

THE CIVILIAN

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CIVIL SERVICE GOVERNMENT BY COMMISSION.

(By F. A. G.)

As announced incidentally by the editors some time ago in reply to the query of a correspondent, *The Civilian* to-day opens a series of articles on the Civil Service Commission. The author (F. A. G.) introduces his subject in this issue. In the following issue, reference will be made to Civil Service Commissions in other countries. Then allusion will be made to some of the problems in the commission's organization and administration. The author promises thereafter to take up the successes and failures of the commissioners, (especially the latter) insofar as evidence may be obtainable in these respects.

Since the day that pristine man wiped the salt water from his eyes, until he ate the mythological apple, little is known of him. What little is known of these early days, of the history of the human race, has been gathered by dint of much scratching, and not a little speculation, by the ethnologist and geologist. Since the apple period, man has been a predacious animal. Man alone of all the species that inherit the earth, preys upon his own kind. All other animals, once having well filled their stomachs, are content, and will offer no resistance to others of their kind doing likewise. Man represents, in his recorded history, the highest development of the art of hoarding up what he cannot use. Not content with filling his stomach, as all other animals are, he preempts the fruits of the earth and all the products of nature. He builds a fence about it all, to keep his neighbours from participating in his property. He has enough to fill his stomach a million times. Many of his neighbours cannot get enough to fill their stomachs once. Man is a predatory animal.

The majestic denizens of the mountain and the forest, the lower animals as they are called to distinguish them from predatory man, are en-

dowed with noble forms enclathed in sable furs. The feathered kingdom is bedecked with all the glory of nature in colour and design. But these were come by honestly in the course of natural selection. By judicious choosing of their mates did the birds of the air contrive to combine all the beauty of nature in their offspring. They took none of these, they held none of them, by force. Man, alone, is the everlasting example of a species that lives by means of predatory onslaught upon its own kind. The whole world is in arms. Capital and Labour are about to engage in a life and death struggle, because the former is suspected of filching more than its share of the fruits of this wonderful world.

As man began to develop during his millions of probationary years, the necessity for government became apparent. Adam was the first governor in the Biblical story and one of his first acts was to pass judgment upon the predatory conduct of his son Cain. In other legends of primeval existence, the need of a ruler or over lord was soon discernible. In early times such ruler or over lord, true to his predatory instinct, seized more power than was entrusted to him. Hence arose hereditary auto-

cracy. Privileges and opportunities were not distributed freely or uniformly amongst the people. They were given by the autocrat to a few of his favourites, who, gluttonous for predatory wealth, demanded more and more. They got it, and the rest of the people suffered. They suffered until they rose in the majesty of their just indignation. They chopped off the heads of a few over zealous autocrats.

Along about this time came an **Altruist**. He dreamed a dream. He excited in the minds of the people, thus emancipated, the extraordinary idea that common justice might be done to the rich and the poor alike,—to the humblest as well as to the mightiest in the land. He had never heard of Political Economy. Forgetful of the misfortunes of a predatory birth, the dreamer was allowed his way. He set up Democracy as king instead of Autocracy.

There followed an era of Freedom, so called. The comedy and the farce alternated. The tragedy will follow, because man is predatory by nature and will not do justice to his fellows. In older countries, Democracy allowed a self-chosen few to own all the land. The great mass of the people had scarce a place to rest their heads. In newer countries Democracy allowed a self-chosen few to prey upon their neighbours by extracting from their pockets unearned dividends upon billions of fictitious, predatory wealth. Freedom, skinned for its pelt, shrieked with pain and cried for help!

The **Altruist** heard the alarm. He ascended the **Tower of Parliament Hill** and surveyed the scene of strife below. He saw the representatives of Democracy divided into two great political parties. He saw one party applauding acts on its own side, which it would not condone in the case of the other party. He saw laws passed for the common good and both parties conspire to violate them. Under Democracy he saw certain of

the people build for themselves barricades. He saw them dart from these barricades to relieve the innocent passer by of his property. He saw piles of gold within the barricades rise higher, and higher as a result of these excursions. He saw that the pillagers paid toll to certain people to be permitted to ply their trade. He saw that the recipients of the toll were the Servants of Democracy. He saw that the method of receiving this toll was by means of placing the hands behind the back. He saw that, in accordance with a natural law, tubular filaments grew upon the spines of the interchangers of toll, not unlike the bristles upon the back of a hog. He saw the common people in dismay and rags. He looked for men like himself, **Altruists**, and he saw them few in number and diminutive in stature. He saw that the marauders of the barricades took special delight in relieving the **Altruist** of his property until he had little left except his ideals. That little he gave to **Charity** to relieve misery caused by the marauders of the barricades and the Servants of Democracy. He saw that the Democrat as well as the Autocrat was predatory. He also desired land, money, place, power, kudos, fine raiment. He took these without reference to the hypothetical law that justice should be done to the poor and meek as well as to the arrogant and the rich.

The **Altruist** condemned Democracy. He proposed that the administration of public business should be taken out of the hands of the representatives whom the people elected under the party system and placed in the hands of **Independent Commissions**.

Such a commission was appointed during the year 1908 to control certain features of public business in Canada's civil service. The commission completed five-years of its existence on August 31st, 1913.

(Continued in next number.)

THE FEDERATION CONVENTION.

The most successful convention in the history of the civil service was that of the Civil Service Federation held last week in Ottawa, being the fifth of its kind. One other convention, namely the third, surpassed it in point of attendance, but at none has the amount of business transacted or the general enthusiasm displayed been greater.

The most important incident was the drawing up of a comprehensive memorial which was later presented by a deputation of eleven of the delegates to the Right Honourable the Prime Minister. A separate memorial dealing with the subject of superannuation was also drawn up and presented by a similar deputation to the Honourable the Minister of Finance.

It is the intention of *The Civilian* to devote practically the whole of its next issue to the report of the proceedings of the Federation. It was found impossible to make arrangements to this effect for the present issue and it was thought that on so important an occasion the matter ought not to be scattered but should be concentrated in a single issue. Coming as the issue will close to the Christmas holidays, an opportunity will be given to every civil servant to acquaint himself thoroughly with what is being done by the premier civil service organization. Any further suggestions that can be offered will be welcomed by the executive.

ST. JOHN AMBULANCE COMPETITION, OTTAWA.

Members of the Civil Service who hold the certificate of the St. John Ambulance Association for proficiency in First Aid to the Injured are invited to enter the competition for the valuable Wallace Nesbitt Challenge Trophy which will be held in Ottawa early in the New Year. Competitors will be squadded in teams of five men each, and the test will be on the basis of the official text book with special reference to stretcher work; the object of the competition being to test the ability of the men to deal with cases under conditions of actual emergency. Entries sufficient for one team have already been made and as a large number of civil servants are certificate holders there should be no difficulty in forming at least two teams. Opportunity will be given for further instruction and practice if sufficient entries are received. Full particulars can be obtained from Mr. R. Patching, Hon. Sec., Ottawa Centre, Dept. of the Interior. Phone Q. 2163 or Q. 3747.

WOMEN'S COLUMN.

A letter has been received by the editors of *The Civilian* from the secretary of the Association of Post Office Women Clerks of the United Kingdom requesting information regarding the status of women in the Canadian service. The letter and the reply thereto are given herewith:—

Dear Sirs.—Mr. Herbert Samuel, M.P., our Postmaster-General, on his return from Canada this week stated that the adoption of equal pay for men and women in the Canadian Civil Service had resulted in very few women being "taken on." I should be very grateful if you could give me some information on the subject, especially on the following points:—

1. When was the principle of equal pay introduced?
2. How many of each sex were employed in the grades concerned before its introduction?
3. How many of each sex are now employed?
4. Are men and women given equal opportunities of entering the Service, viz., do they sit for the same examination and are the candidates at the top of the list taken irrespective of their sex?
5. Are women employed on clerical work in all the departments of the Civil Service?

If you are unable to give me the information perhaps you could tell me how it can be obtained. I presume some statistics and details are published by the government.

I am,
Yours faithfully,
F. A. CALDLEUGH.

11 Clarence Gardens,
Clapton, N.E.
Oct. 30th, 1913.

The Reply.

Ottawa, Ont., Dec. 1st. 1913.
Miss F. A. Caldleugh,
Secretary,
Association of P. O. Women Clerks,
11 Clarence Gardens,
Clapton, N. E., England.

Dear Madam.—Your letter of the 30th October received. It cannot be fairly claimed that men and women are on equal terms in the Canadian Service. The employment of women outside of Ottawa is negligible. In Ottawa there are some 700 women employed out of a total of about 3,500. Women have, so far, not been admitted to the First Division. Up to September, 1908 there were only seven or

eight in the Second Division. At present there are about fifty women in the Second Division (salary \$800 to \$2,100), but the great proportion of these are in grade B of that Division, with a maximum salary of \$1,600.

The following answers your questions categorically:—1. There is, and always has been, only one scale of salaries for both men and women in the Canadian Service. Both before and since 1908, ladies have been on an equal footing with men in the Third Division, with salaries ranging from \$500 to \$1,200. Women are eligible under the act to write on the same examination as men for positions in the higher divisions, but it is optional for the heads of departments whether they will be accepted for the vacant positions. This explains the very limited number of women above the Third Division. It is custom not the Civil Service Act that bars them from the higher divisions.

