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The Theory and Practice of Promotion.

[As is well known, the United States has the advantage over Canada, in matters pertaining to the civil service, of an alert and educated public opinion. It has a Civil Service Reform League which by no means confines itself to indefinite aspirations — the best our Canadian newspapers, our only articulate members on the subject, can do—but grapples with the concrete details of the civil service problem in all their minutiae.

At the recent annual convention of the League, a feature of the proceedings was the presentation of a report by a special committee under the chairmanship of Chas. W. Eliot, late President of Harvard, on the difficult question of Promotion. The report certainly constitutes the most lucid and comprehensive treatment of this subject that has yet appeared. Though written with United States conditions immediately in mind, it is applicable in the main the world over. *The Civilian* reproduces it hereunder in abridged form, shorn of purely local references. Civil servants whether they agree with it to the letter will find the breadth of view with which these daily and absorbing questions of theirs are treated, both interesting and stimulating.]

A promotion system is essential to the development and success of the service, and such a system must apply to the higher as well as to the lower grades. It is essential in order to attract men of the right calibre to the service, and in order to provide them with sufficient incentive to remain in the service and give to it their highest mental efforts with a view to making it a life career. It is well recognized that it is the best of the new appointees who resign after a few years of service and at the period of highest usefulness to the departments, because private business offers them better opportunities of promotion and a more satisfactory career. One marked result of the introduction of the competitive system has been that it has produced men of such high capacity that they are willing to remain but a short time.

The plan followed both in England and in Germany is to create separate and distinct classes within

the civil service, with practically no opportunity to advance from a lower to a higher class. This would be regarded here as undemocratic. A system can certainly be constructed which will provide that men of sufficient education and personal initiative shall reach the higher administrative positions before they have passed the age of highest mental activity, and will at the same time allow the advancement to the highest posts of those who having entered the service at the lower grades prove their capacity to fill the higher.

The objection that competitive examination is not suited to the filling of positions of such high character cannot be sustained in the light of present experience. New methods of examination have been introduced which are everywhere proving their sufficiency as tests of administrative ability. Candidates are judged not on written answers to set questions, but on experience, on proof of the character of the work they have ac-

complished, on their standing and reputation. Oral examinations in which the candidates are cross-questioned by competent experts are more and more resorted to. By such methods the positions of supervising architect of the treasury department, state librarian of New York, city librarian in Chicago, bank examiners, transfer tax appraisers and assistants to the attorney-general and to city corporation counsels have been successfully filled. When these tests are supplemented by a probationary period of sufficient length they form the most satisfactory method yet devised for filling high grade positions.

Promotion Systems.

The term promotion as now used in the public service has a double meaning. First, it means advancement from the position occupied to a higher position, the duties of which are of a higher grade. Its second meaning is increase in salary, such increase not necessarily carrying with it any change in duties or responsibility. It will not be enough to provide a good system of promotion from grade to grade; for the greatest inequalities and injustices to-day occur in increases of salary without change of grade or duty.

In order to provide for an equitable system of advancement in salary, there is need for a classification scheme in which salaries should be based on the duties to be performed, and provision should be made for small increases from year to year for those whose efficiency justified such increase. The civil service differs in this respect very materially from a military service or forces organized on semi-military lines, such as the police and fire forces in cities. In these cases there are large numbers of men in each grade performing precisely the same kind of work and receiving the same pay therefor. Consequently, there is an absolute relation between salary and duty, and an increase in salary necessarily means an advancement in position

and vice versa. In an administrative service this condition does not and cannot equitably obtain. The clerks in the same bureau are not performing precisely the same kind of work, although under the same title, and some differences in salary must be made to meet the difference in duties performed. This makes it necessary to provide different grades of salaries within the same class.

The following principles may be recommended:

- (1) That the lower salaries should be sufficiently high to attract competent persons to the service.
- (2) That a sufficient number of grades should be established to assure frequent promotion as a stimulus to high effort.
- (3) That the higher salaries should be large enough to obtain and develop the best executive and expert service.
- (4) That provision should be made for the gradation and equalization of salaries in all departments according to the character and responsibility of the work performed.

The various methods of promotion now resorted to are the following:

(a) **Free Promotion.** This can hardly be described as a system. The head of a department is not trammelled by any rules or regulations in making such promotions as he sees fit. This method is almost universal in private business and is much used in the public service. The fact that it has usually been found to contribute to efficiency in private business by leading to the advancement of those found to be most capable, and by not placing any restriction, in the way of length of service or otherwise, upon the speedy advancement of a man of large capacity, has led many to hold that it should be used in the public service. This is, however, entirely to overlook the fact that efficiency in private business is due, more than to anything else, to the element of private profit, which

exerts a greater force than favoritism, nepotism, or political influence. If selected promotion is neglected the private business fails, or falls behind in the competition of the business world. But this cohesive power of private profit is wholly lacking in the public service, and the business of the government is seldom, if ever, carried on in competition with outside business. Again, no corporation, however large, does such important business as the government. The need for a just and effective system is consequently greater than in any private business. Finally, the system of free promotion in the public service has been tried, and is still being tried; and it is a very unfortunate condition, from the point of view of administrative efficiency, which confronts us under it.

(b) **Promotion by Seniority.** This method prevails to a very large degree in the military and naval services, which are, however, at the present time trying to escape from it, and to substitute for it a system of promotion on proved efficiency. It is also to be found in force, to a considerable degree, in the civil service. Seniority has very slight relation to efficiency, and promotion by seniority, while perhaps one step in advance of promotion by political influence, tends to impair the vitality of the service and kill personal initiative. It is only applicable as a means of discrimination among candidates where other qualifications for advancement are equal, and even then the criterion should not be seniority in service, for mere length of service may be an indication of inability to advance, but seniority in grade or position.

(c) **Promotion on Records of Efficiency.** Theoretically, this would seem to provide for a sound method of advancement and it is the system which appeals most strongly to those who have merely a superficial knowledge of conditions in the public service, and argue mainly from the

point of view of experience in private business. As a matter of fact, this system has rarely been found to work satisfactorily in public departments, unless supplemented by a discretion in the appointing officer to depart from the system, and appoint from the outside, or by competitive examination. The element of profit being absent, it is a disagreeable and unprofitable task for the marking officer to discriminate between his subordinates. Again, the marking officer is human, and the mere fact that the record is continuous and entries are made at stated intervals is not sufficient to eliminate the existence of personal preference, favoritism, and outside influence. An efficiency record describes the way in which an employee does the work to which he has been assigned; in its very nature, it must be an imperfect test of ability to perform the duties of a higher grade. We should not for these reasons entirely reject the efficiency record. On the contrary, it can be utilized as a very important element in making promotions if properly conducted. Faithfulness and efficiency in the performance of assigned duty is one important consideration in deciding on advancement to higher duties. In order to make the efficiency records perform their proper function, the system should be standardized and made uniform, and placed entirely under the jurisdiction of the civil service commission. **The marking for efficiency by immediate superior officers should be subject to review by a supervisory board** in order to correct injustice or favoritism, and lastly reviewed by the civil service commission. **The records should be open for inspection by the employees, who should have a right of appeal.** The commission should have the power to enter the departments and establish standards of efficiency for different bureaus and divisions, and whenever the records are incomplete or unsatisfactory should ascertain comparative

efficiency through experts on its own force. An experiment in this direction is now being made by the Chicago civil service commission, which has established an efficiency bureau in its own office to carry out these purposes. Precisely this kind of work is now being done in the government service by administrative experts employed from the outside; but spasmodic investigation is not sufficient, and the government service is large enough to justify the permanent employment of skilled experts to act under the direction of a non-political board, which already has jurisdiction over appointments and promotions.

