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CIVILIAN

VOL. X.

MARCH 29, 1918

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THE CIVILIAN

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OF THE
CIVIL SERVICE OF CANADA

FEATURES

- Salaries (second article).
- Civil Service War News.
- Hundreds of Acres Idle.
- Meeting the Minister.
- Women's Column.
- Orders in Council dealing with Service matters.
- Letter from A. E. Fripp, M.P.
- The Postal Journal.



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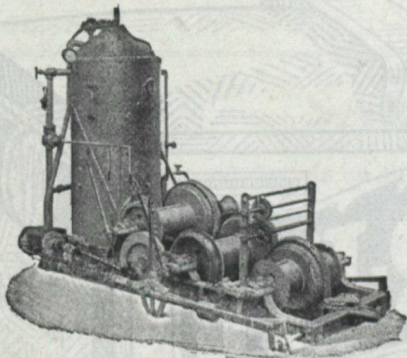
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THE CIVILIAN

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SALARIES

Second Article on the Need of Early Increases.

In the general presentation of the case in favor of salary increases to meet the high cost of living which was given in the last issue of *The Civilian*, it was pointed out that many of those persons engaged in the newer branches of the public service are remunerated on a scale far higher than are those who have spent the best years of their lives as public employees. It is worth while to go into this more at length.

It is quite acknowledged in the beginning that this presentation of the case may carry an implication of envy or jealousy. That is not the feeling behind these words. The newcomers, as a rule, are paid as they would be paid for similar services in the world of business. If a young executive comes to Ottawa as head of a new branch and is given a salary higher than that of a deputy minister, put in charge of a staff of trained and high-priced people, and installed in an office fit for a prince of trade, it is simply because that kind of man is accustomed to be so treated and can command the same in any other employment he chooses to enter. If a young lady who is an efficient stenographer is paid more at the beginning of her work in the new branch than one equally efficient is paid after years of faithful service in one of the departments, it is because the wages that the newcomer demands rule the general market in her line of employment. This is only another way of saying that the Civil Service must be paid on the basis of present conditions or its members cannot live. If the underpaid civil servant feels that he is unfairly treated, the remedy he would like to see employed is not the reduction of the other person's salary, thus doubling the present difficulty, but the increase of his own.

In a general consideration of a matter of this kind, it does not do to mention

specific cases, for that is invidious, no matter how good may be the motive that prompts it. But take a general instance. There are branches of the Inside Service to-day in which college graduates in applied science and honor mathematics are employed at an initial salary of \$1,300 a year, which is less than some messengers receive in the branches of newer creation, and less than half what the newer branches pay to many men of college training. This would not matter so much if promotion were reasonably sure and rapid. But when a man finds that the government position which he has won as a prize in the competition of an open examination leads to nowhere, and that those whom he defeated in the examination are rapidly promoted in the commercial positions to which they were relegated by the examination, he tends to withdraw from the public service at the earliest opportunity, and meantime he is dissatisfied and restless. In short, a condition is brought about which makes for inefficiency in the public service and so tends to injure all who are engaged in that service.

This example is really an example and not an isolated case. There are men at the head of branches and divisions of the public service who have achieved wonderful success in the work in which they are engaged, men who have shown initiative, devotion and capability far beyond what is expected of most of the newcomers, men who are to-day at the very height of quite remarkable powers, yet who are known in the public service merely as members of such and such a class with salaries and lines of promotion fixed.

"I name no names, Mrs. 'Arris," said the illustrious Mrs. Gamp, and this seems a good place to follow her example. But in a general way, it may be indicated that Canada's foreign trade, statistics, finance,

natural resources, scientific institutions, means of communication and many other of her greatest interests are directed by men who serve under deputy ministers, or even under those who serve under deputy ministers. It is simply ridiculous to say that the newly appointed assistant to the secretary under some new board of commissioners is expected to render to the country more valuable services than these others have rendered for years or are rendering to-day, or that on any ground whatever he deserves better of the country. It is quite right—because under existing circumstances it is absolutely necessary—to pay these new men their high wages. But to pay high wages to some and low wages to others is not the way to promote efficiency, it is the way to warn good men away from the career of the civil servant.