2. Answered by No. 1.
3. 700 in a total of 3,500 (approximately.)
4. As regards the Third Division,—Yes.
5. Yes, with the exception of two small departments.

Trusting this information will be useful, and placing ourselves at your disposal in matters of this kind at any time, we are,
dear madam,

Yours truly,
Editors *Civilian*.

JOYOUS CUSTOMS BANQUET AT VAN- COUVER.

It was a happy throng that sat down to the sumptuous banquet, in good fellowship and an entertaining spirit, of the landing waiters last evening at the St. Francis Hotel, being the occasion of their second annual dinner. The whole staff, with very few exceptions, found time from their pressing work along the waterfront to join the happy crowd, and proved themselves peers among the greatest of entertainers, and showed that however much they knew about the intricacies of the Canadian customs work, they also knew how to enjoy a thoroughly good time.

An excellent musical programme was rendered, contributed to by members of the staff. Mr. G. W. Hall, who has a fine baritone voice, contributed several songs, and was loudly encored on each occasion. Mr. Harry De Graves, who also gave several songs with an excellent lyric voice, met with equal applause, and he also contributed a humorous recitation. A piano-forte solo, "My Rosary," was well rendered by Mr. G. L. Lalonde, and one of the famous French-Canadian poet's recitations was given by Mr. A. McRae. Mr. Norman

De Graves, known as the "Kipling of the Waterfront," contributed a mirth provoking self-constructed poem, called the "Landing Waiter's Dream," being a good natured parody on various members of the staff, including the chief. Mr. Alex. Hamilton recited a poem on a "Hot Chicken," and other members of the staff contributed suitable selections for the occasion.

The toasts of the evening were many and well expressed. "Our Collector—Mr. J. M. Bowell," was given by Mr. P. McAllister, who stated that he had been 16 years in the service and that he was sure that a better man at the head of the department could not be found than Mr. Bowell.

In reply, Mr. Bowell assured them that there was not a port in the Dominion where there was less trouble between the seniors of the department and those under them. In the service of the Canadian customs he had travelled from Halifax to Vancouver, and he had never met a better lot of men than at this port. On Nov. 1 last he had completed his thirty-first year in the service, having started in October, 1878, which also happened to be his birthday.

Mr. R. Cosgrove, who has been 35 years in the service, gave the toast to "Our Surveyor," Col. Worsnop. In replying to the toast the Colonel remarked that it was good to be there, to mingle together man to man, and to greet one another as friends, for he felt sure that he had no better crowd of friends than the members on the staff. There is no port in Canada, he asserted, where there was a more intelligent and polite staff than the one over which, under the collector, he had the honor of presiding. Vancouver was a small port, the Colonel pointed out, when he joined it in 1888, and he had seen it grow up until it ranked as the fourth greatest port in the Dominion.

Mr. A. McRae gave the toast to "Our Chief," Mr. J. Fagan, styled, in the words of the Colonel, as "one of the original bunch." Mr. Fagan's popularity among the members of the staff was proved by the vociferous reception accorded him upon his rising to respond. He paid high tribute to those under him and to their fidelity to duty.

The toast to "U. S. Customs," coupled with the name of Mr. A. J. Mayo, was proposed by Mr. Fagan, who spoke of the friendly relations that existed with all of the U. S. customs officers, who, he asserted, are a fine lot of fellows.

Mr. Mayo, in reply, said that he reciprocated the kind feelings shown. He had been fourteen years at this port in the service and had received only kindness from all during that time.

All the toasts were accompanied by musical honors, all joining in "For He's a Jolly Good Fellow," but as a special tri-

bute to Mr. Mayo he was greeted with "Yankee Doodle." Other toasts given were, "The Preventative Service," coupled with the name of Mr. Jas. Barton, by Mr. A. T. Essery, and the "Newly Weds," with reference to Mr. Harry De Graves and Mr. Essery, by Alex. Hamilton.

Mr. J. M. Bowell presided and made an excellent chairman of the evening.

How to Employ Your Winter Evenings.

Once again the long winter evenings are upon us, and once again numberless young people are casting about them for some means of occupying the weary hours that in more congenial seasons are spent upon the cricket field, the tennis lawn, or the quiet waters of the river. It is at this season of the year that indoor hobbies of every possible description are taken up with much enthusiasm — an enthusiasm which only too often flags at the end of a few brief weeks. Perhaps the hobbyist manages to maintain an interest in his new occupation, whatever it may be, until Christmas arrives, but in nineteen cases out of twenty the festivities which Yuletide brings in its wake are sufficient to swamp all thoughts of the hobby, and it is classed for evermore among the limbo of "passing fancies." How many who read this, we wonder, can look back without regretting the time they have wasted upon some pursuit, useful enough if properly followed up, perhaps, but useless if abandoned in its early stages? Foreign languages, scientific subjects of all kinds, literature, shorthand, typewriting; each of these can claim its thousands of enthusiastic beginners, but the thousands of beginners, dwindle and dwindle, until the number of proficient can probably be numbered by tens. But whereas those who do not pass beyond the rudimentary stages must ruefully contemplate their wasted efforts, each of those who arrive at proficiency gains, in addition to the benefits which knowledge always confers, the moral satisfaction of having completed a self-imposed task. Each of the latter, too, has in all probability acquired for himself the power of adding to his income, a power which, in these days, no one is inclined to underestimate.—The Educator.

EAST AND WEST.—"In the Far East a girl never sees her intended husband until she is married," remarked a young man at a social gathering. "How odd!" exclaimed a lady. "In this part of the world she seldom sees him afterwards!"

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

Ottawa, Dec. 12, 1913

"The law pertaining to the civil service should be honestly and rigidly enforced, to the end that merit and ability should be the standard of appointment and promotion, rather than service rendered to a political party."

* * *

"Entrance to the civil service should be at the bottom, and the custom of securing men from outside the ranks and placing them ahead of old employees should be discouraged, and only resorted to when public interest demands. Civil service protects employees in their positions, but it holds them there in stagnation unless a method be found to not only secure the time of its employees, but to stimulate and reward their ambition."

THE OTTAWA ASSOCIATION.

In this issue is published in full the annual report of the Ottawa Civil Service Association. The matter will seem belated to a good many of our Ottawa readers, for the report was laid before the general meeting as long ago as Tuesday, 4th November. But it was not until Tuesday, 18th November, that the report was finally dealt with by the annual meeting of advisory boards. Until finally adopted it was subject to change, and it seemed advisable not to publish it until it could be given as the final utterance of the association upon the affairs of the Ottawa civil service as they now stand. The account published in the last issue of the proceedings at that meeting shows that the report was adopted in the form in which it was presented.

The report shows that the officers of the Ottawa association are worthy of the important places they hold. They have devoted a great deal of time to the performance of their duties, and have evinced the most thoughtful desire to promote the interest of every branch and every grade of the service.

That the Ottawa service as a body appreciates what has been done by their representatives is abundantly shown by the fact that practically the whole list of officers was unanimously re-elected for the current year.

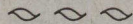
The nature of the discussion at the two meetings that were held and the re-election of the officers can mean only one thing, and that is that the members of the Ottawa association believe that things are moving along on the right line and they wish that movement to continue. There are other circumstances than the crossing of a stream when swapping horses is not good policy.

Gratitude has been defined as a lively expectation of favors to come. It is probable that there is something of that feeling in the thanks which the Ottawa Civil Service Association

has offered to its officers of the past and present year. Imitation, they say, is the sincerest flattery; re-election to office may be called the sincerest gratitude.

There are many and weighty problems to be solved for the benefit of the Ottawa association and its members. There is no need to dwell upon these problems here, for they have been, and must continue to be, the subject of a considerable part of the discussion carried on in these columns.

The main point is that the members of the association have declared themselves satisfied with the policy which their officers have adopted, and have massed themselves to back up those officers in carrying that policy into effect. Everything is ready for a forward move.



THE CIVIL SERVICE CLUB OF OTTAWA.

That the above named institution is still in existence is due to the unwavering devotion of certain of its members who have endeavoured to guide its course through the pitfalls inevitably to be met in attempting an innovation of this kind in the service. The club has just given accommodation and entertainment to the forty delegates from outside of Ottawa who attended the annual convention on the 4th and 5th instant. It was considered most agreeable by the visitors that the discussions, of far reaching importance to the whole service, could be held under the roof of a civil servants' club.

Mr. T. N. Doody the president of the club, was one of the members of the original sub-committee appointed by the Ottawa association to found a rendezvous for business and other purposes. The club owes much to Mr. Doody's quiet advice and cool judgment. Under Mr. Doody's regime, the service may feel assured that the strict rules will be carried

into force and any objectionable features, which may have been allowed to develop through laxity in the management, will be discontinued. Mr. Doody issues a letter to the members of the club and *The Civilian* ventures to hope that his appeal will result in an instant support of his efforts to rear and maintain an institution in keeping with the dignity of the public service.

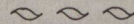
The letter is as follows:—

Dear Sir.—As you are doubtless aware, the Civil Service Club is now in a position to offer to all, the service and comfort so essential to a gentleman's club.

The increasing and greater success of the club, however, will be obviously augmented to a large extent by your individual exertions in increasing from amongst your friends, even if it be only one, the membership of the club.