The forms of efficiency records now in use in various departments and in certain cities under civil service rules are fairly satisfactory, and their improvement is only a matter of detail. To secure the best results we believe that these records should be marked monthly under each heading by the chiefs of divisions. In order to secure a uniform standard of marking so that employees in one bureau will not find themselves discriminated against when they come into competition with employees of another bureau, and also in order to minimize the influence of personal favoritism or prejudice, boards of promotion should be established in each department and office to revise and equalize the ratings of division chiefs. Each division chief should be required to maintain a blotter upon which he shall make from time to time entries of any significant facts in relation to the efficiency of his employees. The ratings should be based, so far as practicable, on these entries and the blotter should be brought before the board of promotion as evidence in any cause of controversy. The employees should have access to the ratings made by the board of promotion and should have a right of appeal to the civil service commission, which can, if necessary, investigate through its own force. The boards of promotion

should meet semi-annually and make their reports to the civil service commission.

It is scarcely necessary to point out the value to the department of these records, for purposes of discipline, reduction, transfer, and weeding out incompetents, as well as for creating a spirit of emulation and subordination. If properly kept and consistently carried out, they would prove invaluable.

(d) **Competitive Examination.** The main advantages of promotion by competitive examination over promotion on a basis of efficiency records are:

- (1) That all employees submit themselves to the same tests of capacity.
- (2) That these tests have relation to the ability to perform the duty of the higher position.
- (3) That the examination can be made to cover more than ability to perform duty in a particular division or section, which is all that is covered by the record and, to a certain degree, can test the candidate's general ability and capacity to make progress. Combined with a system of marking on efficiency records, it tends to correct the inequalities in rating and the favoritism possible under that system. Just so far as the examination is complete, it submits all candidates to absolute tests of ability to perform the work required, as compared with tests which depend in a considerable degree upon an examiner's individual judgment.

The examination must be competitive if the best results are to be obtained. If the head of the department is allowed to select any of those on the eligible list, on the theory that they are all qualified, political pressure and favoritism are not eliminated, but may be brought to bear in favor of particular candi-

dates. The examination would then, in fact, be non-competitive, and the employees, knowing in advance the person whom the head of department desires to promote and will promote in case he passes the examination, will be discouraged from entering the examination.

A Promotion System.

We have now considered various known methods of promotion and come to the question of the practical application of a promotion system to existing conditions. Of these methods "free promotion" must be rejected, as it has been already shown to be unsuited to these conditions. Seniority, efficiency records, and competitive examination all have their value as elements which should enter into consideration in making promotions. The question would then seem to be how they can best be combined?

In our opinion seniority should be made a determining factor in promotion only when the application of other tests of efficiency show that two candidates are practically equal.

Efficiency records as they do not bear directly on the main question—the ability to perform the duties of a higher position—should not be given a preponderating weight.

Competitive examination, as going most directly to the root of the matter and providing an impartial test of ability to perform the duties of a higher position, should be given at least a weight of 50 per cent.

This is the system of promotion now in force in the New York City service, where more has been done by the civil service commission towards solving the difficult problem of promotion than in any other jurisdiction. It is believed to be giving good results.

In applying a combined system of promotion made up of seniority, efficiency records, and competitive examination to the present classified service, the subject of seniority presents no difficulties for the civil ser-

vice commission in installing such a system, as it is a matter of absolute record. We have already considered the changes necessary in order to make the efficiency records a proper element in regulating promotions. The board of promotion in the departments and offices might well be composed of one representative of the commission and of higher offices of the department, detailed for this purpose by the official head. We suggest boards of five members, and in order to secure continuity and the maintenance of standards of marking it would be well to have assigned to it the chief clerk and two chiefs of division,—who as members of the classified service could be expected to serve long terms,—the chief of the bureau the employees of which are to be rated, and the representative of the civil service commission.

In applying competitive examinations, the question has been raised whether they should be scholastic with a view to ascertaining the candidate's general intelligence and education, or whether they should be practical with a view to ascertaining his ability to perform the duties of a particular vacant position. It seems to us that the examination should relate to more than the fixed duties of a particular position, in order that it may bring to the top broad-minded men capable of performing all the various duties included in that grade of work and of progressing to higher grades. Otherwise the promotion will serve only the temporary purpose of filling satisfactorily an existing vacancy, and will not furnish material for further advancement. But it is obvious that the examination should be confined, in the main, to the standard of the grade of positions to be filled and the duties required in that grade. In the service, as it exists to-day, men are wanted who can step in and fill a vacancy without serving a long apprenticeship in learning the duties.

It may be theoretically possible to conceive of a system requiring the holding of competitive examinations for each contemplated increase of salary, however small such increase may be, with the provision that the person standing highest in the competition shall receive the increase; but practically this is an impossibility. Examinations must deal with knowledge and, as applied to the civil service, with knowledge of the duties of positions, but where the increase is small — a matter of \$60, \$120 or \$200 — the advancement does not mean a change in duties great enough to permit of the introduction of an examination of higher standard. The attempt to apply this plan has been found in practice to lead to infinite confusion. Men are called upon constantly to pass examinations and such examinations may be of no higher grade than the last taken. As a result the examination comes to be meaningless. It is axiomatic with those who have studied the problem, that if examinations are to be conducted for increases of salary, the salary grades must be far enough apart to presuppose a material advancement in duties from grade to grade, so that standard examinations for each grade can be established. This means usually a change in salary of from \$400 to \$600.

Examinations for promotions should be open to all persons of a particular grade throughout the entire department. From this a department eligible list should be made, and this list should then be subdivided both for bureaus and divisions. Discretion should then be lodged in the appointing officer to ask for a certification from the top of the division list if, in his opinion, it is best to promote a man with experience in the particular line of work required, or if on the other hand he considers the persons on the division list not fully qualified for the position to be filled, he may ask for a certification from either the

bureau or the department list, and in this way secure a man of broader qualifications.

Probation.

The principle of probationary service is as fully applicable to promotion as to original appointment, although this fact has generally been overlooked in civil service laws. Probation is, in reality, a part of the examination, and, as applied to promotion examination, it is that part which tests in actual service the qualifications of the candidate who has been shown to be faithful by the efficiency record, and to have the requisite knowledge of the duties of the position by the competitive examination. The establishment of the principle that all promotions shall be for a probationary period, to be fixed by the rules, will give all that is needed in the way of a check upon errors in the examination.

The argument will undoubtedly be made against this proposed system of regulated promotion from the lowest to the highest places within the classified service that it contains no provision for bringing new blood into the service of the departments, and will tend to build up a bureaucracy. It must be borne in mind, however, that the classified service at the present day does not reach the higher executive positions in which it is most important from time to time to bring in a fresh point of view and new methods of administration, in order to prevent the service from becoming crystallized and not open to improvements. Your Committee would not make this system of promotions hard and fast, but would lodge in the civil service commission a discretion to decide whether the higher places, demanding executive ability, can be better filled through promotion, or through the holding of an original open competitive examination, from which, of course, the employees in the department in line for promotion would not be excluded. In the absence of

eligibles found competent by promotion examination to fill the higher position, of course open competitive examination would be resorted to. In these two ways new blood and new ideas would be brought into the service at various stages.

A consistent plan of promotion, applicable to all departments and offices, is here presented in its broad outlines. Its practical application to the different branches of the service will require consideration of many details, which it is not profitable for us to enter into. Such details can best be cared for in rules and regulations drawn by persons thoroughly familiar with the exact conditions in the different branches.

CIVIL SERVICE CLUB NOTES.

The bridge whist tournament terminated with a win for Mr. O. Chevalier, tobacco expert of the Department of Agriculture. Mr. Chevalier's success was very popular with all the participants in the tourney. In addition to his other accomplishments, Mr. Chevalier, who is a native of old France, is a most finished musician, who has frequently delighted the members by his playing of the piano at the Club. Another tournament will certainly bring out many more entries.

* * *

Among the new features which mark the progress which the Club is making may be noted a new uniformed hall porter who has recently been engaged. This man has had some ten years' experience in clubs in the Old Country,—a sufficient guarantee of his ability to fill the position.