Of course, those who tend to find in Holy Writ an excuse for any evil will at once be reminded, and will remind others, of the parable of the labourers in the vineyard. The parable is true and sound in every way, but, like other parables, it is valuable only when rightly applied. It is quite true that, like the labourers in the parable; all the parties in this case are paid according to agreement, so far as the form and surface of things is concerned. But the increased cost of living and the increased wages of the newcomers are in real as well as nominal balance. In effect, the Government is paying in depreciated currency—that is, every dollar has a lowered purchasing power—and so it pays the newcomers more dollars, thus paying in reality. The present members of the Civil Service are paid the number of dollars agreed upon years ago, and, as the dollar has depreciated, the real effect is a cut in wages. Civil servants have learned the plan proposed by Shakespeare's fugitive Orlando, to "light upon some settled low content," and those who are in fairly good position "make even" by simply cutting out luxuries which formerly they enjoyed. It is not fair that they should be compelled to do so while to others, no more deserving, all these luxuries are assured, but their case is one which can be argued in a somewhat leisurely fashion. This is not true, however, of those of the Civil Service who were without luxuries when the present riot

of prices was first incited. These people find that they must cut out necessaries. The house must be left cold, thinner garments must be worn, even the quantity of nourishment must be reduced. This kind of thing does not permit of procrastinative or even of leisurely discussion; it calls for action.

This is not to suggest that the fire alarm should be rung or a hurry call for the police turned in. The condition is here, but it has come gradually and as the result of world forces. It is not an accident, and it cannot be dealt with as a special exigency.

To begin to discuss—at the end of an article already too long—the principles upon which a great question like this should be settled would be to lose the reader's attention and merely waste time. This matter, therefore, can be taken up in the next issue of *The Civilian*.

WAR PERSONALS.

Capt. Lionel Dawson, who has just received the Military Cross, is a son of G. W. Dawson, of Public Works.

Lieut. G. L. Kezar, awarded the Military Cross, is a son of G. G. Kezar, of the Privy Council Office.

Announcement is made of the promotion to a captaincy of J. F. C. Maunder, of the Department of the Interior, overseas with the C.F.A.

Capt. J. C. Patterson, of the Jasper Park staff of the Dominion Parks Branch, has seen varied service overseas. He was with the New Zealand engineers on the Gallipoli in the closing months of 1915, with the Egyptian forces in the Sinai Desert in the following summer and with the Australian engineers in France in 1917 until he took trench fever and was sent to England. He won promotion and a Mention in Despatches.

Major John S. Ball, D.S.O., of the Welland Canal staff, who has been home on leave, has left for Europe, accompanied by Lieut. Harry Weller, R.F.C., son of Chief Engineer Weller, who is now recovered from his wound.

John Macdonald, of the Militia Department, received news from East Africa of the death of his son, Sergt. H. M. Macdonald, of the Army Service Corps.

Flight Lieut. G. T. Steeves, R.N.A.S., missing, is a brother of C. E. Steeves, of the Department of the Naval Service.

OUR HONORS WON.

The Military Cross is awarded to Lieut. Gerald W. Guiou, of the Post Office Department, who went overseas with a McGill reinforcing company for the Princess Pats. The order awarding the decoration says that he *kept his party together when heavily shelled, holding the trench against several attacks*. A later despatch states that Lieut. Guiou received a Bar with his Cross, but details respecting the second decoration are not known.

Captain J. C. Patterson, Dominion Parks Branch, was Mentioned in Despatches in May last. Further reference to his varied military experiences will be found in the "War Personals" column.

News is received that Sergt. Charlie Olmsted, who went overseas at the outbreak of the war with a regiment of Canadian regular cavalry, has won two decorations. Late in 1917 he took part in fighting in Flanders and won a recommendation for the Belgian Military Medal, which was duly granted. Later, he was in another action and conducted himself with such gallantry that he was recommended for the D.C.M. Grants of this decoration are limited in number and he received the British Military Medal instead. Sergt. Olmsted belongs to the Land Patents Branch, Department of the Interior.

CIVIL SERVICE CASUALTIES.

News is now received that CAPTAIN PAUL EMILE COTE, M.C., who was reported as wounded in the last issue of *The Civilian*, died of his injuries on March 6th.

LIEUT. JOSEPH H. FOLEY, formerly of the Irish-Canadian Rangers, and an employee of the Department of Public Printing and Stationery, has been wounded.