In this connection, at the last general meeting, the by-laws of the club were amended, and we may now admit associate members, that is to say, members from outside the Civil Service, who will have the full privileges of ordinary members, with the sole exception of their not being entitled to hold office nor to vote at general meetings of the club.

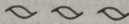
Possibly amongst your friends you might have one who would be glad to avail himself of the privilege opened by such concession. It is hoped that you will do your part in this way in assisting and assuring the success of the club.



GENUINE PROMOTIONS.

A genuine feeling of pleasure has been aroused in the Ottawa service on hearing of the promotion of F. E. S. Grout to the office of Superintendent of the Money Order Branch. Frank Grout, as we all know him, is one of the good ones. Many of us remember him on the cricket field in the palmy days of the Athletic Association. A gentleman of a quiet and dignified manner, the post of superintendent is graced and honoured in this excellent promotion. *The Civilian* had occasion to refer, a few issues ago, to the promotion of Mr. Duncan Scott to the position of Deputy Superintendent General of Indian Affairs. These promotions with-

in the service itself are glorious. It helps the Ottawa service to forget for the moment the vicious alliance which the government permits between pot-hunters and section 21 and other loop holes in the Civil Service Act and the regulations of the Commission.



EDITORIAL NOTE.

The Civilian is being honoured, and for some time past has been honoured, with many contributions and relevant press clippings from friends and sympathizers in the service; for the courtesy of which attention the editors are pleased and proud. It is necessary, however, to ask our friends to grant indulgence for delay in getting their matter into type; a delay that is due to the limitations of our space.

CO-OPERATIVE NOTES.

A Bit of Co-Operative History.

Before the co-operative sentiment in the Civil Service crystallized in the Ottawa store, several co-operative ventures had been carried on in the Inside Service. For several years, coal was bought on a co-operative basis. Butter was another commodity dealt in, and so was maple syrup. An ice business also flourished for a time. But these ventures, which were carried on by volunteers, could not be as effective as a permanently established business. This fact was recognized by the promoters of the Civil Service Federation, so a committee was appointed, consisting of Messrs. A. E. Caron, R. H. Coats and H. LeB. Ross, to look into the feasibility of a permanent co-operative store. This committee was added to as the study of the question proceeded, and, Mr. McNeill, after some difficulty, drafted a constitution satis-

factory to the provincial authorities, and a charter was granted by the Provincial Secretary's department. The incorporators named in the charter are, Messrs. A. E. Caron, A. McNeill, R. H. Coats, W. A. Fraser, John McLeish, F. C. T. O'Hara, R. A. Lewis, Walter Todd and Dr. P. H. Bryce, a group truly representative of the Inside Service. Some day a brass tablet may be erected to the memory of these civil service co-operative pioneers, when the store has found a permanent home.

* * *

Is it not about time that civil servants in the large centres in Canada, should look into the co-operative movement and resolve to experience some of its benefits? Some of our leaders look forward to the time when a chain of stores will be found all over Canada, catered to by a central wholesale organization, which would reduce the cost of distribution to its lowest notch. There are two essentials to a co-operative enterprise, —faith and capital. This combination can accomplish anything. Faith would be exercised in the calling of a meeting, and the meeting would look after the capital.

* * *

The English Co-operative Tholesale Society has sent the Ottawa store a handsome souvenir casket commemorating its golden jubilee. The casket contains samples of the goods produced by the Society, such as cocoa, mustard, tea, coffee, crackers, tobacco, shoe polish, woollen goods, etc. The exhibit is worth seeing.

* * *

The sales for the month of November at the Ottawa store amount to \$5,373.40 as compared with \$4,977.11 for the same month last year, an increase of \$396.29. The sales for the eight months of the fiscal year are \$33,326.09, an increase of \$557.11 over the corresponding period 1912.

At the Sign of the Wooden Leg

By "Silas Wegg."

Almost All About Apples.

As I walked homeward the other evening, carrying a dollars-worth of apples in my overcoat pockets (what small pockets they put in one's overcoat these times!) my thoughts turned to the remarks which an observing friend of mine made to me recently about apples and their place in history.

"To the mere annalist," said he, "history is a question of dates; to him who looks at history through the eyes of love it is a question of pears; to the politicians perhaps a question of plums, and who got them; but to the philosopher, the story of man's life on this planet is the story of the apple.

"The apple," he continued, "is the prime stage-property in the drama of Fate. Consider the first act of that drama as it was set forth in the Garden of Eden."

Here I was constrained to interrupt the philosopher, for I had discovered in my excursions into the regions of higher criticism that it was not an apple but some citrous fruit, a lemon perchance, which Eve handed to Adam. I called this fact to his mind and added in my own inimitably bright way that it may have been a bit of orange peel that caused the fall of man.

He made some remark to the effect that Joe Miller was not a safe authority in matters of either history or theology and forsook Eden to speak of the apples of Sodom, the golden apples of the Hesperides and the apple of discord marked "For the Fairest"

which was thrown among the assembled deities of Olympus.

"The apple of discord," he remarked, "was the A No. 1 pippin of its day. Note how it was branded—For the Fairest—the superlative degree of For the Fair, that being the legend which unto this day the farmer places on his choicer fruits."

I could not forbear remarking at this point, coming back to Eden, that Adam probably exhibited his apple at the First Fall Fair.

"Apple of discord," he resumed without noticing my interruption, "is the generic name of all exhibition fruits. Tennyson called the Prince Consort who suggested the first international exhibition the 'far-sighted summoner of War and Waste to fruitful strifes and rivalries of peace.' He would have put 'fruitful strifes' in italics and included beans as well as peas in his rivalries had he possessed a practical knowledge of exhibitions. I have seen rural families split in twain over the question of a few ounces in the weight of a prize turnip or the number of kernels on an ear of corn.

"Far-sighted summoner of War and Waste," I repeated. "I see now where the kernels come in. Great man that Tennyson in linking up the military and the civil services. Go on, though, and don't mind me."

He was going on and was not minding me.

"Then we have Newton's famous apple which taught him the principles of gravitation."

I was waiting for him there and gave him a broadside prepared by Lowell about tracing

The wisdom to the apple's fall,
Not to the birth-throes of a mighty truth
Which, for long ages in blank chaos dumb,
Yet yearned to be incarnate, and had
found

At last a spirit meet to be the womb,
From which it might be born to bless man-
kind.

He came back at me with remarks about robbing history of all its colour by such criticism and with random re-eriminations of Goths and Vandals.

"Rhyme it how you may," he proceeded, "it was the day that Newton saw the apple fall from the tree that the human race was given its war-ranty deed to the broad estates of modern science. An apple came down and the human mind went up. And how far shall it not go in its ascent, beyond moon and sun and the seven stars? Remember, oh scoffer, that it was the simple question which perplexed Newton for a moment, 'Why does the apple fall to the ground and not rise to the sky?' that, once answered, taught us that we and Saturn with its rings and Arcturus and the Milky Way are all of one family, subject to one law and 'one far off divine event towards which the whole creation moves.' So much because one day an apple came down."

Mine may be an irreligious nature, but I could not help wondering what sort of Principia Newton would have written had he lived in these days when apples are always going up. But my philosophic friend's remarks are worth more than my reflections.

"I consider the fact that man has risen above the earth through learning the reason why apples fall there-to is the main argument on behalf of Newton and on behalf of the apple. The Moon swings round the Earth and departs not from her course, and the Earth is bound by the law of the apple to the service of the Sun, and the Sun through millions of years completes her cycles under bondage to some unknown patriarch among the stars, and the puny body of man is carried, as a microbe in a river's stream, along with Earth and Sun and Star. But the mind of man is

not subject to the force that makes slaves of the Sun and great Orion."

We were a long way from apples I thought, so I asked the philosopher, by way of reminder, what he thought of apple pie.

"We have considered the apple so far," he said, "in its raw state, as given to us by Nature, and as such it is a boon which cannot be overvalued. As a delight to the palate alone its worth is above rubies. 'Comfort me with apples,' said Solomon, and often, after a day's work with files and figures, I have thought of that phrase as I set my teeth into a snappy Northern Spy. There is nothing like an apple for taking the taste of the day's work out of one's mouth.

"But I am no worshipper of Nature's works to the neglect of what man, and what woman, has done. God made the apple, but woman has made the apple-pie. I would give her the right to vote to-morrow, were the right mine to give, just because of what she has done in the way of apple pies, provided, however, that nothing in the act giving her the said rights should be construed to release her from the obligation to go on making the said pies.

"Woman brought about our fall—yes, she did,—through an uncooked apple. May she go on accomplishing our restoration to Eden through the medium of the apple as sliced and spiced and served with cream, and a chunk of cheese on the side if you please; may she lead us back to that ideal state of existence, the memory of which, and the hope of which is embalmed for us in the phrase 'apple-pie order.'"

"Do you not know," I asked, "that philologists are agreed that the phrase you have used is a corruption of *cap-a-pie* order?"

"Of all men," replied my friend, "who in the hands of the devil are labouring for the destruction of the ideals of mankind I would name first the philologist, the man who plucks the golden petals from language and

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leaves us the hips and haws. The second," he added, "is the cheap humorist or man who has nothing but haws, or hee-haws, to begin with, and then I would name as a close third the man who raises the price of apples."