The new dining room has been made more attractive by the addition of a large number of splendid Canadian scenes, from Old Quebec on the East to the Rocky Mountains on the West. Mrs. Hutchinson, wife the President, has also donated a

magnificent portrait of our late King, Edward VII., which adorns the wall of the large room immediately to the right of the entrance,—having on the right and left excellent portraits of Sir Wilfrid Laurier and Mr. R. L. Borden respectively, each with autograph subscribed. Large portraits of Mr. J. A. Smith, of Windsor, President of the C. S. Federation, and of Mr. R. H. Coats, Secretary of the Federation, were also recently received as the gift of the Federation in acknowledgment of the hospitalities extended by the Club on the occasion of the last Federation Convention.

* * *

A new steward has also been engaged for the dining room, which will open on April 1st. The present steward, Mr. White, will of course remain in charge of the entire club premises. Members will find this dining room most central at the lunch hour, and it will be much in vogue during the summer months when so many have their families away for the heated term. The large shade trees in the garden of the Club premises will be most welcome, and tables will be placed under these for cards, etc. The immediate proximity to the Ottawa river will add very much to the comfort of all.

Syracuse, Feb. 19.—About 250 railway mail clerks here last night took a revolutionary step for government employees by affiliating with the American Federation of Labor, receiving a charter therefrom and electing and installing officers.

The new organization, which stands on the same basis of a labor union, is to be known as the Railway Mail Clerks' Protective Association and is the first organization of postal employees to join the ranks of organized labor. In a declaration of principles, the association declares for the right of free speech.

The clerks claim they have not the right of appeal and cannot reach the department to better their conditions.

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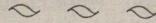
Communications on any subject of interest to the Civil Service are invited and will receive careful consideration.

Ottawa, Mar. 10th, 1911

THE CIVIL SERVICE AND THE IMPERIAL CONFERENCE.

Many questions, it is said, of the utmost importance to civil servants will be discussed at the Imperial Conference. Chief among these is a resolution which will be submitted by the New Zealand representatives to the effect "that it is in the interest of the Imperial Government, and also of the Oversea Dominions, that an interchange of selected officers of the respective civil service should take place from time to time, with a view to the acquirement of better knowledge for both services with regard to questions that may arise affecting the respective Governments." "It is," says the Civil Service Gazette, "almost certain that this resolution will receive the unanimous support of the Colonial representatives, but the attitude the Home Government will take is not equally certain, unless support should be brought about by pressure of public opinion."

The Gazette goes on to explain the advantages of the proposal and to express the concurrence of the British service. Certainly this question of interchanging civil servants is Imperial in the broadest and best sense of the word. It is a new question, and it is one that might be made to have far-reaching results. At the present very few doing duty at the Colonial Office have a practical acquaintance with Colonial administration. They have plenty of "paper" knowledge; if judged from the Downing Street standpoint, they are experts; but they lack the knowledge that comes to the men who have worked on the spot. On the other hand we are confident that many branches of our own service would profit by better knowledge of British methods. Especially in those departments whose administration touches that of Great Britain. It is an experiment well worth trying.



NOBLESSE OBLIGE — A NEW APPLICATION.

The increasingly luxurious habits of the time constitute a serious problem for the civil servant. Time was, and not very long ago, when the man of his salary could both keep the domestic pot boiling and join in some of the amenities of the life about him. Ten years ago he could become a member of the best club in Ottawa for an entrance fee of \$100 and an annual fee of \$30, and the same was true elsewhere — subscriptions which have exactly doubled since. The three dollars a head banquet was exceptional in point of expensiveness in the nineties, and usually a much smaller sum was enough to provide decent entertainment when it was necessary to get a company together for a cause. It is scarcely so to-day. Well, for our part, we are finding the remedy. We have a club of our own at \$20 to enter and \$20 per year. The other



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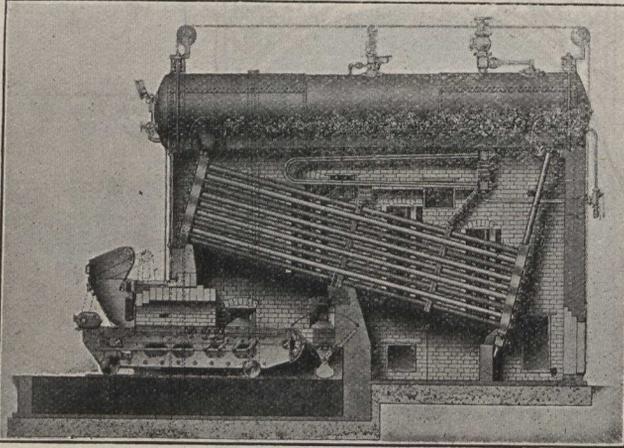


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matters can be met in the same way. In New York it is the \$10 a head banquet that is rousing the ire of those who have not their feet in the money trough. Commenting on this very point, the New York Post the other day had a trenchant saying: "Surely, the persons who represent culture and public spirit need not be

afraid to have a standard of their own in these matters. The general disposition to let the rich set the pace, and to come as near it as we possibly can, is one of the banes of modern life; and men and women of intellect should have a sense of *noblesse oblige* in setting an example of refusal to be dominated by it."

The Third Division's Petition re Examinations Refused.

Text of Amended Regulations.

On Tuesday last the Ottawa Association received a copy of the order-in-council amending the C. S. regulations and constituting the reply of the Government and the Commission to the representations on behalf of the old members of Division III recently put forward by the Association. A copy of Regulations 9, 12 and 20, which deal with this phase of the question, appear below. Regulations 3, 5, 7, 8, 10, 13, 14, 19, 21, 25 and 27 are also amended, but are held over for lack of space. It will be seen that the only amelioration obtained in the conditions is a reduction of the aggregate percentage required and a widening of the range of choice in the optional subjects. Much disappointment is felt by the Association at so slight a gain for their prolonged efforts. A special meeting of the Executive was held on Tuesday and a further one takes place on Saturday night at which a definite line of future action will be decided upon.

Article 9. Persons employed in the civil service in the Third Division may take the competitive examination for entrance to the Second Division under the following regulations:

(1) Such persons must have passed the Third Division Examination at least one year before competing in such examination; also their records in the reports to be furnished under

the Civil Service Amendment Act must be good.

(2) In case of failure in such examination any person so failing shall not compete again within a year.

(3) Persons so failing may, if their records for conduct continue good, present themselves for examination a third time, but in case of failing a third time they shall not again be allowed to take the said examination.

Article 12. Candidates for the general competitive examination for clerkships of Subdivision B of the Second Division shall take all the subjects in group A of the following list, and any five in group B:—

A.

Writing. Composition. Literature.
Spelling. Arithmetic.

B.

Algebra. Physics.
Geometry. Chemistry.
Geology (including mineralogy).
Biology (animal and vegetable).
French (for those taking the general examination in English).
English (for those taking the general examination in French).
Latin. German.
History (modern).
Political Science. Economics.
Geography (general, physical and commercial).
Philosophy (scholastic or general).
Law (English or civil).

(2) The maximum number of marks for each subject shall be one hundred, except in the subject of writing, for which the maximum number shall be fifty marks.

(3) No candidate shall be selected for appointment to a position in Subdivision B of the Second Division who secures less than forty per cent. of the marks assigned to each subject in group A, and sixty per cent. of the marks assigned to the whole group.

(4) No candidate shall be selected for appointment to a position in Subdivision B of the Second Division who secures less than thirty per cent. of the marks assigned to each subject in group B, and forty per cent. of the marks assigned to the five subjects selected.

(5) The standard of examination shall require a good general knowledge of the subjects selected from the above groups. In order that due regard may be had to the different educational systems in Canada, a curriculum shall be prepared by the Commission showing, with as much detail as possible, the ground to be covered under each of the subjects in the above groups A and B. A copy of this curriculum shall be supplied to any person on making application to the Secretary of the Commission.