LIEUT. JAS. GARNET SCOTT, R. N. V. R., attached R.N.A.S., died suddenly at a naval depot overseas on January 25th. He was member of the engineering staff of the Welland Ship canal and was twenty-

six years of age. W. D. Scott, of the Department of Immigration and Colonization, is an uncle.

MAJOR VICTOR JOHN KENT, killed in action on March 6th, was senior assistant engineer of the Department of Public Works at Port Arthur. He was born in London and attended the Royal Military College. Early in the war he took out a commission in the 29th Battery, C.F.A. Subsequently he raised the 56th Battery, which won a notable record for shooting. When it was broken up he was placed in command of the 55th Battery at the front. He was junior lawn tennis champion of Canada and won another championship while at Goldaming Camp, England. He was thirty-five years of age.

GILBERT ROSS SLACK, of the Department of Militia and Defence, died on March 19th in an Ottawa hospital as a result of wounds received at the battle of the Somme. "Bert" Slack was in his twenty-second year when he enlisted with the 3rd Divisional Cyclists. He subsequently transferred to the Field Artillery as a signaller and served at the front in that capacity. With his spine broken by shrapnel he spent some time in hospitals overseas and was brought home five months ago. Medical specialists of England, Canada and the United States were called to his aid, but all were helpless. His brother, Charlie, who was at the front with him, was invalided home at the same time.

SERGT. GEO. R. SHORE, invalided home, went overseas with the Sifton Automobile Machine Gun Battery, fought at Vimy and was wounded at Lens last August. He belongs to the Railway Lands Branch, Department of the Interior.

LORNE McLEOD, of the Canadian Field Artillery, died in hospital in Glasgow, Scotland, on March 12th, of spinal meningitis, aged twenty-four years. He was a clerk in the Government elevator at Port Colborne.

The affairs of the Civil Service Co-operative Association of Ottawa are converging to a settlement, which is being arranged by the legal firm of Ewart, Scott, MacLaren & Kelley. An announcement will shortly appear in *The Civilian*.

Hundreds of Acres Idle

The Orderly Officer of *The Civilian*, while on his tour of duty as commander of an outpost to protect the Merit System against the attack of the pitiless Huns of Patronage and pillage, recently met with a novel adventure. The O.O. was armed with a cigarette and a copy of Regimental Orders, Pt. I, being the Order in Council of February 13th. Proceeding along Wellington street in Ottawa, and exercising his mental apparatus in a soliloquy upon "the uncertainties of life," he was accosted by a private of the Postal Corps, who appeared much agitated, and ignoring the first principle of K. R. & O., produced a newspaper for the O.O. to read. The O.O., not requiring the alarm and excitement clearly evident in the soldier's manner, the latter pointed to a paragraph in the Ottawa Journal on page 2 of the issue of Saturday, March 16th. The heading contained this device, HUNDREDS OF ACRES IDLE IN CARLETON. Here indeed was an attack in force. The O.O. acted promptly in order to allay the worse fears of the Postal Corps man and promised that a Court of Enquiry would be assembled to deal with the matter. The court, composed of returned civil servants, met, and upon the evidence being examined, discovered that instead of being an attack from political Acres that was to be feared, it was reinforcements of agricultural acres. The court was about to adjourn when one of its members, a subaltern noted for his strategy and persiflage, unfolded an ingenious scheme for utilizing the acres of agriculture in fair fight against the Acres of Patronage and the German Hun. The plan of campaign as worked out by the author, and no doubt Field Marshall to be, was to the following intent: Gather together all the office seekers who sojourn to the Capital looking for jobs and give them allotments of the agricultural acres. The soil was to be fertilized with the hopes and watered with the tears of disappointed job hunters who have been harassing the front, flank and rear of the Ministers of the Crown. The ground was to be sown with Dragon's teeth and the essences of Pandora's Box. The ingenious subaltern and embryo Field Marshall was not above employing the classical poets to consummate his hideous design. A monster wooden horse was to be constructed and filled with the crop from the agricultural acres thus fertilized, watered and sown, and sent to Germany. In this manner, the young tactician reasoned, the Patronage System would be introduced in the German states, fat jobs in the civil and military services would be given to those who were found to be least fitted, and discord and incompetency would prevail throughout the land. "That's the way to win the war," said the sapient sub., "and the only way."