"You have left out one assistant-deputy-devil," I told him, "one who ranks higher, or lower if you wish, than those you have mentioned. It is the man who puts a potato instead of an apple in the toe of his boy's Christmas stocking."

My friend closed his remarks with a fervent eulogy of cider. As I have promised Mrs. Wegg to help the local committee in the work of license reduction, I feel that I must not quote his glowing phrases in that connection, and for this I am sorry indeed, for they had a melody about them that would give to this article "the last taste of sweets" which otherwise I am unable to provide.

SUPPERANNUATION NOTES.

In a preliminary report issued recently, the commission on pensions of the Episcopal Church of the United States, develops some interesting information. The report shows that the Episcopal Church pays \$8,000,000 a year in salaries to its clergymen, a year number 5,500. The bold plan proposed by the commission is intended not only to pension the whole body of the clergy when they become sixty-five years old, but also to pension the widows, to educate their orphan children and to take care of clergymen disabled at any age. It will apply to foreign missionaries as well as to the entire United States. The pension will be approximately half pay.

The sums of money involved are large. No less than \$7,000,000 will be necessary to provide for the pension obligations at the start, and no less than \$500,000 will be thereafter

expended each year by the pension fund.

—C. S. Advocate.

* * *

The opinion of a man such as J. P. Mitchell on the benefits of civil service pensions as an aid to efficiency is worthy of attention. Mr. Mitchell was for years Collector of Customs for the great port of New York city and has been elected mayor of a city with a population of about $\frac{2}{3}$ that of Canada. His views are expressed in the following letter:—

New York, October 29, 1913.

Mr. Mahlon H. Penrose,
Brooklyn, N. Y.

Dear Sir.—You ask my attitude towards the establishment of an adequate pension system for government employes, municipal and Federal.

My reply is that I heartily favor such a plan on a strictly non-political basis and expect to take an active part during the coming four years in the formulation and adoption of such a system for New York City.

I have had a most friendly feeling for the efforts to secure a proper pension system for Federal employes. My experience at the Custom House has already convinced me that the government could save money and promote the public convenience by such a system, but so just a plan ought to be carried out even at additional expenditure. Were I to remain in the Federal service I would undoubtedly do what I could to advance such legislation. However, I shall not lose interest in the men who, in spite of circumstances inevitably causing them anxiety, have been loyal to me in the Federal service, and if occasion arises where I can speak an effective word for a proper pension plan for Federal employes I shall certainly take advantage of the opportunity.

Very sincerely yours,

(Sgd.) JOHN PURROY MITCHELL.

Only Dared Think.

"Father," said a little boy, "had Solomon 700 wives?"

"I believe so, my son," said the father.

"Well, father, was he the man who said: 'Give me liberty or give me death?'"—
Town Topics.

PUBLIC SERVICE NEWS.

Hereafter the National Art Gallery, Ottawa, is to be open from two until five o'clock on Sunday afternoons.

Contract has been let for the erection, on the Central Experimental Farm grounds, of a new building for the Geodetic Survey of Canada. It will cost \$62,000.

Chicago school teachers will begin next week a campaign for an increase in salary. Three mass meetings will be held in different parts of the city to unite the teachers in their demand for better pay. The Chicago Teachers' Federation at a meeting of the board of directors recently held made preliminary plans for the campaign.

A machine has been invented for the purpose of sorting the money orders, postal orders, and old-age pension orders which are sorted and audited by some 1,200 persons (1,000 of them women and girls) at the Money Order Department of the General Post Office, Manor-gardens, Holloway. One machine will do the work of six girls. The number of orders which pass through the Department each year is 200,000,000. The machine consists of a revolving drum provided with small hooks or pickers, and a number of other devices detaching the orders from the bulk and discharging each one into a proper receptacle. This is done by means of perforations, which of course have to be made at the time of manufacture.

* * *

The first annual meeting of this body was held at the Guild Hall on Oct. 11th. The president, in his opening address, said:—

The Federation cannot hope to proceed for long if it does not attempt to keep alive the interest of its societies by issuing some form of journal. Such an organ would help to bind together the various sections of the service, which are at present almost unaware of each other's existence. For propaganda, communication, and general education in service matters, a paper of this kind is eminently desirable. There will be full opportunity for discussing this

matter when the Annual Report is under consideration later.

Two resolutions passed with interest to Canadian service as follows:—

UNESTABLISHMENT.

That it is desirable that all persons employed by the State in a civil capacity should be established civil servants.

That, subject to a probation of five years, all permanent unestablished service, both for present and future staffs, should at once become established. When once the period of probation is passed, superannuation privileges should accrue for the full length of service. All unestablished service, when followed by established service, should count for pension.

HOURS AND GENERAL CONDITION OF SERVICE.

On the section of the report dealing with this matter, a long debate took place upon the cost-of-living question. As a result, the meeting was clearly of the opinion that the cost and standard of living were vital factors in connection with the fixing of wages and salaries. The matter was finally referred to the Executive.

THE C. S. COMMISSION.

The commission in the Canada Gazette of Dec. 6th announces the successful candidates at a preliminary examination for the Outside Service held on Nov. 11th; also the pass list of the examinations for Div. 3B held Nov. 12th, 13th and 14th, and the pass list for the examination for stenographers and typewriters on the same three days. Announcement is also made of the successful candidates in what is called **special competitive** examinations for Inside Service, viz:—

Wm. Campion, in the Mines Branch at \$1,200; W. L. Graham, in the Exper. Farm at \$1,200; E. B. Jost, in the Dept. Rys. and Canals at \$2,800; R. A. C. Henry, in the Dept. Rys. and Canals at \$2,100.

The commission advertises for a correspondence clerk in the Railway Lands Branch at \$1,300 salary. Dec. 15th is the last day for applications.

Just the Thing.

Husband—By jove, I want something exciting to read; something really blood curdling.

Helpful Wife—Here is my dressmaker's bill, dearest!—Puck.

SHORT STORY COMPETITION

The editors desire to make a further announcement in regard to the "Short Story Competition" advertized in the last number of *The Civilian*. The stories may run the length of 2,000 words if the writer so desires. Each author will please sign a fictitious name to the MS and enclose an envelope bearing this *nom de plume* on the outside, and having inside the real name of the author.

As announced, the prizes are \$25, \$15 and \$5 and the competition closes on January 1st, 1914.

All MSS. should be addressed to:—

SHORT STORY EDITOR *CIVILIAN*,
P. O. Box 484, Ottawa.

HINTS for CHRISTMAS DINNER

RAISINS, seeded, 1 lb. pkgs. 3 lbs.	29c
RAISINS, purple cord, 1 lb. pkgs. 2 lbs.....	25c
RAISINS, sultanas, 1 lb. pkgs. extra fine 2 lbs.....	35c
VALENCIA RAISINS, layer, 3 lbs.....	25c
CURRENTS (cleaned), 1 lb. pkgs. 3 lbs.....	29c
CURRENTS, Vostizzas, 1 lb. pkgs. 2 lbs	29c
Finest English PEEL, LEMON, ORANGE, CITRON, 1 lb.....	20c
NEW WALNUTS, shelled, 1 lb.....	50c
FRESH CRACKED WALNUTS, 1 lb.....	35c
NEW ALMONDS, 1 lb.....	20c
NEW FILBERTS, 1 lb.....	20c
NEW WALNUTS, 1 lb.....	20c
ENGLISH BREAKFAST TEA, 1 lb.	29c
PURE JAVA & MOCHA COFFEE, 1 lb	35c

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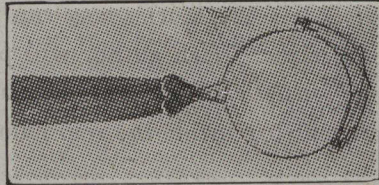
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Civil Service Association of Ottawa.

ANNUAL REPORT OF THE EXECUTIVE, 1912-13.

To the Members of the Civil Service Association of Ottawa:—

On behalf of the executive of the association, the undersigned beg leave to present to the membership the following report of their proceedings during the association year 1912-13:—

Fourteen meetings of your executive have been held, of which 11 were regular monthly meetings, and 3 were special meetings.

The average attendance at these meetings has been eighteen.

The following table shows the attendance of the officers and departmental representatives in person or by proxy:—

Name.	Department.	In Person.	By Proxy.
Mr. Paré	President	14	—
Mr. Coats	1st Vice-President	10	—
Mr. Stockton	2nd Vice-President	4	—
Mr. Todd	Secretary	13	1
Mr. O'Connor	Treasurer	12	—
Mr. Higman	Past President	4	—
Mr. Alexander	Naval Service	12	—
Mr. Bill	Post Office	5	3
Mr. Boag	Militia and Defence	11	2
Mr. Bolton	Labour	10	—
Mr. Bonner	Post Office	9	—
Mr. Cowan (broken period)	Interior	2	1
Mr. Dougan	Trade & Commerce	2	3
Mr. Doyon	Inland Revenue	6	1
Mr. Drake	Interior	10	2
Mr. Goodspeed	Customs	9	1
Mr. Holbrook (retired)	Interior	4	—
Mr. Joyce (retired)	R.N.W.M. Police	3	1
Mr. V. L. Lawson (retired)	Interior	—	3
Mr. T. Lawson (broken period)	Finance	2	1
Mr. Lindsay	Auditor-General's	9	1
Mr. Lynch	Agriculture	8	1
Mr. McGillivray (broken period)	Justice	7	1
Mr. McNeill	Customs	13	—
Mr. MacCormac	Library of Parliament	13	—
Mr. Marion	Public Works	—	5
Mr. Martel	Marine and Fisheries	—	2
Mr. Patching (broken period)	Interior	2	—
Mr. Renihan	Public Printing	8	—
Mr. Troop	House of Commons	7	—
Mr. Watson	Insurance	11	—
Mr. Williams	Indian Affairs	4	—

Ten standing sub-committees were appointed at the beginning of the year to consider and report upon the following subjects, viz.:—Audit; Third Division Question; Superannuation; Salaries, Organization and Promotions; Sanitation; Insurance; Cooperation; Membership and Representation; Editorial.