Article 20. Candidates who, under sub-section 2 of section 26 of the Civil Service Amendment Act, 1908, are nominated by the head of a department for promotion from the Third to the Second Division must, in order to receive the prescribed certificate of qualification, satisfy the Commission that they

are qualified to enter the Second Division. To this end, the Commission, after consultation with the head or deputy head of the department in which the promotion is proposed, shall prescribe a non-competitive promotion examination which, while having special reference to the requirements of the positions to be filled, shall nevertheless insure a qualification substantially equivalent to that required in the open competitive examination for entrance to the Second Division. Such non-competitive promotion examination shall include all of the subjects in group A under regulation 12, any three of the subjects in group B under regulation 12, and two papers on the work of the department in which the candidate for promotion is engaged. The minimum percentages required for passing on the subjects included in group A shall be not less than forty per cent. of the marks assigned to each subject and sixty per cent. of the marks assigned to the whole group.

The minimum percentages required for passing on the subjects selected from group B shall be not less than thirty per cent. of the marks assigned to each subject and forty per cent. of the marks assigned to the three subjects, also that candidates must obtain at least fifty per cent. on each of the papers on the work of the departments in which they are engaged. In the case of a candidate who does not obtain the minimum of forty per cent. assigned to the three subjects selected from group B, but who obtains an excess of marks above the minimum percentage required on each of the papers on the work of the Department, such excess shall be added to the marks obtained by him on the subjects selected from Group B for the purpose of estimating his percentage on the whole group.

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The Garnishment Question Discussed by Parliament.

The Minister of Justice, Speaking for the Government, is for Maintaining the status quo.

On March 3, Mr. Beauparlant's bill to make legal the attachment of civil servants' salaries received its quietus at the hands of the government. As *The Civilian* has pointed out, in two articles recently, this is entirely a matter of governmental privilege, and not, as frequently represented, a right possessed by civil servants. This was precisely the view taken by Sir Allen Aylesworth, whose speech on the occasion was admirably lucid and of exceptional interest to civil servants for the broad light it throws on the status of governmental as compared with other employees. Sir Allen said:

"At the outset, I wish to say that, in my ideas on this subject, I am not actuated by any feeling of sympathy for the civil servant who does not pay his debts. To pay his debts is a man's first duty, if he be not acting contrary to his duty in incurring debts. But none the less, I must say that I look upon a proposition to change the law regarding the garnishment of the salaries of civil servants as one of very doubtful expediency indeed. The question is simply one of expediency, and the condition of the law which now prevents the seizure of the salary of civil servants is one which exists, not out of any consideration for these employees, but simply and wholly out of consideration for the public interests. It is entirely from that point of view that I question the desirability of making the change advocated by my hon. friend. I have seen it stated in legal works, as the reason for this rule of law, that the King cannot be brought into court against his own will, and, of course, we all recognize that it is the prerogative of the King to be sued only with his own assent upon the

advice of his attorney general. That prerogative I regard as something of substantial advantage to the public, and I have no doubt that it may be quite accurate to describe the foundation of this indemnity from the process of garnishment which civil servants enjoy as resting upon that principle of law that the King is not to be brought before his own court and his own judges except upon his own assent, in the constitutional manner I have indicated. That difficulty, which may be considered as of a more or less technical character—though I think it has a good foundation in the public interest—that difficulty has been felt by my hon. friend from St. Hyacinthe (Mr. Beauparlant), and in framing the measure to which he refers he sought to overcome it by providing that the process of garnishment should be served upon some minister, deputy minister, chief or other officer of any department of state in which the debtor is employed. That might remove the technical objection, but it does not touch the root of the matter. The root of the objection is, in my judgment, that it would not be in the public interests that this should be permitted. Let me say why I am of that opinion. It is practically the same principle of law which precludes a civil servant from assigning his salary. The transfer of his salary which he might make, before receiving it, to my friend, if he wanted to protect himself, or to any creditor, or any person who might buy an instalment of his salary, would not be valid because it is against public policy. That has been the law from the earliest times, when law grew up in England by judicial decisions or judicial interpretations of what is the common

law of that country. The principle of the thing is put by Baron Parke, recognized among English lawyers as one of the great masters of English common law, in these words. Speaking of the civil service, he said:

“The compensation allotted to him under this Act is by way of salary, the object of which is to enable him to maintain such a position in life as will save him from the necessity of risking his character, by incurring those temptations which persons reduced to poverty are necessarily exposed to, and which would render him an unfit person to be again employed as a servant of the Crown. For this purpose, public policy requires that he should not be permitted to assign it away.’

“Exactly the same principle applies to this proposition to permit a creditor to garnishee instalments of salary or sufficient of it to pay what is due him. That is but another form of effecting a transfer, or assignment. A civil servant, knowing that he cannot make a transfer, or assignment, of his salary by direct means, may co-operate with his creditor and enable him to get into the same position by taking proceedings before a judge to attach the salary and have an order served on the Crown to pay that salary to the creditor instead of to the civil servant. What, then, is the effect? The effect necessarily is, if you assume, as you must, the case of a civil servant who is not paying his way—the effect necessarily is that the man whose salary has been attached and ordered to be paid to some creditor is harassed by the daily needs of his daily outgoings, and consequently is not in a position to give his undivided attention to the discharge of the duties of the public office which he fills. It is in the interests of the general public that they should get the best possible returns for the money they pay, and that cannot be accomplished if the civil servant is liable to the duns of the continually besetting creditor, and not only to that annoyance, but

to seeing possibly his salary taken from him against his own will, leaving him unable to provide for the actual necessities of his family.

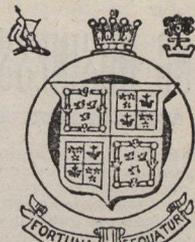
I have not the slightest sympathy for the civil servant who gets himself into that position. It may be, of course, that through some unexpected adversity, some misfortune or illness, he may temporarily find himself in the position where he cannot pay as he goes, but his salary is assumed to be sufficient for his station in life. In fixing his salary it was the intention of parliament that it shall be adequate and that its payment should be assured—that there was to be a certain fixed and definite amount paid upon a certain fixed and definite day. It is the duty, the business, of the civil servant to cut his coat according to his cloth, and except in the case I have mentioned of some unexpected calamity, he has no business to be in debt at all, and no more has the creditor any business to let him go into debt. Every man is presumed to know the law, and the creditor is presumed to know that he has not the right to seize his debtor's salary who is in the public service, which he would have if his debtor were not working for the public. The creditor knows, or ought to know, that he has no right to take from that man a transfer of his salary. He knows presumably, and in most cases he does actually, what that man's salary is, when it is payable, just how much he can rely upon, and, therefore, the creditor acts with his eyes open if he allows a civil servant to get heavily into his debt. Under these circumstances, I do not feel much more sympathy with the creditor who is not able to enforce payment by process of law than I would feel for the civil servant who allows himself to get into the position I have described.

“I think the law as it stands is in the interest of the people of the country who have the right to get, for the money they pay to the civil



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

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servant, the best possible return in the shape of his whole time without his attention being distracted by the annoyance and harassing of creditors such as I have spoken of. It is to be remembered in this connection, that the civil servant who takes his position of immunity, it may be said in that sense advantage over the working man or employee of a private employer, has disadvantages to correspond. The civil servant is not in a position to strike for higher wages. Some civil servants in France, not long ago, went on strike; and they found at once that they had committed an infraction of the law. It certainly would be an illegal act for any number of civil servants to enter into a combination among themselves to go on strike if they did not get higher wages. It may be a perfectly lawful thing for a man in public employment to agitate and urge an increase in his salary; it may be not an unlawful thing that two or three, or half a dozen, should combine together to endeavour to exert united influence. But the moment that these same men combined to strike and leave the

public service deserted and not performed, they would be doing an illegal thing in respect of which they would be liable to prosecution. There are, therefore, countervailing disadvantages so far as the civil service is concerned. But I am not looking at it from his point of view; I am considering it from the standpoint alone of the public interest when I say that it would be better to leave untouched the wisdom of generations in this regard and not seek to make any change in the law which forbids the civil servant either to assign his salary directly or to effect the transfer of it by any other means."