MEETING THE MINISTER.

An historic meeting of representatives of Civil Service organizations with the Government, their employer, took place in Ottawa on Thursday evening, the 21st instant. The claim that the incident is or will be historic arises from the fact that it is the first occasion that anything of the kind occurred. Mr. Walter Todd, President of the Civil Service Federation of Canada, received an invitation for a delegation from the Federation to meet the Acting Minister of Finance, the Honourable A. K. Maclean, and the members of the Civil Service Commission. The meet-

ing took place in the office of the Minister in the East Block, and the following Civil Service officers were in attendance: Walter Todd, President C. S. Federation of Canada; F. Grierson, Secretary C. S. Federation of Canada; W. J. Cantwell, Vice-President Dominion Postal Clerks Assn.; A. Jacques, Executive, Dominion Postal Clerks Assn.; F. Kehoe, President Customs Assn., port of Ottawa; T. H. Burns, Secretary Dominion Customs Assn.; W. J. Fraser, Secretary Customs Assn., port of Ottawa; E. F. Drake, Vice-President C. S. Assn. of Ottawa; E. Lisle, Secretary C. S. Assn. of Ottawa; J. C. O'Connor, Executive, C. S. Association

of Ottawa; M. J. O'Connor, Inland Revenue, and P. T. Cooligan, P. O. Inspection, members of the newly formed Unaffiliated Federal Employees Assn. G. W. Taylor, Asst. Deputy Minister of Inland Revenue, attended with the delegation.

Mr. F. H. Gisborne, K.C., who is in charge of the drafting of the new bill, was also present.

The Civil Service Commission was represented by the three Commissioners and the Secretary. Mr. Todd had called a preliminary meeting of the Federation officers to prepare a programme of outstanding principles to bring before the Minister, reserving details for presentation to the Commission at a later date. The programme was as follows:

(1) Complete union of the Inside and Outside Services under one Act, classification, etc. Speakers: E. F. Drake and W. J. Fraser.

(2) Reorganization. Speakers: Walter Todd, E. Lisle and F. Kehoe.

(3) Promotions. Speaker: Walter Todd.

(4) Superannuation. Speaker: Walter Todd.

(5) Salaries. Speakers: E. F. Drake, W. J. Cantwell and T. H. Burns.

(6) Private secretaries. Speaker: Walter Todd.

(7) New features:

(a) Special leave for delegates to attend conventions;

(b) Court of appeal;

(c) A Civil Service Minister.

Speaker: F. Grierson.

For two hours the spokesmen for the organizations presented the case for the Service in respect to the provisions of the new bill to be introduced in the House. One special feature of interest is the enthusiastic support given, in his usual clear and able manner, by Mr. E. F. Drake, of the C. S. Association of Ottawa, to the first item on the programme—Union of Inside and Outside Services. The representatives of the two divisions were in absolute unanimity on all the questions presented. The case regarding salaries was made very striking by the speakers and the Minister admitted the

seriousness of the situation by offering an opportunity for a delegation to meet the Premier and other ministers on the subject at a later date. It is not the purpose here to report the attitude of the Minister on the various points in the programme. It is quite admissible, however, to state for the pleasure it will give the whole Service in Canada, that Mr. Maclean's reception of the delegation left nothing to be desired. Great good fortune has fallen to the lot of Service organizations in the fact that Mr. Maclean has granted full official recognition to the societies which have been formed within the Service in order to study the best means of giving Canada efficient public service. Mr. Maclean's sympathetic and courteous attitude towards the subjects discussed was most favourably commented upon by those present and the event is auspicious of a happier day when Ministers and Governments will administer the public service as a great business proposition on sound ethical principles.

INLAND REVENUE ORGANIZING

A meeting of the Inland Revenue officers of the London division was held at London on the 15th of March for the purpose of forming a branch of the Civil Service Federation. Mr. Frank Sharman of the Railway Mail Service addressed the meeting, putting forth the objects of the Association. As some officers were not present from the out-offices, it was decided to meet again on the 18th instant.

At the adjourned meeting Mr. Sharman was again invited to explain to those who were not present at the previous meeting the objects of the Association.

