night.

But there is a something which can be called the civil service standpoint, a vantage ground from which he can see things with a perspective that is impossible to others. It was first discovered by the newspaper reporters, who, being hard up for copy, began to get the views of government officials on passing events. At first there was some reason to the thing. The papers printed a column headed "Superannuation from the Civil Servants' Standpoint," or "Income Tax from Ditto," or "House Rents from Another Ditto." Then, as the habit grew, or times got harder, they worked the Standpoint for all it was worth

on everything possible. And now we have "Prune Growing in Arabia from the Civil Service Standpoint," and "How the Civil Servants Regard the Ravages of the Hook Worm." All this is a tribute to the fundamental principle of philosophy that all facts are related to one another. But, for accurate information or judicious comment, I prefer the word of the physicians on hookworms and the opinion of the landladies on prunes.

The party called "Candid" seems to believe in the efficacy of this method of treatment. He would have Silas Wegg, or some other, treat the world as a procession passing in front of the Parliament Buildings. "What does this teach civil servants?" or "How does that concern the service?" He would have this Wegg, or another, ask how he views the procession.

There is good in all this, I admit. But there is another side to the tapestry. We have too much Standpoint as it is. Who among us is free of a Civil Service Standpoint when some big Reciprocity or Navy issue is before the House? The fate of the Empire may be in the balance, but are we not a little afraid that the time devoted to this or that question will lengthen the session and our hours, or will crowd out Superannuation or the Supplementaries, so dear to our hearts? That is what I mean when I say that we have too much Standpoint now. I am not knocking. The Manufacturers' Association and the Grain Growers have their too evident standpoints, as the clergymen and the lawyers and other bodies have theirs.

My one point is this—and it is why I am writing this apology—that it is good for civil servants to have some interest, if it be only making patchwork quilts, outside of their office interests. My well-wisher by the name of "Candid" has given me the opportunity to refer to these things. But "Candid" is on the wrong track. If Silas Wegg, or some other, could use *The Civilian* columns every fortnight to give you a view of life from a C.

S. Standpoint (C. S. standing for Common Sense and not for civil service) he would be doing you all some good. But Silas Wegg cannot help you. He is too much of a Standpointer himself. I do not refer to the Standpoint at the end of his wooden leg. Life for him is too serious for such quibbles. But he is doing his best, even though the chains of a long service hang heavily upon him. You have heard about the "chains of office." There are such things. But be careful when you send in your requisition for them that you order the right kind. If you get "the other kind" you will never be away from the Civil Servants' Standpoint.

And that is all I have to say just now about the letter I received from a certain party who signs himself "Candid" on a typewriter.

JAPAN'S FIRST CENSUS.

Serious results followed the taking of the first census in Japan, years ago. Observing with approval the work of Western countries, the authorities thought it advisable to take statistics of population, and for that purpose sent out to all householders, notices enjoining them to furnish them with full particulars of their families, age, sex, etc. This step was misconstrued in one of the villages, where suspicion was expressed that Japan was about to be sold or at least some of the people were to be sold to foreigners who were desirous of ascertaining the number of males, etc., before closing the bargain, in order to find out what price to pay according to the quantity of blood that would be forthcoming. It was a Japanese belief that foreigners squeezed the blood from all who came into their power. Excited and enraged mobs soon collected and attacked the village offices, and it was some time before order could be restored.—The Argonaut.

Co-operation.

The House of Commons on Agricultural Credits.

A new phase of the financial problem was discussed by the House of Commons on Wednesday, the 12th of February, when Mr. Arthur Meighen, the representative of Portage la Prairie, Manitoba, a supporter of the government, brought forward the subject of co-operative banking. The House devoted practically the whole of a four-hour sitting to the subject. The debate will stand as a landmark in the onward movement in the direction of co-operative production and distribution of goods. To the extent that the matter related merely to agriculturists, readers of *The Civilian* are not specially interested. But the facts that were given by the speakers who took part in the debate are most convincing proof that if some such reform as is proposed can be brought about it will help to solve some of the gravest difficulties that face the people whose life has for its economic base a regular salary received from the government.