The membership shows a number of gains and losses in the various departments during the year, but in the aggregate the result shows a net gain of about 300 over that of the previous year.

Several of the departments are still without representation on your executive, but a scheme is now under consideration by the Standing Sub-Committee on Representation and Membership, which it is hoped will result in an increase in both representation and membership during the coming year.

GENERAL REMARKS.

The outstanding features of the association year just closed are, in chronological order:—an interview with Special Commissioner Sir George Murray; an interview with the Rt. Hon. R. L. Borden, Prime Minister; an interview with the Hon. W. T. White,

Minister of Finance; an informal interview with a member of the Cabinet Sub-Committee, on Sir George Murray's report; and a second interview with the Prime Minister.

As a result of these interviews your executive felt very hopeful that the time had at last arrived when the service could expect to see the desired reforms crystalized into law, and it was indeed, a great disappointment to them, as doubtless to the service at large, to find that the government were unable, owing to unforeseen political exigencies, to propose any civil service legislation during the then session of parliament. It is, however, the firm belief of your executive that better things may be looked for at the approaching session.

Your executive desire to take this opportunity of testifying to the readiness of the government, and the Ministers individually, to give a sympathetic hearing to the representations which we have made to them, and have left with your executive the impression that they intend to take advantage of the earliest opportunity of dealing fully and practically with our requests.

SIR GEORGE MURRAY'S REPORT.

The appointment of Sir George Murray as a Special Commissioner to consider and report upon civil service conditions was generally recognized as a most important step on the part of the government towards taking definite and prompt action in the direction of solving our many civil service problems.

Civil servants generally, will no doubt have observed with interest and satisfaction, that this report in many of its main features fully recognizes and endorses the stand taken by your association in regard to various matters affecting the welfare of the service.

Your executive took advantage of the first opportunity to place before the Commissioner, the different memorials issued from time to time by your association since 1909, with the result that Sir George Murray summoned your officers and others to appear before him for the purpose of more fully discussing the matters therein referred to.

The Commissioner's report, when presented, was immediately referred by the Premier to a Sub-Committee of his Cabinet, whereupon your officers lost no time in offering the services of the association to the Sub-Committee, and received the assurance that no definite policy would be announced by the government regarding any of the recommendations affecting the civil service, before the views of the association thereon had been obtained.

During the past year your executive has discussed at some length, the various recommendations contained in this report, and while they have not been able to come to a unanimous conclusion in every instance, they nevertheless feel that these discussions will be most useful to them in the event of their being asked by the government for an expression of opinion upon the subjects referred to therein.

SUPERANNUATION.

With regard to the very important question of superannuation, the sub-committee on superannuation have been able to report that substantial progress has been made. With other questions, it was forced into the background at the last session of Parliament, but every hope is entertained that a bill will be introduced during the coming session. The details of superannuation, it is, of course, impossible to discuss without a comprehensive scheme before us, and the committee has confined its energies to the attempt to have the government recognize the principle of superannuation, with certain broad features, such as widows' and orphans' benefits, ability to claim superannuation at a fixed age, etc., added, and to prepare a measure suited to meet the case, the service to be given reasonable opportunity for the discussion of the details before the latter are finally adopted. In this attempt, we may claim success to the extent that definite progress has been made in the consideration of a superannuation bill. As to the attitude to be taken by civil servants under the circumstances, we would strongly advise that any expression of opinion on matters of detail be withheld until a broader basis for discussion is reached. The service should endeavour to present a united front in this matter and should continue its negotiations with the government during these preliminary stages, through an accredited committee; this being the expressed desire of the government.

INSURANCE.

There has been a comparatively large increase in the number of policies taken out during the last year or two, over 100 policies having been issued since 1st April last; this is undoubtedly largely the result of the attention given to the subject in the columns of *The Civilian*. The number of policies now extant is approximately 850, representing over \$1,500,000 of insurance. There has been a good deal of apathy in the past amongst

civil servants regarding the advantages of the Insurance Act, but this, in the opinion of your executive, is largely the result of ignorance of the existence of such advantages—a scheme has been proposed whereby all insurable civil servants would in future be systematically circularized on the subject, and it is to be hoped that the incoming executive will see its way to carrying such proposal into effect. It is also to be hoped that the position taken by the association in the past, regarding the increase of the maximum of insurance to \$5,000, the admission of lady employees to the advantages of this Act, etc., will be adhered to and advocated in the future as opportunity serves.

SALARIES.

In view of the increased and ever increasing cost of living, your executive are strongly of the opinion, in which the whole service will doubtless concur, that the present scale of salaries is entirely inadequate. The average salary of the messenger grade and Third Division, which, if taken together, represent over 50 per cent. of the service, is only \$821.24, while if the Second Division be added to this, the result will show that over 87 per cent. of the service are only receiving an average salary of \$1,042.28, or about \$158.00 less than the maximum salary of the Third Division.

Your executive lost no opportunity of pressing this matter upon the attention of the government, and had hoped that a remedy would have been forth coming during the last session of parliament, but when it was found that the government, owing to the peculiar circumstances which developed at that time, would be unable to undertake any legislation affecting the service, your executive, in an interview with the Prime Minister, sought to have a measure passed which would afford at least temporary relief, especially to the lower grade of the service, by raising the maximum salaries of the various sub-divisions, and by increasing the annual increment of \$50 to \$100, pending the time when a full re-adjustment of the salary scale could be undertaken; as you are already aware however, the Prime Minister, while sympathetic and promising a full consideration of the matter during the approaching recess, stated that under the circumstances, it would be quite impossible of attempt to pass any such measure at that time.

Memorials were received from certain clerks recently appointed to the Second and Third Divisions, asking your executive to advocate an increase to the minimum salaries of those Divisions; while in full sympathy with the desire of the memorialists, your executive feel that the matter is one which can be more appropriately dealt with by the Civil Service Commissioners, who have, as a matter of fact, already made strong references to the subject in their last two annual reports. Nevertheless, your executive are of the opinion that the arguments submitted by the memorialists should be laid before the government on the first appropriate opportunity.

PROMOTIONS.

That the present method of making promotions is not by any means satisfactory to the service at large, there can be no doubt. The spirit and intention of the Civil Service Act is that "promotions shall be made for merit," and your executive, after much consideration are convinced that the only method by which merit will obtain its due recognition is that of promotion by an independent Promotion Board. Patronage has been largely eliminated in regard to appointments as the result of the creation of the Board of Civil Service Commissioners, why should not a similar result follow the appointment of an independent Promotion Board? The exact composition of such a Board may be a somewhat difficult matter to determine, nevertheless your executive feel assured that if the principle of such a method of making promotions were recognized, a way out of the difficulty would eventually suggest itself.

THIRD DIVISION.

It is a matter of great regret that Regulation 20 of the Civil Service Commission is still allowed to stand in the way of those who have been or may be recommended for promotion to the Second Division under the provisions of Sec. 26 of the Act of 1908. Much consideration has been given to this matter during the past year by your executive, and they have come to the conclusion that if the recommendation of Sir George Murray, eliminating the powers of the Civil Service Commission as regards promotions, be adopted, and their regulations in reference thereto, be repealed, the remedy for the long standing grievance in this Division will have been found.

SANITATION.

No serious complaints have reached your executive regarding sanitary matters during the past year, an indication doubtless, that much improvement has been effected as the result of the activity of the Sanitation Committee in the past. Your executive take this opportunity of expressing their appreciation of the recent

action of the government in transferring certain employees from the basement of the Langevin Block to more sanitary and commodious quarters.

CONSTITUTION.

At the last annual convention, several important changes were made in the Constitution, notably, that providing for general meetings of the association; resulting from this amendment, two such meetings were held in the Railway Committee Room of the House of Commons, one in January and one in May. The attendance, especially at the first meeting was very large, the room being filled to capacity, and much interest was evinced in the proceedings. The September meeting was not held, as the time did not appear to be opportune. It is to be hoped that these meetings will continue in favour, as they afford an opportunity, the need of which has been greatly felt in the past, to the individual members of the association of coming directly into touch with the Executive Committee. No advantage has yet been taken of the provisions of Sec. 28, whereby organizations for special interests in the service may have representation on the executive. No further changes in the Constitution have been proposed this year.

CIVIL SERVICE ORGANIZATIONS.

Your executive have watched with a sympathetic interest the steady progress of sister organizations.

The Civil Service Loan and Savings Association, now firmly established, does much excellent work; its usefulness is such that it can be truly said that it has become a necessary institution.