It having been resolved to organize, nominations were called for by the temporary chairman, and the following named officers were duly elected: Mr. T. G. Davis, Collector of Inland Revenue, President; Mr. A. F. Nash, Inspector of Gas and Electricity, Vice-President; Mr. J. C. Dean, Secretary; Miss J. M. Tytler, Assistant Secretary; Mr. A. A. Luton, Inspector of Weights and Measures, Treasurer. Mr. J. P. Whitehead, Mr. Finley Marshall and Mr. Alex. Skelton were elected as the Executive Committee.

THE CIVILIAN

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Ottawa, March 29, 1918



THE NATIONAL DUTY.

WE MUST GO ON OR GO
UNDER.

—Lloyd-George.

OUR BOYS

Previously reported:

Dead	316
Wounded	450
Prisoners	19

DEAD

LIEUT. J. G. SCOTT.
MAJOR V. J. KENT.
G. R. SLACK.
LORNE McLEOD.

WOUNDED

LIEUT. J. H. FOLEY.
SERGT. G. R. SHORE.

“OFFENSIVE PARTISAN.”

The laws of Canada provide that a member of the Civil Service, while given the franchise and assured of freedom in the exercise of it, shall not

take public part in elections. This law is intended to express a conviction, universal in this country, that the civil servant is paid to carry out in good faith and to the best of his ability whatever policy the Government may adopt, and to serve faithfully under whatever ministers may be chosen, and good service cannot be rendered by those who have committed themselves publicly to one line of policy or to preference for this or that person as minister. The law is sound; it is a protection alike to the public and to the Civil Service.

The crime thus put under the ban is known as “offensive partisanship,” and the penalty is dismissal from office.

This law, like every other, has been harshly interpreted in some cases, and sometimes it has been strained beyond all reason or decency in order that hatred might gratify itself at the expense of an unoffending civil servant. For, as everybody knows, there are parliamentary constituencies in this country in which an election is not really an election but the outbreak of a feud. Woe betide the holder of a public office there who has failed to “keep solid” with the victorious party. It is a case then of the fabled wolf and lamb—offence must be found and punishment inflicted quite regardless of the facts.

The men who are big enough to be chosen as candidates for Parliament almost all deplore this insensate fury of political hatred. But even the best of them have been compelled to yield, on grounds of public policy, to clamor which they would otherwise have preferred to resist.

Now comes the Government of Canada to the rescue of decency in these cases. As will be seen by a news article in this issue, an order-in-council has been passed providing that a civil servant shall not be dismissed for “offensive partisanship” unless the Civil Service Commission has first been convinced of his guilt.

This change in the law is in keeping with others that have recently been made to strengthen the Civil Service Commission and give it the means to carry out the work expected of it—that of stabilizing the Service and bringing it to a maximum of efficiency.

Civil servants desire that the Service should be rid of offensive partisans. They desire also that their whole membership should be defended against the machinations of rancorous and foolish politicians. They have confidence in the Civil Service Commission and welcome its sway.

For these reasons the new order-in-council will be strongly approved. It is not exactly right to express thanks for an act of justice, but justice is so much to be desired and is so often denied that appreciation of it cannot but be tinged with gratitude. The Civil Service, if it is true to itself, will do all the better work because of the spirit of fairness manifested in this most recent reform.

APOLOGY.

In the last issue of *The Civilian* there appeared in the page devoted to the Dominion Customs Association a paragraph making reference to an interview which took place between a delegation from the C. S. Federation of Canada and Mr. F. H. Gisborne, the parliamentary counsel in charge of the drafting of the new Civil Service bill. The paragraph is as follows:

The conference was informal and somewhat indefinite in its character, except in a few instances where the intentions of the Government were clearly stated, and these may be considered as being contrary to general expectations, in the way of Civil Service reforms, as promised.

The "expectations" referred to by the writer of the above paragraph were hoped for rather than promised.

The attention of the editors has been drawn to the incorrect use of the word "promised" in the above paragraph. The only reform promised by the Government was the elimination of Patronage in appointments and the transfer of the Outside Service to the jurisdiction of the Commission. Mr. Gisborne made it very clear to the delegation that he had received explicit directions from the Government to incorporate in the Civil Service bill the principles laid down in the Order in Council of February 13th. *The Civilian* regrets the use of the word "promised." The idea intended to be conveyed would have been expressed by the word "expected."