The resolution presented by Mr. Meighen and to which he spoke was a simple declaration in favor of a better and cheaper system of agricultural credits, and throughout his speech it was evident that the people whose interests he had in mind were the farmers, and especially the farmers of the West. But the legislation for which he pleaded would be of benefit, as has been proven by its use both in Canada and in other countries, to all classes of the common people.

That which Mr. Meighen advocated as a practical matter was the adoption of the system of co-operative banks or neighborhood credit societies which have revolutionized the economic life of continental Europe during the last fifty years and have done much for the regeneration of India

and other countries as well. There are two facts which give this subject special interest to Canadians and very special interest to the members of the Canadian civil service. The first of these facts is that the introduction of this system into North America is a Canadian idea and has been effected by the earnest public-spirited and self-sacrificing labors of a well-known member of the civil service, Mr. Alphonse Desjardins, of the official reporting staff of the House of Commons. And the second is that the civil service of Canada itself has been the leader, so far as the Province of Ontario is concerned, in the establishment of the new kind of credit societies, for the Ottawa Civil Service Savings and Loan Society is just such an institution as those existing by thousands in Europe and now growing up everywhere in the Province of Quebec under the leadership of Mr. Desjardins.

Mr. Meighen is one of the most thorough students of public questions to be found among parliamentarians, and his study of this subject was evidently a labor of love. He brought forward facts which must have impressed the House of Commons and will certainly impress the country. He was able to show, for instance, that there are in France 3,000 co-operative banks, in Australia 6,000, and in Germany 16,000 and 20,000. He showed that even as long ago as 1909 the co-operative banks in Germany alone loaned to their members the utterly unthinkable aggregate of five thousand millions of dollars. And the industries of other countries had been helped in something like the same proportion. And, amazing as it must seem, the losses of these concerns are so small that the authorities who have

written descriptions and histories of the system urged this feature of their operations as negligible.

And to show how this system was regarded in America, Mr. Meighen referred to public documents to show that a special commissioner of the United States government had made a thorough examination of the co-operative banks in many European countries, through the co-operation of the ambassadors of his country at the several capitals, and that he had so unqualifiedly endorsed the system that President Taft, who, as Mr. Meighen pointed out, has not the reputation of a dreamy enthusiast or lover of innovation, had recommended that the States of the Union should immediately enact uniform laws to facilitate the organization of those banks in the United States.

But when he came to a discussion of the position in Canada, Mr. Meighen, thanks to the pioneer work done by Mr. Desardins, was able to report actual results. The first of these co-operative banks was organized by Mr. Desjardins in his home town of Levis, Que., eleven years ago. Starting in the most modest way, this concern has grown so rapidly that its loans make an aggregate of practically a million dollars. This institution has a share capital—five-dollar shares—of about \$125,000 and deposits of \$56,000. Deposits for the eleven years of operation have aggregated \$549,699. These figures indicate that the bank is used just like any other bank. And the closeness with which it associates itself with the business affairs of the smallest producers and traders is indicated by the fact that of 5,670 loans made during the lifetime of the bank 3,926 were for sums ranging from \$1 to \$100. This Levis institution is the parent of a hard-working brood of over a hundred others in the Province of Quebec and a few in other Provinces. And, of all the money that these institutions have handled in and out, not a single cent has been lost.

Mr. Meighen explained the consti-

tution of this new form of bank and dwelt upon its main safeguards—each bank is confined rigidly to one locality, and each is rigidly co-operative, dealing with its own members and absolutely no others.

The discussion which followed was in part enlightening and stimulating. By far the most noteworthy speech was that of the Finance Minister, Hon. W. T. White. Mr. White was suffering from a severe cold and his presence under the circumstances was of itself a proof of his appreciation of the importance of the subject discussed. His remarks indicated that he has been himself engaged in a careful study of the co-operative credit societies, and his attitude toward the proposition to have a Dominion law on the subject seemed decidedly sympathetic. He promised to consider the whole question carefully with a view to the best action that could be devised.