Mr. Beauparlant in introducing his bill quoted various favourable opinions from the press. Mr. Turcote cited the Quebec law which allows garnishment of provincial employees up to a certain proportion of their salaries. Mr. Meighen thought the government should not have privileges which a private employer has not. Hon. Mr. Brodeur and Mr. Carvell supported Mr. Beauparlant.

The Civil Service Mutual Benefit Society.

Statement of Transactions During 1910.

The annual general meeting was held at the Secretary's office, Langevin Block, on Monday, the 30th of January, 1911, at which were present: the Chairman, A. G. Kingston; the Treasurer, A. W. Grant; the Secretary, W. J. Lynch; and Messrs. F. A. Coffin, J. C. Howard, E. L. Brittain, G. B. Burns, J. A. Z. Decelles, J. G. Macfarlane, W. J. Walsh, N. Casault, Richard Devlin, J. Leafloor, G. Emond and H. V. Rorke.

The minutes of the last annual general meeting were read and confirmed.

The Chairman presented and read

the report of the Board of Management for the year 1910, as follows:

Ottawa, 30th January, 1911.

To the members of the Civil Service Mutual Benefit Society.

Gentlemen,—

Your Board of Management beg to present their Report upon the transactions of the Society for the year 1910.

The number of death benefits which the Society has been called to pay during the year has been exactly equal to that of the previous year—namely, 10. There have been 4 withdrawals, all being persons who have severed their connection with the civil service without being

placed on the Superannuation list. Against these losses we have to place the names of 7 new members, so that the Society closed the year 1910 with a membership list of 347.

Notwithstanding the heavy outlay involved by the excessive death rate above shown, your Board is pleased to be able to say that the year's income has been sufficient to meet all claims, as well as the expenses of management, and to yield a small balance for the increase of the Society's Reserve Fund.

The Reserve Fund at 31st December, 1910, was as below:—

Balance in Savings Bank...	\$2,997 96
Bonds of the City of Port Arthur, bearing 5% int...	3,000 00
Total	\$5,997 96

The reports of the Treasurer and the Auditors are appended.

W. J. LYNCH, A. G. KINGSTON,
Secretary. Chairman.

Receipts.

Cash on hand 1st Jan., 1910	\$2,824 64
Receipts of the year—	
Contributions of active members	1,880 53
Contributions of retired members	\$182 56
Less refund to do.	7 03
Interest on Deposit ...	175 53
Interest on Bonds	83 01
	150 00
	\$5,113 71

Expenditure.

Beneficiary of—	
F. C. McDonald.....	\$200 00
G. F. Baillairge ...	200 00
Geo. Lowe	200 00
J. B. H. Neeve... ..	200 00
E. Brosseau	200 00
F. S. Gouldthrite...	200 00
Geo. Dexter	200 00
A. Potvin	200 00
W. Carter	200 00
C. J. Anderson ...	200 00
	\$2,000 00

Allowance to Secretary.....	50 00
Allowance to Treasurer.....	50 00
Bond in Guarantee Co. ...	5 00
Registration Fee	3 00
Jas. Hope, printing	2 75
Civilian, for copies of rept.	5 00
Cash in Bank on 31st Dec., 1910... ..	2,997 96
	\$5,113 71

MEMBERSHIP.

Number of members 1st Jan., 1910	354
New members admitted during 1910	7
	361
Deaths during year	10
Left the service in 1910	4
Number of members 31st Dec., 1910	347
	361

A. W. GRANT,
Treasurer.

Ottawa, January 28, 1911.

To the President and Members of the Civil Service Mutual Benefit Society.

Gentlemen,—

Your Auditors have carefully examined all books, pay sheets and vouchers held by the Treasurer, Mr. A. W. Grant, and have found them correct in every instance.

His deposits have been regularly made and a statement been furnished.

The balance in bank to the credit of the Society at the end of the year 1910 agrees with the amount credited to the Society by the Treasurer.

The balance in bank on January 1st, 1910, was \$2,824 64, and on January 1, 1911, was \$2,997 96, or an increase of \$173.32.

Receipts.

Jany. 1, 1910, Cash in Bank.	\$2,824 64
Received for monthly fees.	2,063 09
Interest on Bonds	150 00
Interest on Deposits	83 01
Total	\$5,120 74

Disbursements.

10 deaths	\$2,000 00
Salaries	100 00
Refunds	7 03
Guarantee Bond	5 00
Registration fee	3 00
Printing, &c.	7 75
Jany. 1, 1911, Cash in Bank.	\$2,997 96

Total\$5,120 74

The following Statement shows the contributions of members for 18 years, the number of deaths and payments on account of same, grouped in series of five years:—

Years.	Members	No. of	Amount
	fees.	Deaths.	Paid
1893 to 1897	\$7,939.59	36	\$7,200
1898 to 1902	7,322.31	39	7,700
1903 to 1907	8,147.06	29	5,800
1908	1,847.06	3	600
1909	2,113.36	10	2,000
1910	2,063.09	10	2,000
Total	\$29,432.47	127	\$25,300

The Assets and Liabilities are as follows:—

Assets.

Cash in Bank	\$2,997 96
3 Port Arthur Bonds	2,983 09
Total	\$5,981 05

Liabilities.

Salaries	\$ 100 00
Net Assets	\$5,881 05

Respectfully submitted,

RICHARD DEVLIN,

H. V. RORKE, Auditors.

Ottawa, January 28, 1911.

**SOCIETE DE SECOURS MUTUEL
DU SERVICE CIVIL.**

D'après le rapport présenté le 30 janvier 1911, il appert que le nombre de décès dans la Société, pendant l'année 1910, s'est élevé à 10; quatre membres ayant laissé le Service Civil avant d'avoir été mis sur la

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liste du fonds de pension, ont dû quitter la Société.

Pour compenser ces pertes, sept nouveaux membres ont été admis a fini l'année 1910 avec 347 membres.

Quoique les dépenses aient été considérables, on a pu ajouter une petite somme au fonds de réserve qui, au 31 décembre 1910, était comme suit:—

Balance en banque	\$2,997 96
Bons de la ville de Port Arthur portant 5% d'in- térêt	3,000 00
	\$5,997 96

La somme de deux mille dollars a été payée aux héritiers des dix membres défunts, et les frais d'administration se sont montés à \$115.75, laissant une balance en banque, tel que mentionné plus haut, de \$2,997.96.

The Postmaster General Speaks of Increases.

Some Extracts from the Hansard of Feb. 24, 1911.

Post Office Department, salaries, \$561,080.

Mr. LEMIEUX. There is an increase of \$12,320, composed of statutory increases, as follows: 16 of \$100 each, 224 of \$50 each, 3 of \$30 each, and one of \$2.

Mr. ARMSTRONG. I wish to ask a few questions with regard to the salaries of inspectors and railway mail clerks.

Mr. LEMIEUX. I suppose my hon. friend has in mind the proposed increase in salary to the mail clerks. That will be in the supplementaries. I received a delegation of railway mail clerks the other day, and am prepared to offer this session a Bill which will give the railway mail clerks the increase to which they are entitled. I do not think I would be justified in saying in advance what the increase will be. The deputy minister and I have made up our minds, but the matter has to go before Council. The House will not be disappointed in the measure. I intend to give them a substantial increase.