* Win the war.

Watch your label. Get it right and keep it right.

The Government is about to erect in Ottawa an exclusively office building for the first time in many years. It is to be hoped that the plans provide for adequate light, ventilation and safety from fire for the clerks who will work in it. The extent to which these features have been ignored in some privately-owned buildings leased to the Government is positively criminal.

The editors beg to express their thanks to numerous friends in the departments in Ottawa and in the Service outside of Ottawa who promptly report casualties to civil servants and other items of importance and interest that comes under this notice. Such assistance makes the carrying-on of *The Civilian's* war records possible.

The names now appearing in short instalments of the Roll of Honour

are all those of volunteers who enlisted before the Military Service Act came into effect or of men not drafted under that Act but who have volunteered since October 13th, 1917. Some of these names were inadvertently omitted from earlier lists and others were withheld pending the receipt of fuller information.

In order to assuage in some measure the anxiety of our good friends in the semi-staff offices, *The Civilian* feels justified in offering to them the assurance that, if anything is done in the way of Civil Service legislation, this outstanding anomaly will be swept away. Thanks to the persistence of Mr. Cantwell on behalf of the Dominion Postal Clerks' Association, the problem is well understood by the Ministry and the Commission.

THE FORESTERS OVERSEAS.

Jas. R. Dickson, formerly of the Dominion Forestry Branch, Ottawa, and now with the Forestry Corps in England, in a letter to the Director of Forestry says that he has been extremely busy sizing up and reporting on timber and sawmill operations which the British Board of Trade have given the Forestry Corps the option of taking over and carrying through. Mr. Dickson goes on to say:

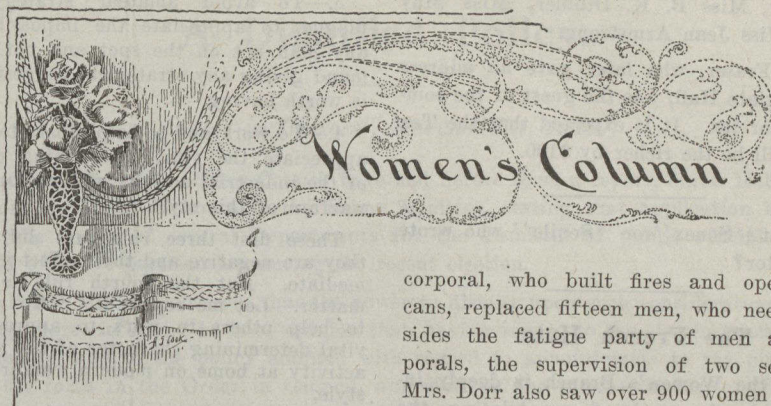
"Have been engaged so far in the south of England and find the work very interesting and congenial. I think our good friend, Ellwood Wilson (forester of the Laurentide Co., Grand Mere, Que.) would have taken a fit had he seen the pair of calipers they sent me out with to make a very careful check valuation survey upon the result of which another forester's fate depended, as his estimate had been seriously questioned. In the first place it was a huge, awkward affair, made by a blacksmith, and all of iron—so just imagine the weight! And it was made for a left-handed man, with even at that all the diameter figures put on wrong way round, so that our left-handed Hercules was required to read them upside down.

Furthermore, the long caliper arms were tipped with $\frac{3}{4}$ inch right angled nibs which were forever catching in the rough bark, and even when they were placed just right the diameter measurement was being taken at such a distance from the scale, and there was necessarily so much 'play' in the moveable arm that one could only hope to be somewhere within an inch of the 'correct answer.' With the unaided eye I can estimate to within a half-inch error, so that after all one's work with them these English calipers were, you may say, twice as bad as nothing.

"The small local sawmills in English woods, cutting 3,000 to 6,000 feet board measure per day, turn out a fair quality of stuff but cut rather a pathetic figure beside one of our big Canadian mills. When they get an extra big log at one of those little mills it's funny to see 'all hands and the cook' piped to shove on the carriage and so help the poor fellow at the windlass to win through.