The whole debate is a decided step forward in the co-operative movement in Canada.

ENTRANCE TO SECOND DIVISION, INSIDE SERVICE.

The Civilian hereunder continues publication of the papers set for the examination as above which took place in Ottawa Nov. 11th to 16th, 1912.

Examination papers for entrance to the Second Division are divided into two groups, A and B. Group A is as follows:—Writing, spelling, composition, literature and arithmetic. Group B is as follows:—Algebra, geometry, physics, chemistry, geology, biology, French (for those writing in English), English (for those writing in French), Latin, German, history, political science, economics, geography, philosophy, English law, civil law. All the subjects under group A are compulsory. In group B candidates are not allowed to write on more than five subjects.

Those who were in the Third Division prior to Sept. 1st, 1908, and who are recommended for promotion by their Deputy Head, are required to take all the subjects under group A and three only under group B. In addition they have to write on two papers on duties of office.

Second Division.

GEOMETRY.

November, 1912. Time: 2½ hours.

(Candidates are required to observe the regulations strictly.)

NOTE.—Seven questions only are to be attempted.

1. If the three sides of one triangle are respectively equal to the three sides of another triangle, the two triangles are equal in all respects.

Show that a triangle is not necessarily determined by two sides and an angle.

2. The sum of the angles of any triangle is equal to two right angles.

If the sides of a polygon of the ordinary form are produced in order, the sum of the exterior angles is equal to four right angles.

3. In any circle equal chords are equidistant from the centre, and of two unequal chords the greater is nearer the centre than the less.

On a given straight line, find a point P such that the tangent PT to a given circle may have a given length.

4. In a right-angled triangle the square on the hypotenuse is equal to the sum of the squares on the other two sides.

Construct a square with twice the area of a given square.

5. The angles between a tangent to a circle and a chord from the point of contact are respectively equal to the angles in the alternate segments.

Find the locus of the points at which a given line segment subtends a given angle.

6. Draw a common tangent to two given circles.

The distance between the centres of two circles is 24, and their radii are 8, 10. Find the length of each common tangent.

7. The sum of the squares on two sides of any triangle is equal to twice the square on half the third side together with twice the square on the median to that side.

The sides of a triangle are 13, 18, 23. Find the length of the median to the side 23.

8. Find the mean proportional to two given line segments.

Construct a square equal to a given parallelogram.

9. A line parallel to one side of a triangle divides the other two sides proportionately, and conversely.

Find the locus of the points which divide proportionally the parallels to the base of a triangle.

10. The areas of similar triangles are proportional to the squares on homologous sides.

Construct a triangle with 16 times the area of a given triangle and similar to it.

GEOLOGY.

November, 1912. Time: 2½ hours.

(Candidates are required to observe the regulations strictly.)

NOTE.—Seven questions only are to be attempted.

1. Define the following terms: Mineral, Rock, Fossil, Pseudomorph, Dip, Strike, Foliation, Bedding, Fault, Breccia.

2. What are the chemical composition, crystallographic form and economic uses of the following: Quartz, Orthoclase, Hematite, Galena, Chalcopyrite, Asbestos?

3. Describe the process by which Shale and Conglomerate, respectively, are derived from a mass of granite.

4. State what you know of the stratigraphical position and life of the Lias.

5. State what you know concerning Dinosaurs, more particularly with regard to their form, age and position in the animal kingdom.

6. State what you know of the stratigraphical position, geographical distribution and economic resources of the Keewatin series in Canada.

7. State what you know concerning the cause and origin of Earthquakes. Explain their association with volcanoes and mountain chains. What is meant by a Meizo-seismic area?

8. State generally the petrographical characters, the stratigraphical position and geographical distribution of the following in Canada: Keeweenawan, Huronian, Potsdam, Acadian, Laramie.

9. State what you know concerning the Geology of the district about Niagara Falls. How has the Niagara Gorge been formed? Explain how Niagara Falls have been made the basis of an attempt to determine the time which has elapsed since the close of the Glacial period.