There are two classes of railway mail clerks. We have some who have not passed the examinations required by the Post Office Act, and, of course, they must pass an examination before being entitled to the railway mileage. It is difficult with the increase of mail matter and of the railway mail service to ask from any applicant that he should pass his examination. Generally they are employed for a probationary period, and then after they have passed their examination they are entitled to their mileage. The mileage differs according to the service to which they are attached. For instance, a railway mail clerk having a service between Ottawa and Montreal would receive less than one who runs between Ottawa and To-

ronto, or London. We generally give the longest runs to the older mail clerks, and they get the larger mileage. Of course, there is a grade to which they are entitled according to the length of service they have had in the department.

Mr. BEST. I wish to ask about the salaries of rural postmasters.

Mr. LEMIEUX. I had the pleasure of increasing their salaries two or three years ago. My hon. friend knows that some years ago the rural postmasters received only a pittance, \$12 a year was the minimum. Of course, there is always a minimum and a salary, according to the revenue of each office. Sir William Mullock increased that salary from \$12 to \$25, and I increased it to \$35. I have had representations for a further increase, and it is under consideration. I cannot say at present if their request will be favourably received, but it is under consideration.

Mr. BEATTIE. I hope the hon. minister will always take into consideration the mail clerks in the post office. In the city of London, their work has been doubled. There the mails are transferred north and south and east and west, and the work of the clerks is very heavy. These clerks have not had the increases to which they are entitled, and have been given those in Ottawa. I might remind the minister that if prices have advanced in Ottawa they have also advanced in London. These men have to dress their families and live respectably, and some of them have very low salaries, not larger than those of messengers in the departments.

Mr. MADDIN. I would like to ask if it is the intention of the government to bring in this session a superannuation Act for the benefit of the civil service, such as mail

clerks, letter carriers, railway mail clerks and the outside service.

Mr. LEMIEUX. That is a question of policy for the government to determine, and on which I could not pronounce at this moment. Superannuation was abolished some years ago, and I have not heard of its being revived, although, I may say, that had I been in the government at that time I would not have supported any such policy. But we are seriously considering the advisability of giving the railway mail clerks and all such employees a substantial increase, and before the session is through, I think I shall be able to satisfy my hon. friend.

Mr. RUSSELL. Does not the minister think that the examination that has to be passed by the clerks in post offices, is a proper one for the railway mail clerks to pass? Does not he think that a railway mail clerk should be as well qualified as a postal clerk?

Mr. LEMIEUX. The clerk in a city post office has to do a certain class of work and that alone. But the railway mail clerk is, as has been said, 'a postmaster on wheels.' He has to command all the different branches of knowledge required of the postmaster of a large post office. Therefore, he must be better equipped mentally than the man who is merely given a certain piece of work to do during the day. Besides, more regard should be had for the railway mail clerk, who, as stated by my hon. friend a moment ago, has to travel, with all that that implies of nervous strain and danger to health and absence from home, than to one who serves in the city post office from about eight in the morning to about four or five in the afternoon. I take all that into consideration, and, in the proposed amendments, I intend to see that justice is rendered to whomsoever justice is due.

Mr. CROSBY. I was glad to hear the minister is increasing the salaries of postal clerks and railway

mail clerks. So many new post offices are being erected by the Public Works Department that the Postmaster General will be relieved of many rental charges and I anticipated that this increase would be made. I would suggest that no clerk in the postal service living in the city should get less than \$1,000 a year. The salary of \$400 which used to be the minimum was quite insufficient. I believe there is no man in the country who ought to be protected by parliament to the same extent as the civil servant if he faithfully discharges his duty.

CO-OPERATIVE LOAN AND SAVINGS ASSOCIATION.

The question of incorporation is at present being considered by the Civil Service Savings and Loan Society. A conflict of judgment on the subject has arisen. Some members maintain that the Society may continue to do business without registration, while others hold strongly to the view that such a course would be dangerous, if not positively ruinous. The matter must be settled at once; for the special Act which was obtained from the Ontario Legislature two years ago expires on 15th April.

At the last meeting of the Society there were less than 20 shareholders present out of 382. This may suggest a decided feeling of confidence in the men who are directing the affairs of the Society; but it is otherwise exceedingly unsatisfactory. The issue which is now under consideration is of vital importance, and one member is just as much concerned as another. A meeting is being called for Thursday, the 16th instant, at the Public Library, and a full attendance is urgently asked.

The situation will be frankly and fully placed before the meeting to be held next week. In the controversy which has thus far taken place over the question of incorporation, strong opinions have been asserted by each side, and between the contending parties the shareholders must decide. If the advocates of incorporation are right, there is not a moment to be lost. If the other view should prevail, time is not a matter of importance. What is imperatively demanded by such a situation is a clear expression of judgment from all the members of the Society.

At the Sign of the Wooden Leg

By "Silas Wegg."

The Two E's. A Fairy Tale.

Once upon a time there lived a bachelor named Reform, a man of great zeal and poor eyesight, which latter was responsible for his falling in love with and marrying a rather plain maiden named Retrenchment, the daughter of an old codger in the cheese-paring line of business. They had two sons, who were twins, and one they named Efficiency, and the other Economy. The former inherited the restless activity of his father and some of his mother's resourcefulness, while the latter was his mother's boy every day of the week.

They were brought up carefully by their parents and taught the various things which would stand them in stead in the great world; for the parents had been told in a vision that these twins would be known throughout the whole land and receive adoration even from those who would not invite them to their tables. And when the time came for the sons, now grown to the full stature of manhood, to fare forth on their road to the King's city, the aged folks called them to their sides and gave them counsel.

"Go forth, oh Efficiency," said the father, "and accomplish the work which I have only proposed. Here is my parting gift. It is a telescope, as you may observe, but a telescope of such magical powers that whatever you look at through it becomes as near to you as it appears to be. You must, however, put the right end to your eye. I tell you this because you will note that, unlike ordinary telescopes, both ends of this

glass are of the same size. Use it wisely and all will be well."

"And for you, my dear Economy," said the mother, "I have a gift. It is a microscope which will make whatever you look at as big as it appears to be. With it the black fly on the pane will become in truth the black ox on the distant plain if you only place the right end of it,—of the microscope, of course,—to your eye. As to which is the right end you must learn by experience. Kiss me, my boy, and remember to darn your socks."

And so the sons set out for the city of the King.

Now, when they came unto the city they saw a great crowd gathered in front of a platform, on which stood a man who denounced the King and his advisers because a great dragon which lived in the mountains had come down, as he was wont to do once in a thousand years to get a drink at the sea, this being a local option kingdom, and had cut a deep ravine through the land which divided the kingdom into two parts, so that they on the east of the ravine could not get to see their friends on the west.

"Is this a kingdom or a kindergarten?" demanded the Orator, for such he was with a capital O. "Had His Majesty's government given more heed to the dangers from dragons and less to the danger from flagons (Laughter) this fair domain, once the pride of its citizens and the envy of its foes, would not now be bisected like an apple, or shall I say like a pear? (More laughter.) But this is no time for

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a joke, even though our indifference has brought it upon us. We must do something. Has His Majesty any scheme for bridging this yawning,—yes, I say yawning, and I will stand by my words,—this yawning chasm from whose bourne, up to this moment, no traveller has returned? He has none. To arms, my fellow-countrymen, and if arms will not avail us we shall pass a resolution. I have finished.”

At this there was great cheering. But we must not forget our heroes. At the mention of arms and a resolution they had edged away from the crowd, and at length came to the edge of the ravine which the dragon had made. It was fully six miles wide and of great depth.

Efficiency immediately pulled out his telescope and, by luck, placed the proper end to his eye and looked across the chasm. In a second the gulf shrank to within a hundred feet.

“Look, my brother, the job is easy, and it is ours. Have you a match or a toothpick in your pocket?”

Economy always carried such. He had a habit of picking them up by the wayside.

“Apply your microscope to some of them, Eke,” said the resourceful brother. Economy did so, and, lo! they became of length and girth sufficient to bridge the shrunken ravine, and the brothers walked safely to the other side.

Now the King, hearing of the ratepayers’ meeting down town, had become greatly alarmed and had set out to organize a counter-demonstration, when a breathless messenger arrived almost out of breath and informed him between breaths that the chasm was bridged.