The Civil Service Co-operative Supply Association has been able, at the end of its first complete financial year, to return to its members a bonus of two per cent. on the amount of their purchases. This, however, is but a feeble indication of the possibilities of co-operation. Civil servants, the pioneer co-operators in this city under methods and principles that have proved so successful in Europe, should, however, remember that complete success can only be achieved through their loyalty to this association and by their steady and active interest in its operations.

That most valuable organization, the Civil Service Club has experienced the vicissitudes usual to the initial stages of such institutions, but in the hands of its present live committee, it may well enter upon the new year confident of being ultimately established upon a firm basis.

The thanks of the association are due to *The Civilian*, which continues, as in the past, to do all in its power to further the interests of the association, as well as those of the service.

In view of the probability of civil service legislation being enacted at the approaching session of parliament, your executive would in conclusion, again urge the great importance of strengthening the position of the association by increased membership and departmental representation on the executive. In their opinion, much might be accomplished in this direction, by the Departmental Advisory Boards, if they would meet more frequently for the purpose of discussing civil service matters, and make known the result of such meetings to their representatives; and also by taking the initiative in an effort to stir up the interest of their respective sub-divisions in all matters affecting the welfare of the association and of the service.

All which is respectfully submitted.

ARTHUR PARE,
President.

WALTER TODD,
Secretary.

STATEMENT OF RECEIPTS AND EXPENDITURE OF THE CIVIL SERVICE ASSOCIATION OF OTTAWA, FOR THE YEAR ENDING OCTOBER 31ST, 1913.
RECEIPTS.

Balance from 1911-12	.....		\$ 112 20
Fees, 1912-13—Agriculture	.....126 members.	\$31 50	
“ “ Archives	..... 1 “	25	
“ “ Auditor-General	..... 73 “	18 25	
“ “ Customs	.....212 “	53 00	
“ “ Finance	..... 53 “	13 25	
“ “ House of Commons	..... 40 “	10 00	
“ “ Indian Affairs..	..... 50 “	12 50	
“ “ Inland Revenue	..... 59 “	14 75	
“ “ Insurance	..... 12 “	3 00	
“ “ Interior..	.....441 “	110 25	
“ “ Justice..	..... 19 “	4 75	

“	“	Labour	16	“	4 00	
“	“	Library of Parliament	12	“	3 00	
“	“	Marine and Fisheries	57	“	14 25	
“	“	Militia and Defence	73	“	18 25	
“	“	Naval Service.	46	“	11 50	
“	“	Post Office.	318	“	79 50	
“	“	Public Printing and Stationery	35	“	8 75	
“	“	Public Works	225	“	56 25	
“	“	R. N. W. M. Police	9	“	2 25	
“	“	Trade and Commerce	42	“	10 50	
		1919	“		\$479 75	479 75
		Interest, Civil Service Loan and Savings Society				25 96
						\$617 91

EXPENDITURES.

Arrears, accounts 1911-12		\$ 49 70
Honorarium to Secretary (1912)	\$200 00	
Civil Service Club, rent of rooms	75 00	
Civil Service Federation, per capita tax	45 19	
Printing	63 50	
Clerical Assistance, postage, etc.	14 85	
		\$398 54
Interest on account with C. S. L. & S. Society		25 96
*Balance—cash in bank		143 71
		\$617 91

*Balance to the credit of the Association in the C. S. L. & S. Society, Oct. 31, 1912, was \$648.97. This with accrued interest is now \$674.93. Added to the "Cash in Bank" this makes a total balance on hand of \$818.64.

J. C. O'CONNOR,
Treasurer.

NEWS OF OTTAWA ASSOCIATION.

The Executive of the Civil Service Association for 1913-14 held their first meeting on Tuesday evening, December 2nd, at the club rooms, with an attendance of twenty-eight members. The President, Mr. Paré, congratulated the executive on the large attendance at the initial meeting and saw in it an evidence of renewed interest in the activities of the Association on the part of the service. He expressed the belief that the present year would shew the Association to its best advantage, and in view of the strong probability of legislation regarding the service being initiated during the approaching session, he urged the closest attention to such matters as might be brought before them, and above all, united action in any representations which may be made to the government.

The usual sub-committees (ten in number) were agreed to. A great deal of care was exercised in selecting the members to compose these sub-committees; the standing committee on agenda submitted a carefully prepared draft report on the subject, which with a few alterations was accepted. The paragraph in the last report of the

executive suggesting the appointment of a Promotion Board, which was referred for further consideration to the incoming executive at the last annual convention, was referred to the sub-committee on salaries, organization and promotion for report.

A letter from the advisory board of the Public Works Department in favour of an amendment of the C. S. Act providing for the adoption of the British system of graded holidays, was read and referred to the same sub-committee for consideration.

A letter from one of the late representatives of the Department of the Interior complaining of an excessive escape of coal gas from the furnaces in the Canadian Building was referred to the sub-committee on Sanitation.

A committee composed of Messrs. Coats, Way, Beaubien, Troop Leslie and Foisy was named for the purpose of considering in what respects the Civil Service Act could be amended to the advantage of the service. This committee, which practically consists of one member from each subdivision, will report to a special meeting of the executive. By the appointment of this committee, the executive will be able to adopt a definite policy in respect to the

Act, which must be in the best interests of all civil servants.

The officers of the association were authorized to confer with the government or any committee or member thereof, at any time, if required, in connection with any proposed amendment to the Civil Service Act or other civil service legislation.

Messrs. Todd, O'Connor, Drake, Code, Burke and Foisy were named as delegates to the convention of the Civil Service Federation of Canada held in Ottawa on the 4th and 5th instants.

A special committee was appointed to prepare a leaflet for distribution to new members, showing the objects of the association and the advantages to be obtained by joining it.

The treasurer was authorized to have 3,000 membership tickets printed and to make arrangements, similar to those of last year, with the Civil Service Club for the use of their rooms.

The last Tuesday in the month was fixed upon as the day for the regular monthly meetings.

The representation of Departments on the executive speaks the wide interest which is felt in the association. Twenty-five departments are now represented, leaving only four of the smaller departments still unrepresented. Of these, three are very likely to have representation within a very short time.

Since the preparation of the list of members of the Executive and of Departmental Advisory Boards which was published in the last issue, the following additional returns have been filed with the secretary, viz.:

Representative on the Executive:

- Justice—A. J. McGillivray.
- Naval Service—Edward Lisle.
- Public Printing and Stationery—C. S. A. Renaud.
- Library of Parliament—M. C. MacCormac.
- Interior—E. F. Drake, N. B. Sheppard, A. T. McFarlane.
- Trade and Commerce—W. Dougan.
- Marine and Fisheries—Thomas Arial.
- Inland Revenue—E. O. Way.
- Public Works — D. A. Hewitt, A. H. Beaubien.
- Customs—M. H. Goodspeed, D. McNeill.
- Auditor General's Office—G. A. Lindsay.
- Labour—C. W. Bolton.
- R.N.W. Mounted Police—Wilfrid Foisy.
- Militia and Defence—E. J. Boag.
- Agriculture—F. T. Shutt.
- Finance—G. C. Gullock.

Advisory Boards.

- Commission of Conservation—1A. Clyde

Leavitt; 1B. Leo G. Denis; 2A. Thomas Grindlay; 3B. J. A. Macdonald; messengers, J. Carroll.

Inland Revenue — 1A. O. Higman; 1B. W. Armstrong; 2A. P. E. S. Brodeur; 2B. J. H. Gervais; 3A. C. J. Evans; 3B. E. Chenier; messengers, J. E. Bourgeois.

Customs—1A. S. L. T. Frost; 1B. H. V. Rorke; 2A. J. M. Peaker; 2B. W. E. Taylor; 3A. C. J. Mullin; 3B. H. L. Merkley; messengers, J. E. Magladry.

Militia and Defence—1A. H. W. Brown; 1B. H. N. P. Chesley; 2A. W. Ranstead; 2B. W. L. McLaren; 3A. E. J. Boag; 3B. A. Tetu.

Agriculture—1A. W. J. Lynch; 1B. F. Charlan; 2A. A. T. Charron; 2B. D. Gow; 3A. W. D. Gagné; 3B. T. H. Morgan.

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VAGRANT ON TOUR.

III.

But why continue the sad story? We did not get the wretched suit cases that night or the next, or the next, and sat around each evening in our dirty clothes.

After leaving Port Hope we made a hard 'mush' (as they say in the Yukon) to Newcastle for lunch, passing through the pretty village of Newtonville where we "snapped" a fine monument erected to the memory of a gallant young officer killed in the South African war.

This day proved our hardest and longest, as we reeled off 35 miles to Whitby. From Newcastle to the latter place we passed through Bowmanville and Oshawa. What a contrast! Leaving out the fact that Bowmanville is under local option and Oshawa under license, one is bound to be struck by the apathy of the former and the bustle of the latter. Fine large street cars in Oshawa! one nearly ran us down. We were certainly "all in" when we reached the town, after tramping through heavy mud. We halted for supper. But our schedule called for 4½ miles more to Whitby. How we dreaded it! However, much to our surprise, it was comparatively easy going. The two towns stretch out so much, toward each other, that one finds a sidewalk almost all the way.

We were certainly tired when we reached Whitby, but with the consciousness that this was to be our last night "on the road!"