10. Describe six of the most common fossils of the Upper Silurian system in Canada, explaining in each case the position of the fossil in the animal kingdom.

PHYSICS.

November, 1912. Time: 2½ hours.

(Candidates are required to observe the regulations strictly.)

1. Define the units of force? What force would be required to give to a mass of 40 gms. a velocity of 20 cms. in 4 seconds.

2. Explain the principle of the hydraulic press. Calculate the total pressure on the sides of a cubical vessel 40 cms. each way, when filled with a solution of salt whose density is 1.2.

3. Define kinetic and potential energy. Show that the kinetic energy of a body is measured by $\frac{1}{2} m v^2$.

4. What is the character of a sound-wave? How does the wave change when the sound changes in intensity, pitch and quality?

5. What are some of the physical effects of heat? A meter rod is correct at 0° C. What will be the length at 20° C.? (Coefficient of expansion of the rod is .000018.)

6. What are the three methods of transfer of heat? Illustrate each.

7. Explain by a diagram the apparent depth of an object immersed in water.

8. Cards coloured red, green and blue are passed in turn from the red to the blue end of the spectrum. Describe and explain the appearance of each.

9. What is meant by magnetic induction? How does it explain the behaviour of soft iron in a magnetic field.

10. A Leclanche coil, whose E.M.F. is 1.5 volts, is used to ring a door-bell of resistance 2 ohms. The resistance of the line is .5 of an ohm, and the cell has an internal resistance of 1 ohm. What current is produced when the circuit is closed? Draw a diagram of the connections.

C. S. ASSOCIATION OF OTTAWA,

Three meetings of the Executive have been held since the first of January, Mr. Arthur Paré, presiding on each occasion. Six new members have been elected as follows: Mr. A. G. Troop, for House of Commons; Mr. A. J. McGillivray for Justice; Mr. J. E. Marion for Public Works; Mr. L. H. Martell for Marine and Fisheries; Mr. Thomas Lawson for Finance, and Mr. John Cowan for Interior.

The following members were added to the sub-committees indicated, viz.: Messrs. Coats, Joyce and Bolton to Salaries and Promotions; Mr. McGillivray to Superannuation; Mr. Lynch to Editorial; Mr. Stockton to Insurance and to Audit, vice Mr. Green, retired, and Mr. Troop to 3rd Division.

Some time was devoted to the consideration of the report of Sir George Murray on the civil service, and the concensus of opinion seemed to be that the report, taken as a whole, was very

satisfactory and should be regarded favourably by the service, more especially as it confirms the position taken by the Executive in regard to many of the subjects dealt with therein. The various recommendations contained in the report were referred to the proper sub-committees for consideration and report at a later meeting.

A communication from Mr. Edgar, of the Labour Department, suggesting that co-operation in its various branches would be a suitable subject for full discussion at the next general meeting of the Association was received and referred to the sub-committee on Co-operation.

A lengthy memorandum was received from certain 3rd and 2nd Division clerks of the Departments of Marine and Fisheries, Customs and Public Works, who entered the service subsequently to 1st Sept., 1908, favoring the raising of the minimum salaries of those Divisions; also a memorandum from certain 2nd Division clerks in the Naval Department respecting the present classification of that Division and submitting remedial suggestions. These were referred to the sub-committee on Salaries and Organization.

The last meeting held on February 14th was for the purpose of receiving reports of sub-committees.

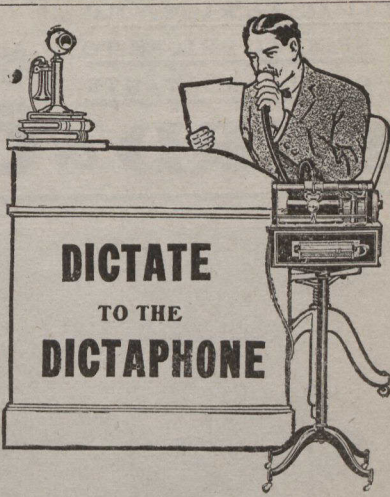
Mr. Boag from the sub-committee on the 3rd Division, reported that in their opinion the Murray report did not prescribe an adequate remedy for the unfortunate position of the clerks who were placed in the Third Division by the Act of 1908, and they recommended that the Executive press the remedy suggested in the Executive's memorial of Dec. 22nd, 1911. They approved, however, of Sir George Murray's recommendation to increase the maximum of the 3rd Division to \$1,500, in special cases to \$1,800, provided that it did not affect the right of promotion of the above mentioned clerks.