“By whom?” asked the King, and added merrily, “By my Lord Tenspot, I suppose, since he is the greatest bridge fiend at court.” Thereupon all laughed, including the breathless messenger.

When the messenger saw that all

were through with their cachinnations he subsided also and said that a reporter of the Daily Hunch had seen two outlandish fellows perform the work with two glasses and a toothpick.

“What, glasses! and a stick in them, too! We must see to this at once,” cried the King. “Ho, varlet, bring me the Alien Labour Act, the Local Option By-law, — and a cocktail,—” (this in an undertone). “I must attend to this affair before the Opposition can claim credit for it.”

Thus it was, to omit details, that Efficiency and Economy became known at the King’s court, but received scant credit at times for what they did. They had much to live down under the Alien Labour Act and were often misrepresented by both parties of the court. A foolish story, for instance, went the rounds that they were not brothers at all, but that Efficiency was a son of A. Gunn, a bandit known far and wide, and that Economy was a woman in disguise who had made a fortune out of skinning fleas for their hides and tallow. However, they made themselves useful through luck, at first, in their manipulation of their magical glasses, and then by a fuller knowledge of these instruments.

So well known did they become that hardly a statute was enacted in the realm in which their welfare was not taken into account. Many a noble preamble essayed to say that the purpose of this act was “to promote Efficiency and Economy.” Yet, sad to relate, the act often concluded by promoting Ezra Smith or Malachi O’Reilly, or some fellow with whom our heroes were not on speaking terms. They complained at times, but the King, who would always have his jest, would remark, “O, my two E’s, you are too easy altogether,” and even Economy joined in the laughter of the court. Our heroes had seasons when they kept company with only such shady characters as John Doe and Richard Roe,

or those anaemic fellows from the Appendix known mysteriously as A. B. and C.D.

But why delay the tragedy, for tragedy there was in their lives? It came upon a time that the King was pestered by certain Good Government associations to reform the offices of the court and there was an insistent call for Efficiency and Economy, so that the King caused search to be made for them. They were found at a hockey match, Efficiency being engaged in rubbing down Dan Puck, and Economy in selling peanuts to the boys.

The crowd raised a protest when these two patrons of the game were called for by the royal messenger, but the order was imperative, and they made haste to the court, stopping at Mr. Isaacs on the way to take their magical glasses out of pawn.

"They say that I need a better class of court officials," said the King. "Get what material you need and go ahead with the glassification." This he said with the wink which always preceded a joke, and the Chancellor of the Exchequer broke a blood-vessel laughing.

So the brothers repaired to a lonely villa on the mountain-side, taking with them, beside their glasses, a Civil Service List, the last Auditor General's Report, a List of Current Prices, and some blank forms for expense accounts.

Efficiency went out on the balcony to look around. Placing his telescope to his eye he directed his gaze to the distant court. You have probably guessed what happened, for I said this was a tragedy. Yes, he put the wrong end of the telescope to his eye, and this made the buildings he was looking at so far away that he mistook them for colleges.

"I have it," he cried, as he rushed indoors. "Pitch your reports out the window and send for a Greek Grammar and a volume of Mrs. Browning's poems. They need high-brows at the court, old-fashioned

high-brows the kind Alma Mater used to make. Quick! Let me draft an examination paper:

Where and what are the following: *Salamis, Duns Scotus, Eureka, E Pluribus Unum, Reciprocity in Natural Products, Bobcaygeon, Municipal Health Officer.*

There! Make up the travelling expenses, Eke, and let us go back."

But Economy was too engrossed in his task to be moved. He had been convinced all his life that a shilling was about the size of the planet Jupiter, so that he could not believe his eyes when he saw the coin through the other end of his magical glass. He turned from the Civil List to the Auditor's Report for illumination, but they had become as sealed books to him. At last he looked at the Price List with his naked eye and the light of a new day dawned upon his mind.

"Heavens! my brother, sausages are eighteen pence a pound!"

"O yes," replied Efficiency, "your remark is timely. Let me see. If one pound of sausages sells for eighteen pence and the butcher allows ten per cent. off—"

"Blockhead!" shouted Economy, "whoever heard of a butcher doing any such thing?"

He picked up his microscope to look at the Civil Service List again, but as fate would have it, he looked through the magnifying end.

"We can't do it. Eff," he said, "we can't do it at all. You are right. What we need is an examination so stiff that they who are already at the court will feel so glad that they never had to pass it that they will forget all other troubles. Go on. Name the exports of Juan Fernandez and give quotations from the twenty-first chapter of his famous novel. Your answer of this question will be taken as a test of your knowledge of chemistry and speed in typewriting. Let us get back to the hockey game."

"Hopelessly insane," was the verdict, but the verdict was somewhat

in error. Efficiency became organizer of Booster Clubs for ambitious cities, and Economy is now second vice-president of a Chinese laundry. And they might have lived happily ever after.

Athletics.

C. S. BOWLING.

The C. S. Bowling League is nearing the finals, and from this stage it looks like a clean sweep for the Interior representatives from the Langevin Block. From the outset of hostilities they seemed determined to capture the championship at any cost—even to the point of disrupting the League—and while opinions differ as to their moral right to use certain members of their team all are quite willing to concede that they have won their honors on their merits.

In the individual standing, Douglas of the Statistics team still holds the premier place, and though Edwards is only a matter of 6 points in the rear "Duggie's" many friends look to him to successfully defend his position.

One notable feature of the season has been the development of new bowlers by every team, with the possible exception of the leaders, who have religiously clung to their original six players. The Statistics have brought out Burns, the Mint Armstrong, the Interior 2nd Jordan, and to Agriculture possibly belongs the greatest credit for bringing out the "wizard" MacPherson—an animated contradiction to the Osler theory that all men should be chloroformed at forty—enthusiastic as he is skillful. "Mac," as he is familiarly known, will not be entirely satisfied until he has lowered the colors of the redoubtable Joe West of London. It is just possible that the two may meet at the coming tournament to be held at Montreal

this month. In this event the Ottawa "phenom" may be assured of the sympathy of the C. S. bowlers.

The standing to March 4th follows:—

Team.	Won.	Lost.	Play.	To	Avge.
Interior I.	18	0	4		3247.5
Bureau	17	3	2		3098.6
Statistics	16	3	3		3012.8
Pub. Works	12	6	4		2982.9
Mint	12	7	3		3010.9
Agriculture	12	8	2		2986.8
Interior II.	7	12	3		2771.1
P.O.D.	7	13	2		2800.7
E. Block	6	14	2		2840.
Militia	4	14	4		2743.9
Customs	2	16	4		2626.7
Ry. Commissn. ...	1	18	3		2586.3

INDIVIDUAL.

Name.	Team.	Games Played.	Avge.
Douglas, Statistics		19	574.7
Edwards, Int. I.		18	568.9
Hutton, Int. I.		17	548.2
Reardon, Bureau		19	543.3
Shore, Int. I.		17	541.6
Tureotte, Int. I.		18	540.2
Reynolds, Int. I.		17	534.2
Lindsay, E. Block		20	534.2
Stewart, Pub. Works		18	533.4
Archambault, Mint		15	530.6
Shore, Bureau		20	530.5
Payne, Pub. Works		16	527.4
Allen, Int. I.		18	527.1
Butterworth, P.O.D.		17	523.8
Hull, Bureau		20	523.1
Kilgallon, Agriculture		20	521.2
Jobin, Bureau		20	521.2
Thomas, Agriculture		20	517.4
Shaw, Statistics		19	514.9
Patterson, Statistics		19	514.3
Baker, Mint		19	511.3

The Canada Gazette announces the list of successful candidates at a special competitive examination for second division clerkships on the census staff, held at different centres throughout the Dominion on the 8th, 9th and 10th days of February.