Next morning we rose bright and early and prepared for our last "jump" of 30 miles to the Post Office in Toronto. The genial proprietor of the Windsor Hotel kindly "snapped" us before starting. This picture appeared in the last number, but unfortunately the foot note stated that we were 60 miles from Toronto, which must have seemed like a fairy tale to readers who knew the distance.

Before reaching the "Half Way House" at West Hill we went through the charming village of Pickering, where we took a picture of the splendid dwelling of the two young English noblemen, who are farming there—Lord Hyde and Lord Somers. They were finishing their pig sty, on which the "noble lords" worked with a will, assisted by the new military secretary at Ottawa, Colonel Farquhar.

We had resisted all the invitations to ride in vehicles, and were not likely to "fall down" when so near our goal. Nevertheless, just after leaving the "Half Way," and on the very last leg of our journey, a large hearted farmer stopped his two seated waggon and asked us to get in. We made the usual reply that we were just out having a little walk for our health, etc.

"Well" he answered; "you can get the street cars about two miles from here and get into town for 10 cents."

"Goodnight," was all we said. After four or five miles walking we began to notice signs of being in the suburbs of a great city. The real estate man was working over time with his sign boards. Every farm was surveyed into building lots. Then we struck the pavement and had about eight miles of it (it seemed 20) into the city post office.

When we left Whitby in the morning I remarked to my companion:

"We'll cross the Don at 7.15 to-night."

When we reached that noble stream I looked at my watch and it was exactly 7.15. Merely a coincidence, but interesting. We arrived at the city post office at 8.35 p.m. 11½ days actual walking from Ottawa, having covered 284 miles by our pedometer, an average of 24½ miles per day. But for our unfortunate "blister" at Brockville we should have arrived two days earlier and our average per day would then have been 29.8 miles. On another

occasion I will guarantee to make it 30 miles, even.

Before closing I would remark that about the worst piece of road we encountered on the whole trip was on the last day, just after leaving Whitby and within 20 miles of the Queen City.

The moral to be learned, so far as I was concerned, was, that the first pre-requisite in a walking tour is a good pair of wide, comfortable boots, with large flat heels. To these should be added rubber cushions inside, and rubber heels outside. The advantage of these is particularly noticeable when walking the railway ties.

By losing the two days on the road my companion's stay in Toronto was shortened that much and he was obliged to leave me after four days, as his holidays had expired. I remained an extra week "resting" up. I took the street cars on all occasions, with grim satisfaction.

Our longest day was 35 miles (Port Hope to Whitby.)

Our shortest day was 12 miles (Brockville to Malloryton.)

The best stretch of road was between Belleville and Trenton.

The worst piece was from the railway to Manotick, just out of Ottawa.

The following was our actual schedule:

(Left Billing's Bridge at 2.30 p.m. on Saturday, Oct. 18th.)

Sat., Oct. 18—To Manotick, 14½ miles.

Sun., Oct. 19 — To Spencerville, 32½ miles.

Mon., Oct. 20—To Brockville, 23 miles.

Wed., Oct. 22 — To Mallorytown 12 miles.

Thurs., Oct. 23 — To Gananoque 20 miles.

Fri., Oct. 24 — To Kingston, 18 miles.

Sat., Oct. 25—To Napanee, 25 miles.

Sun., Oct. 26 — To Belleville, 25 miles.

Mon., Oct. 27 — To Colburne, 26 miles.

Tues., Oct. 28 — Port Hope, 24 miles.

Wed., Oct. 29 — To Whitby, 35 miles.

Thurs., Oct. 30—To Toronto, P.O. 30 miles.—284 miles.

Note.—The distances do not correspond with those of the railway time tables, being naturally greater. Our forefathers built the highways around the hills. The railway promoter surveys through them.

Next year, if we are alive, we intend to walk to —, well, I won't say, but it will be a considerably bigger jaunt than that to Toronto.

"VAGRANT."

AN OLD FRIEND AT WORK.

J. G. Rutherford, until recently the able administrator of the Health of Animals branch, and an ex-president of the Ottawa C. S. Association, delivered an address at the Western Canada Irrigation Association Convention at Lethbridge. The address has been issued in pamphlet form and gives a skillful exposition of the origin and worth of the International Institute of Agriculture.

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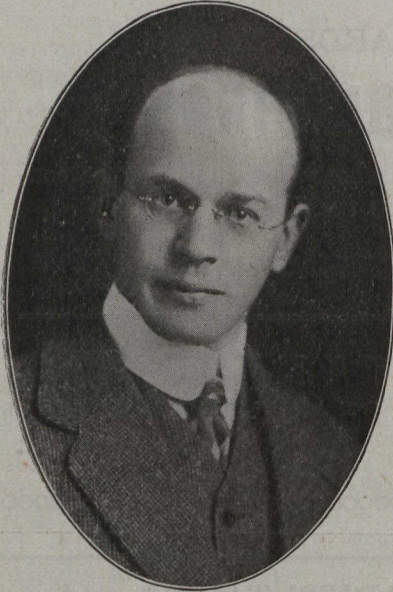
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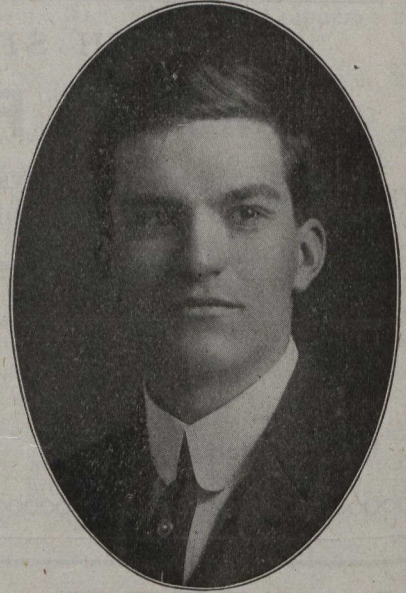
Dr. F. E. Carter, captain of the English rugby team, is a native of the Emerald Isle, his birthplace being Dublin. After receiving his early education there he crossed the

Ottawa, is a son of the Dean of Canadian literary writers, Charles G. D. Roberts. He was born at Windsor, N.S., where his father was Professor of English at King's College.

Mr. Lloyd Roberts has done considerable literary work himself. Dur-



DR. F. E. CARTER,
Captain English Rugby Team.



MR. LLOYD ROBERTS,
Secretary English Rugby Team.

Irish Channel and attended Leeds University, where he received the degree of Bachelor of Science. Pursuing his studies further, he went to Germany and enrolled at the University of Carlsruhe in order to specialize. At the completion of his course he obtained the Degree of Doctor of Engineering.

At both the above universities Dr. Carter played football. At Leeds he received his "colours" for three successive years. In Germany also, he played the rugby game; also hockey, (as played on the turf.)

Dr. Carter is a member of the staff of the Mines Department, being engineering chemist at the fuel testing plant.

Mr. Lloyd Roberts, the Secretary of the English Rugby League, of

ing his residence in New York he was assistant editor of "Outing" and has contributed many short stories and poems to various Canadian, American and English magazines. Mr. Roberts is one of the staff of the Immigration Branch, Department of Interior.

During his residence in New York Mr. Roberts was one of the founders of the English rugby team, which played against Harvard, Yale and Pennsylvania universities.

At the game between Ottawa and Montreal in the latter city he scored the only try recorded by his side.

~ ~ ~ C. S. Athletic Club, Moose Jaw.

What promises to be the strongest athletic organization, not only in the city, but in the province, was brought into existence last month when the various departments of the Civil Service met in the

offices of the Railway Mail Service and formed what will be known as the "Civil Service Athletic Club."

There are scores of first-class athletes employed throughout the various departments, who have for some time past been considering the advisability of getting together and forming one strong body in connection with sport and at last the movement has taken concrete form by the forming of the above body. The club will not only be a decided acquisition to all classes of sport, but from a social point of view will be welcomed with open arms and will no doubt hold many functions along these lines.

There was a fully representative meeting when Mr. Gabb, of the customs, was asked to fill the position of chairman, and put before those present the objects of the calling of this meeting.

The greatest enthusiasm prevailed throughout, as it is the intention of the club to enter into competition in every class of sport, and there is no doubt at all that some of the championships will, at no distant date, change hands, and that this young organization will be the means of making the change.

The move is a good one, as in other cities, the Civil Service have made their presence felt in sportdom, particularly in Winnipeg and Toronto where the C. S. has cleaned up everything in sight in certain classes of sport, and there is no reason why Moose Jaw should be at all behind. There is an abundance of material to select their teams from the seven or nine departments in the city and some of the most prominent players of the past summer are now holding down positions in the civil service, so that it should be a comparatively easy matter to select first-class teams for the various games.

The following officers were elected for the ensuing year:

Hon. Pres.—W. B. Willoughby, M.L.A.

Hon. Vice-Pres.—J. A. Sheppard, M.L.A.

President—G. K. Smith.

Vice-President—W. McKinnon.

Secretary—G. Dann.

Treasurer—H. J. Gabb.

Committee—Messrs. Dixon, Cook, F. Anderson, G. A. Stevens, Fulmer, Doyle, Hauser and Bell.

Membership is of course, limited to civil servants and the colors will be purple and gold.



The P. O. Savings Bank and the National Health Insurance Commission of the United Kingdom held walking contests conjointly on Nov. 1st. The distance was ten miles. Ten competitors completed the distance under 100 minutes. The best time made was 91 min., 51 sec. This event will be suggestive to the Moose Jaw C. S. Club and other active C. S. athletic clubs.