As there was some difference of

opinion as to whether the Murray report did or did not provide an adequate remedy for the 3rd Division problem, the report was referred back for further consideration.

An interim report was received from the chairman of the sub-committee on Superannuation. After discussion that committee was requested to report at the next meeting its views upon the recommendations made by Sir George Murray regarding Superannuation.

Mr. Alexander, from the sub-committee on Salaries, reported in reference to the two memoranda received



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from 2nd and 3rd Division clerks, as mentioned above: "After a very careful consideration, we feel that the facts referred to in these papers, together with other facts, form part of the one great question of classification of work throughout the departments, so that it is at least unwise, in our judgment, to deal separately with them, however much we may sympathize with the petitioners; we consider that the relief sought can best be obtained under such a classification of work with an accompanying readjustment of salaries, the need for which has been repeatedly affirmed by the committee, and has also been urged by the association in their

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memorials to the government." This report was adopted.

Mr. Alexander, from the same sub-committee, reported regarding the recommendations of Sir George Murray as to appointments, promotions, organization and salaries, as follows:—

Pars. 1 and 2. *Appointments* — Approving of the suggestions contained in par. (61) b, c and d of the Murray report; concurred in by the Executive.

Par. 3. *Promotions* — Par. (86) Murray report, recommending that certificate from C. S. Commissioners be not required, and that promotions be left to the Head and his Deputy, or to a Composite Promotion Board of ministers and officials. The committee recommended that the power now vested in C. S. Commissioners be adhered to, and *developed*, possibly by making three C. S. Commissioners the Promotion Board.

This recommendation provoked considerable discussion, and further consideration was adourned till the next meeting.

Correspondence.

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

The Ski Club.

Editors of *The Civilian*:

The service residing in Ottawa will no doubt remember that about this time last year an organization known as "The Ottawa Ski Club" was formed in Ottawa. The object of the Club being the development of skiing in all its phases, viz., the promotion of touring on skis, ski-jumping tournaments, and the promotion of goodfellowship among ski-runners in this and other countries.

It is still fresh in our memory that shortly after the Club got into working order this organization gained prestige in sporting circles by introducing into the Capital a phase of the ski sport which, figuratively speaking, was almost unknown in this district. A huge ski-jumping competition was held at Rockliffe Park on March 9th last, before a crowd estimated at 10,000 by the press. The clubs who took part in the tournament were the "Montreal Ski Club," "Berlin Mills," "New Hampshire," and the "Ot-

tawa Ski Club." The daring feats accomplished by these intrepid ski-jumpers created a furore of enthusiasm amongst the spectators who thronged to the snow-covered hillocks, and in addition it was certainly a source of gratification when it was announced at the end of the contests that the Ottawa boys had carried off the lion's share of the prizes. Taking into consideration the fact that the local talent had to match their ability and endurance against the crack jumpers from the visiting clubs including the redoubtable Alex. Olsen, of Montreal, who holds the championship of Canada, the boys from this city certainly did meritorious work. It may not be out of place to remark at this juncture that in the person of William Ross, the Ottawa Ski Club and the Civil Service possess a jumper of no mean ability. Mr. Ross is employed in the Rural Mail Service of the Post Office Department, and in winning a prize in the important "style and distance" contest the sporting banner of the civil servants was kept to the front rank. The success which the club met with last year has spurred the enthusiasts on to greater things. During the summer months the jumping grounds were surveyed with a view to putting up a permanent steel structure which will rank second to none in America. The drawings for the proposed slide have just been received and a committee is busily engaged in arranging the financial end of the scheme. The slide will stand 100 feet in the air, and will be so constructed as to permit a jumper who has the necessary qualifications to clear a distance of 185 feet. The world's record is 164 feet made by Harold Smith. The structure while being on a higher scale will closely resemble the big Norge slide erected at Cary, Illinois, where every winter the best ski riders of all nations compete for world records. The executive of the "Ottawa Ski Club" have received assurance from several of the best clubs in Canada and the States that they will make it a point to have their colours represented when an International tournament is announced here. The sporting public should, however, bear in mind that unlike other sports the club derives no revenue from the attendance. The sport is purely amateur, and the exhibition is gratis to all who are willing to "loosen up" to the extent of two car tickets on the Ottawa Electric Railway. The proposed slide will cost in the neighbourhood of \$3,000. An appeal is made to civil servants and to those who have witnessed the club's performances, to help this organization in their worthy enterprise by becoming members of the "Ottawa Ski Club." The annual fee is \$1.00. Membership cards and silk badges can be obtained from Mr. T. J. Morin, Immigration Branch, Department of the Interior.