In view of the fact that one hundred and fifty census clerks are required, it will be necessary to hold another examination in the month of May to secure the remaining number.

* * *

Guelph, March 4.—The Ontario Board of the Retail Merchants' Association of Canada, who have been in convention here since Tuesday, have concluded their business. Twenty-one resolutions were passed, among them one expressing the opinion that the Dominion Government employees should be forced to pay their creditors in the same way as the public in general and that their salary be seizable, according to the common law.

The Railway Mail Service

Steel Mail Cars.—Terrible Death of Mail Clerk Wm.
D. Tye.

The railway mail clerks of London district are mourning for their late respected colleague, William D. Tye, who was instantly killed on the night of Feb. 5, when the Buffalo and Goderich mail train, No. 39, was wrecked by a head-on collision with a heavy east-bound light engine, whose crew were "taking chances," about four miles west of Paris. After the train and light engine met, the train took fire and was completely burned, as was the body of Mr. Tye. His partner, mail clerk John H. May, was seriously burned in the face, on the head and hands. His brother clerks are delighted to know that he was able to return alive from a scene of horror to his young wife and baby at Goderich. To the aged mother of Mr. Tye, his widow and children, the most sincere general sympathy has been extended. Mr. Tye had been for over 30 years in the service, and was contemplating, with much satisfaction, the time when his superannuation would permit of his return to the "old farm" at Haysville where he was born. He was a good clerk, a good husband and father. The writer made many pleasant journeys with him and knew him for over a quarter of a century, but never thought that he would be recording the fact that a cruel death and remorseless fire would cause his disappearance from the face of the earth.

* * *

There are less than 700 railway mail clerks in all Canada. Of late years many of them have been seri-

ously injured in accidents, while some, like Mr. Tye, have died at work. The writer has escaped injury, though often, like his fellows, in danger. Three years ago, on Feb. 10, collision with a light engine at Port Colborne threw me to the end of my car, my ear just grazing the corner of the iron rack on which our bags are hung,—which was a narrow escape, as death would no doubt have resulted if my head had struck the rack. It is only a few years since Messrs. Cheyne and McKee were seriously hurt near Guelph, since the late Mr. Mason crawled out of the wreck of a mail car, and so on.

Those who may have followed the efforts of railway mail clerks to obtain suitable salaries, and have heard them refer to the exacting, dangerous lives which they lead, will see, from the foregoing, that when they leave their homes for their daily runs they "carry their lives in their hands."

Well, from the welcome announcement made by Hon. R. Lemieux in the House some weeks ago, it seems that our hopes for a substantial betterment of our condition are soon to be realized. But, let it never be forgotten, that Sir W. Mulock, many years ago, gave us a "boost" when it was much needed.

* * *

The question of the safety of the railway mail clerks while on duty is one of extraordinary importance. The United States Post Office has taken a grand step in the direction

of having the railway mail clerk protected by having a law passed which forces all railways to supply, by 1916, steel mail cars instead of the old-fashioned frame cars that are wrecked and burned so easily. I drew, many years ago, the attention of our Canadian Post Office authorities to the need for steel mail cars. I am quite sure that the P.M.G. and staff will not overlook this most important question. Even if we had steel mail cars, they would not prevent the clerks being hurt in a collision or a derailment, but their non-inflammable nature might save wounded mail clerks from being burned alive and valuable mail from being completely destroyed. There is a good deal of strength in some of the new mail cars, but very many of the combination mail car and smoker are easily smashed or burned in an accident. Every mail car should be supplied with chemical fire extinguishers and useful tools in preparation for what might, unfortunately, be expected. Our B. and G. cars are deficient in this respect. Some Toronto and Buffalo newspapers spoke of the wrecked train which I speak of being set on fire by kerosene lamps, but this is a mistake, as a good quality of gas (though dangerous, no doubt) is in use. In case of danger from fire, electric lights, as used on some roads, would undoubtedly be safer than oil lamps or gas, while the illuminating power (of greatest importance to mail clerks) would be greater. Canadian newspapers are alive to the importance of steel mail cars. The lessons contained in their editorials, and the allusion to the hardships of the railway mail service, will not be overlooked by the P.M.G. and staff, for the steady improvement in the postal service of late years indicates the fact that the authorities are progressive.

GARRETT O'CONNOR.

Bridgeburg, Ont., Can.,

Feb., 1911.

OTTAWA.

By *Duncan Campbell Scott.*

City about whose brow the north winds
blow,
Girdled with woods and shod with river
foam,
Called by a name as old as Troy or
Rome,
Be great as they, but pure as thine own
snow;
Rather flash-up amid the auroral glow,
The Lamia city of the northern star,
Then be so hard with craft or wild with
war,
Peopled with deeds remembered for their
woe.

Thou art too bright for guile, too young
for tears,
And thou wilt live to be too strong for
Time;
For he may mock thee with his fur-
rowed frowns,
But thou wilt grow in calm throughout
the years,
Cinctured with peace and crowned with
power sublime,
The maiden queen of all the towered
towns.

Butcher — "Twenty-eight cents a pound." Mrs. Maintire—"That's awful high. I guess that's the aviation meat Oi've been reading so mooch about."—Judge.

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The Increase for the Outside.

To the Editors of *The Civilian*:

In the face of our agitation in favour of a general increase of salary on account of increased cost of living, two incidents came under my notice which seemed to me of peculiar significance.

The first referred to a man brought up in court for non-payment of some debt. In the course of examination by the magistrate he stated his salary was \$70.00, whereupon the judge refused to make any order as he claimed a married man could hardly exist on less. The second as you will see by the enclosed clipping from the *Victoria Times* refers to the general increase made by the Bank of Montreal to its employees of from \$200.00 per annum upwards, on account of increased cost of living. Facts speak more eloquently and succinctly than words, and this must be my apology for troubling you.

Yours truly,

A. CALDERWOOD,
Sec.-Treas. D. C. S. Association, Victoria,
B.C.
Victoria, B.C.

Kind Words.

To the Editors of *The Civilian*:

Enclosed please find \$2.00 for *Civilian* to May 1, 1912.

I am sure the outside service at least have been greatly benefited by your publication. The information given them as to every move of the service as a whole could be obtained so satisfactorily in no other way.

I am, yours,

S. P. McCAVOUR.

St. John, N.B.

To the Editors of *The Civilian*:

Enclosed please find \$1.00 (one dollar) being my subscription to your paper.

We appreciate it very much and it is read with much interest by the staff.

Yours truly,

W. B. ROBERTSON,
Collector.

Charlottetown, P.E.I.

From the Green Isle.

To the Editors of *The Civilian*:

I beg to enclose herewith postal order value 4/2 stg., my subscription to *The Civilian* for the coming year. Hoping

you will have a successful year in every direction in 1911.

I am,
Faithfully yours,
EDWARD O'KELLY.

Dublin, Ireland.

To the Editors of *The Civilian*:

I have pleasure in enclosing herewith the equivalent of one dollar as my subscription to *The Civilian* to June, 1911. Your paper is interesting, and should be supported by every officer in the Department.

Faithfully yours,
JOHN WEBSTER.

Belfast, Ireland.

To the Editors of *The Civilian*:

You will please find enclosed postal note for \$1.00, my subscription to *The Civilian* for one year.

I must say that I appreciate the good work *The Civilian* is doing for the service, and I wish you every success.

Yours truly,

H. WHITE,
Collector of Customs.

Cranbrook, B.C.

To the Editors of *The Civilian*:

I beg to acknowledge the receipt of your postal card and send you herewith subscriptions for *The Civilian* from myself, Messrs. MacLeod, Hardy and Salingar.

Wishing *The Civilian* every success.

Yours faithfully,

A. F. JURY,
Canadian Government Emigration Agent.
Liverpool, Eng.

CLERKS.

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“You cannot make a North American
Indian a clerk,
“But you can make an Imperial Englishman a clerk quite easily.”

—Bernard Shaw.



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