PERSONALS.

The following list includes changes in the personnel of the service from July 1st to Sept. 30th as far as obtainable. The term Division (Div.) applies solely to the Inside Service.

Appointments.

Finance Dept.—A. W. Steel, clerk, Toronto.

Interior.—Miss M. F. Rogers, Div. 3; W. L. Brown, Water Powers; R. K. Young, Astro. Obs.; R. K. Edey, Miss L. C. Gorman, Div. 3; G. Cowper, J. C. Kirk, Yip Sing, Vancouvere; Geo. E. Jones, Water Powers; S. L. Redgrave, Fred. Taylor, Vancouver; J. M. Wardle, Topo. Sur.

Indian Affairs. — T. W. Harris, Ind. Agent, Fort Simpson; Henry James, Ind. Agent, Chippewas.

Inland Revenue—D. A. Campbell, W. and M., Pietou; A. K. Limerick, St. John; J. Kerr, Winnipeg; J. N. Lemire, Sherbrooke; T. A. Cada, J. T. Robinson, London; R. A. Stokes, Toronto; A. B. Grace, dep. coll., Cranbrook; A. H. Hacker, G. and E. Insp., Toronto; J. W. Clayton, G. and E. Insp., Montreal; J. A. Dawson, Div. 2A; A. P. Couture, Div. 2B; H. A. Dupre, Div. 1B; J. A. M. Dawson, Div. 2B; F. H. Farnworth, excise, London; J. U. Vincent, Asst. Dep. Minister; Jos. Prevost, excise, Montreal; A. Oliver, G. and E. Insp., Three Rivers; J. H. Weeks, G. and E. Insp., London; Yves Rioual, Inside; Ernest Cloutier, Inside; Miss Clare Ward, St. John.

Justice—Miss Anna Chamard, Div. 3B.

Marine—H. V. Anderson, Div. 2A; F. N. Malcolm, examiner, Halifax.

Militia—A. Theriault, Div. 2A; H. R. S. Gow, Div. 2B; J. L. Crawford, Div. 2B.

Mines—M. M. Farnham, Div. 2A; F. W. Waugh, Div. 2B; Mrs. O. P. R. Ogilvie, Div. 2B, Sec. 21; W. J. Wintenburg, Div. 2B; D. A. Esdale, Div. 2B; E. J. Whittaker, 2B; Eug. Juneau, Div. 2B; Geo. F. Sternberg, Div. 2B; Dr. Fred Carter, H. A. Von Anrep, Dr. R. M. Anderson, Dr. J. J. O'Neill, Div. 2A; Clyde Pateh, Alex. Braidwood, Eug. Poitevin, Div. 2B; Jobson Paradis, Div. 2A; C. Young, 2B; Miss L. Salt, Div. 3B; Walter C. Cunningham, Div. 2A; L. D. Burling, Div. 1B.

Promotions.

Governor General's Secretary — A. F. Sladen to Div. 1A.

Indian Affairs. — W. R. White, Hiram McKay, G. M. Matheson, to Div. 1B; G. A. Conley, A. F. McKenzie, to Div. 2A; Miss Georgiana Caddy, Miss Nora E. Darby, Miss Eva L. MacRitchie, Miss M. J. Back, A. E. St. Louis, to Div. 3A.

Inland Revenue.—T. H. Verner, to spec.

ex-off., Winnipeg; Geo. Normandin, to spec. ex. off., Joliette; Geo. W. Taylor, to secretary, Div. 1A; Wm. Hinsworth, to Dep. Minister; W. Armstrong, to Div. 1B.

Interior.—J. J. McArthur, Geo. D. Pope, to Div. 1A.

The following to Div. 1B.—

J. S. Eagleson, Henry Shrewood, F. W. Cuming, Frank Nelson, G. A. S. Sparks, J. P. Dunne, C. W. Badgley, W. M. Tobey, S. J. Willoughby.

The following to Div. 2A.—

P. E. Ryan, H. G. Barber, J. B. Cannon, W. C. Way, A. W. Grant, R. P. Bray, A. D. McRae, H. W. Ault, Edw. Connelly, A. M. Beale, F. H. H. Williamson, D. W. Johnson, M. H. Graham, F. C. McGee, J. G. Mitts, G. W. R. Almon, E. S. Forbes, B. H. Scott, J. J. Rombough, J. A. Shields.

Thaddeus A. Browne, to 2B.

The following to Div. 3A.—

Miss Von Charles, Miss M. A. Kennedy, Miss Olivia Hawley, Miss A. Swinburn, S. E. Turnbull, M. B. Atchison, R. K. O'Dell, H. L. Mainguy, Honore Charlebois, Thomas Main, Conrad Baril, Miss E. J. Hayes, Miss M. Richardson, Miss H. P. Johnson, Miss M. Wiseman, Miss M. T. Kealy, Miss I. M. Leslie, Miss Ethel Dewar, Miss E. M. Rowland, Miss M. A. G. Lepronon, Miss H. R. Burns, Miss R. Hamel, Miss A. Traveller, Miss J. D. Dewar, Miss H. E. Daws, Miss J. Prindville, Miss L. J. G. Stewart, Miss H. M. Gould, Miss M. M. Glen, Miss H. L. Williams, Miss M. F. Angel, A. B. Capreol, P. V. Neville, N. E. Pelletier, A. Paquette, Gaston Pratte, E. G. Ouimet, W. G. Addison, C. E. Marchand, J. J. Hughes, J. C. Cowan, Miss M. C. Ramage, Miss Jessie McCormick, Miss A. E. V. Gillies, W. A. Bradley.

Geo. E. Purvis, messenger to Div. 3B.

Justice.—W. J. McLeod, to dep. warden, Kingston; L. W. Coutlee, to Div. 1A; H. H. Blight, Jas. Lawson, to Div. 1B; J. O'Regan, to Div. 2A; E. J. Adams, H. G. Smith, to Div. 1B.

Labour.—Miss F. A. V. Lee, to Div. 3A; R. H. Coats, to Div. 1A; Victor Du Breuil, to Div. 1B; Geo. P. Shields, to Div. 3A.

Militia.—L. Baulne, R. E. Lemieux, A. O. Lapointe, A. Landreville, to Div. 3A.

Mines.—The following to Div. 1A.—E. Sapie, R. A. A. Johnson, G. A. Young, G. C. MacKenzie, C. D. Senecal, F. G. Wait, A. W. G. Wilson, B. F. Haanel, J. Marshall, W. H. Boyd, O. E. LeRoy, Chas. Camsell, H. Frechette.

The following to Div. 1B.—

W. Collins, W. A. Johnson, W. Malcolm, A. Dickison, S. Groves, M. F. Connor.

The following to Div. 2A.—

L. N. Richard, A. Joanes, A. McGregor, A. S. Jost, L. H. S. Pereira.

The following to Div. 3A.—

Miss G. C. McGregor, M. H. Barry, Miss Ina McLeish, Miss M. Lister, Miss M. Calhoun.

General.

The many friends of Lieut. Col. Knifton, Collector of Customs, at Parry Sound, will be pleased to know that by the last issue of the Gazette, he has been promoted to the command of the 14th Infantry Brigade at Toronto.

Mr. and Mrs. John McLaughlin announce the engagement of their eldest daughter, Mary Rita (Molly) to Mr. Lambert Parker Teevens, of the Inland Revenue Department, son of Mr. P. Teevens. The marriage will take place in St. Patrick's Church on Wednesday, January 21.

Mr. B. L. Yorke, chief of the Timber, Grazing and Irrigation Branch, Department of the Interior, has been in Calgary on business connected with his office.

Mr. Ulric Valiquette, C.E., engineer of works, Department of Public Works, has been in Esquimalt, B.C., in connection with the selection of a site for the new dry dock there.

Mr. John Carpenter, for many years a trusted employee of the Department of Public Works died on November 26th after a short illness.

Mr. Chas. L. Panet, departmental secretary, and Messrs. White and Perrin, of the Department of Militia and Defence, who have been in Nova Scotia for some months in connection with the Fenian Raid veteran grants, have returned to Ottawa.

Dr. D. D. Wilson of the Department of Trade and Commerce, has returned to duty after a long illness.

Mr. D. Matheson of the Department of Public Works, and Mrs. Matheson, were presented with a silver tea service on the occasion of their silver wedding.

Mr. William Hull, connected for many years with the Government Printing Bureau, died on November 22nd, aged fifty-nine years.

Mr. F. J. Gribble, of the Customs staff at Niagara Falls, was called to Belleville by the death of his brother in that city.

Col. Wm. Hutchison, exhibition commissioner for the Dominion government, leaves shortly for San Francisco to prepare for Canada's display at the Panama-Pacific exhibition.

Mr. J. Henderson, of the Marine and Fisheries department, has returned to the city from St. John, N.B., where he has been on departmental business for the past six months.

Florence Alberta Knight, wife of the Hon. M. F. Hackett and mother of Mr. John Hackett, secretary to the Minister of Justice, died on December 1st at Stanstead, Que.

Mr. J. H. Brown of the P. O. Dept., has been elected to the vacancy on the Board of Directors of the Ottawa store, caused by the resignation of Mr. A. McNeill.