ENTHUSIAST.

Ottawa, Feb. 1st, 1913.

Civilian Portraits.

Eugène Paradis was born at St. Michel de Napierville, Que., in 1872. He received primary education at the schools of his native village and completed his education at St. Remi College and entered the service in April, 1891, when the Honourable Mr. Chapleau was Secretary of State. Mr. Paradis remained in the department ever since. He took up shorthand (in both languages) and typewriting after entry into the service and received training for secretarial work under Sir Joseph Pope



MR. EUGENE PARADIS.

for whom he acted as Secretary for over five years. He acted as Assistant Private Secretary to Our Gracious King at the time of his visit to Canada in 1901 as Duke of Cornwall and York; an honour of which no other Canadian can boast. He also acted as Assistant Secretary to the old Board of Civil Service Examiners for a number of years. Previous to this appointment he had charge of the Returns to Orders of the Senate and the House of Commons, a very important work. He was

appointed as Private Secretary to the Secretary of State, the Honourable Louis Coderre, on the 29th October, 1912.

Mr. Paradis enjoys another honour which *The Civilian* is glad to chronicle. He was selected by the present Secretary of State from the ranks of his department, and not brought in from outside the service. It is always pleasing to record promotions of this kind, and it tends to make Hon. Mr. Coderre even more popular than he was before Mr. Paradis' selection.

NEW SECRETARY FOR THE INTERIOR DEPARTMENT.

The appointment is announced of Mr. Lyndwode Pereira to the secretaryship of the Department of the Interior, in succession to Mr. P. G. Keyes, recently retired. Mr. Pereira, who was educated at Oxford, and had acquired extended newspaper experience on the Montreal Gazette, entered the civil service thirty years ago, and after serving as private secretary to four different cabinet ministers, was made assistant secretary of the Department in 1889. Mr. Pereira is well known as one of the most efficient and capable officials in the service.

The assistant secretaryship, thus rendered vacant, is being filled by the appointment of Mr. Frank Nelson. Mr. Nelson is a graduate of Toronto University, and has been for many years in the Department of the Interior, where he has rendered faithful and intelligent service.

These two officials may be literally said to have grown up with the Department. When they entered the service some thirty years ago, the total number of clerks in the whole Department did not equal that in some of its many branches to-day. At present, the staff of the Department at headquarters numbers about one thousand.

Some idea of the growth of the work

of the Department may be inferred from the statement that for the year 1880 the number of letters received was 8,222 and the number sent 9,100, a total of 18,132, while for the year 1912 the numbers were 1,224,316 letters received and 1,304,904 sent, making the enormous total of 2,529,220. The handling of such a vast volume of correspondence is certainly a strenuous undertaking, and these figures indicate how little is known to the outside world of the amount of business transacted in some of the leading Departments of the Dominion Government.

The Honourable Dr. Roche is being heartily commended for his selection of these officials for well merited promotion. Consideration by the Government of this kind, in recognizing long service as in these worthy cases and the recent case of Mr. Fortescue, will have an excellent effect in elevating the morale and esprit de corps of the service.

TRIBUTE TO A MINISTER.

The exodus of the Postal Stores branch of the Ottawa service has been accomplished. For years this branch of the service lived in exile, servitude and squalor in the Rat Cellar of the Langevin Block. Protests from the officials have been unavailing until a Moses appeared on the scene and led them across the Red Sea of troubles into the land of Canaan in the Robinson Building. The name of the deliverer is the Hon. Mr. Pelletier, Postmaster General, who on account of this and other similar cases of action, instead of promises and procrastinations, has established for himself a credit with the service which will take something more than mere gratitude to requite. The Postal Stores officials have expressed their feelings in a communication to the minister to the following effect:—

“Honorable L. P. Pelletier:

“Dear Mr. Pelletier,—It affords me very

great pleasure to transmit to you herewith, and to cordially endorse, a communication (which I may say is perfectly free and spontaneous) from the staff of this branch, expressive of their satisfaction with the new quarters in the Robinson building to which the branch has recently been removed from the Langevin block, and their heartfelt appreciation of the fact that the greatly improved conditions in their daily official life are entirely due to the kindly, humane and practical interest which you have shown in the matter. (Sgd.) SIDNEY SMITH, Controller of Postal Stores.”

The communication signed by all the members of the stores branch and addressed to Mr. Pelletier is as follows:

“As members of the postal stores branch of your department, we desire to thank you for procuring for us more sanitary quarters than those in the basement of the Langevin block. Our new offices in the Robinson building are very satisfactory with the exception of the room space which is somewhat congested. Apart from this, we find our new quarters a happy contrast with the old conditions which prevailed for so many years. Not only do we expect to be able to do better work, but we also hope to enjoy better health under the improved conditions; and it will be our earnest endeavor to do our duty to the best of our ability that we may merit the confidence you have shown in us since you became Postmaster-General.”

Personals.

Appointments.

The following list includes changes that have taken place in the service up to Dec. 31st, 1912.

Post Office:—C. E. Mongenais, P. O. Insp. Office, Ottawa; R. Dubreuil, 3rd class, Grade B; B. H. Gibson, Ry. M. S., Toronto; M. Sullivan, Ry. M. S., Ottawa; C. E. Scantlebury and D. L. Moor, Ry. M. S., Calgary; D. Macpherson, 3rd class, Grade A, Toronto; P. E. Bernier, law clerk, Div. 1B; E. Lucas, Ry. M. S., Calgary; A. J. Macdonnell, A. Goulet, Geo. Chattaway, J. A. Kearney, E. Beggs, J. H. G. Lemieux, Ry. M. S., Ottawa; H. R. Daly, Halifax Ry. M. S.; Arch. Wright, Winnipeg, 3rd class, Grade B; A. H. Lightfoot, Toronto, 3rd class, Grade B; L. C. Chapman, Moose Jaw, Ry. M. S.; H. O. Williams, R. J. Armstrong, H. R. Mason, O. T.

Dean, W. T. Swáyze, Calgary, Ry. M. S.; E. W. Melvin, Halifax, 3rd class, Grade B.

Promotions.

Post Office:—J. A. Pouliot, Quebec, to class 2, Grade A; J. H. Hunter, Saskatoon, to class 2, Grade A; J. T. Garton, C. A. Read, A. Gibson, W. H. Miller, J. Butler, Toronto, to class 3, Grade B; Louis Johnstone, London, to 1st class, Grade A; F. A. Kauf, Ottawa, to 2nd class, Grade A; J. P. Rohland, Montreal, to 3rd class, Grade A; W. H. H. Wood, Winnipeg, to 1st class, Grade A; W. V. Perraton, Edmonton, to 3rd class, Grade A; Geo. Dagneau, Quebec, to 2nd class, Grade B; D. J. McDonald, Charlottetown, to 1st class, Grade B; W. A. Cherry, Ottawa, R. H. Crain, Ottawa, to 2nd class, Grade A; A. M. Ward, Moose Jaw, to 2nd class, Grade A; G. M. Harris, London, to 1st class, Grade A; J. S. E. Nadeau, Quebec, to 2nd class, Grade A; J. Emerson, St. John, to 1st class, Grade A; J. S. F. McLeod, Halifax, to 1st class, Grade A; T. A. Rutledge, Winnipeg, to 2nd class, Grade B; C. C. McGrail, Kingston, to 1st class, Grade B; T. J. Doyle, T. P. McManus, J. Yuill, M. O. Exchange, to 3rd class, Grade B; W. P. Grinnane, Halifax, R. M. Manahan, Moose Jaw, Mrs. H. P. Newling, Victoria, J. E. Roberts, Victoria, to 3rd class, Grade B; Amable Pelletier, Quebec, to 2nd class, Grade B; Jos. Johnson, London, to 1st class, Grade A; J. Montgomery, St. John, to 1st class, Grade B; Walter Willis, Vancouver Ry. M. S., to 1st class, Grade B; G. E. Ollerhead, London, to 1st class, Grade B; Henri Rochon, Montreal, to 3rd class, Grade A; A. R. Desrosiers, Norman Bailey, W. Eastwood, Ottawa, to 2nd class, Grade A; L. Greenfield, Vancouver, to 3rd class, Grade A; Helen Jeffrey, Victoria, to 3rd class, Grade A; B. F. Ramsden, Toronto, to 1st class, Grade B; C. N. Langlois, Quebec, to 2nd class, Grade B; J. Huggard, J. S. Boddy, W. H. Canniff, N. E. Davis, T. Benson, W.

B. Reading, R. F. Durham, Geo. Thompson, Toronto, to 1st class, Grade B; Pac. Dupuis, Jos. Valiquette, Jos. Lemere, W. Gosselin, Montreal, to 2nd class, Grade B; W. Q. Ketchum, M. Patrick, M. A. Coughlin, Ottawa, to 2nd class, Grade B; Mabel Ford, Kingston, to 2nd class, Grade B; E. B. McLeod, St. John, to 1st class; J. G. Norris, Winnipeg, to 1st class; J. E. Plilibert, Quebec, to 1st class, Grade B; A. Burroughs, Quebec, to 2nd class, Grade A; R. B. Bennett, Montreal, to 2nd class, Grade A; M. J. Smythe, V. Simpson, A. M. McLennan, L. Chartrand, H. F. Dahlmann, J. P. White, Ottawa, to Div. 3A; R. L. Laprairie, Montreal, to 1st class.

Transfers.

Miss A. M. Lefebvre from Quebec to be private secretary of Postmaster General, Div. 1B; C. C. McGrail from Inside Service, Post Office, to P. O., Kingston.

Superannuations.

Post Office:—Jean Guillaume Nollet, Quebec; Thos. Mason, Calgary; Wm. Hoey, Hamilton; J. A. Mailman, St. John; C. Reeves, Toronto.

Resignations.

Post Office:—G. A. Venner, E. A. Abbot, W. J. Venner, H. A. Hurst, Edmonton; E. W. Elliot, Calgary; H. Comisky, R. A. Stokes, Toronto; F. De La Fosse, Regina; Gladys Mackay, Montreal; C. Winder, Winnipeg; A. L. S. Emsley, Vancouver; Miss H. H. Dudley, Staff Breh., Ottawa; J. E. Baird, Winnipeg; Arch. Wright, Winnipeg; Eleanor Rivington, Inside, Ottawa; Miss M. Nicholas, Brandon; Charles Scott, Vancouver; Geo. A. Arksey, Toronto; A. A. C. Moore, Ottawa (Inside); E. C. Stuart, Winnipeg; Thos. Howland, Victoria; Eugene Gagne, Montreal; A. E. Hurd, Edmonton; F. Crook, Vancouver; Annie Robinson, Ottawa; Miss J. Sandfield, Ottawa (Inside); Miss Violet Wilson, Ottawa (Inside); J. F. MacKay, Regina; R. G. Yule, Toronto; C. O. McFarland, Toronto.