"Most of the Scotch pine I've been working in was planted just after the Napoleonic wars and is therefore about 100 years old. What a difference between one of these perfectly pure even-aged stands, with often not a piece of debris or bit of underbrush to be seen anywhere on the mossy floor, and roads or 'rides' as they call them, intersecting everywhere; and, say, a typical corner in the Riding or Duck Mountains with weed trees hogging most of the ground and a mass of debris and underbrush so dense that a mile an hour is good going, even using both hands to save your eyes and a little Latin to save your temper.

"In a word, one can pick up in the old land some splendid ideas both on how to do things and how not to do them. In the latter regard one of the first things to strike you is the haphazard way in which forestry work has been so far attempted. I hope, and indeed quite expect, that after the war something in the way of a general land classification will be undertaken in order that the big re-planting programme which is inevitable may be gone ahead with on some definitely organized and permanent basis so far as the nation is concerned. The people both here and in France are wailing more and more about the way in which we are slashing down their fine old forests—and "pity 'tis, 'tis true." For our corps is now supplying nearly three-quarters of Britain's requirements on both sides of the channel. A lord from Scotland was here only to-day to plead that, some of his cherished old woods should be spared. It is satisfactory to note that in spite of our tremendously heavy overhead charges the corps is still able to provide the Government with timber products at a cost fairly well below the regular market prices."



“The Waacs.”

The Women's Army Auxiliary Corps, universally known as the Waacs, has grown up in the past two years out of the first efforts of the British women to release soldier cooks for the firing line. The women began by cooking and doing other kinds of domestic work, but within a few months they were replacing men as typists, clerks, telephone and telegraph operators, motor car drivers and mechanical workers.

Although at first their efforts had been somewhat scorned by the Government, it was not long till their organization was taken over by the War Office and made a branch of the Army.

Connaught House is being used as a recruiting depot and it is there that the recruits are lodged, trained and equipped. About 500 women pass through this receiving station every week, and the Waacs are growing so considerably that the Government is recruiting them at the rate of 10,000 a month. It is expected that when the Women's Army Auxiliary Corps is recruited to full strength, it will have released more than ten army divisions for the actual work of fighting.

These women in their trim khaki uniforms are to be found anywhere in England, in all railway trains, on the channel boats, and all over France. In many ways they seem to be better workers than men. Mrs. Dorr, in writing of their work, tells of one record she saw in which the colonel of a regiment stated that nine women cooks, with the occasional help of six men and a

corporal, who built fires and opened tin cans, replaced fifteen men, who needed, besides the fatigue party of men and corporals, the supervision of two sergeants. Mrs. Dorr also saw over 900 women working on aircraft.

The women are lodged in billets or in barracks, both at home and abroad, and are paid on a scale much better than soldiers. Of all the thousands of women, many of them under 21, who have been sent to camps in Great Britain and France, only a small proportion have had to be returned or even disciplined for improper conduct or for insubordination.

It is to help this great army of women during their recreation hours that the Y. W. C. A. is campaigning to raise funds. They are trying to do for the Waacs what the Y.M.C.A. has done for the men.

Surely the women of Canada will do their share—the small money share—by responding generously to this new appeal.

Most Successful.

The “Bridge” arranged by Miss Florence Burt at the Ottawa Women's Canadian Club headquarters on Saturday afternoon, March 23rd, proved most successful, not only in point of numbers but also in all the arrangements and attractions that contributed to the afternoon's pleasure. Play went on at about fifty tables, and Madam X, with her skill in palmistry, and the other artists who assisted her with teacups and cards, did a steady business well on to the evening. A Victrola loaned for the occasion supplied the necessary music.

Miss Burt's committee included Miss Eleanor Ross, Miss Imlack, Miss Bond, Miss

McElroy, Miss B. K. Dibbler, Miss May Lyon, Miss Jean Armstrong.

Miss Fraser, who later gave an address in Collegiate Hall, was the guest of the committee for tea. It is expected that the Tea Fund will be the richer by \$100.

Was it "Senex" or "Senile" who wrote that letter?

The French Huts.

That the Women's Branch is deeply interested in the work of repatriating the people of the devastated regions of France was evidenced at the last meeting of the executive when two hundred dollars was voted to furnish one of the huts. These houses are being put up at the expense of the French Government and the sum of two hundred dollars will furnish one completely. It is intended that each house so furnished will bear a plate with the donor's name. As one of the women remarked: "Besides helping a most worthy cause it will be so nice in a few years when some civil servants travel in France for them to see the Civil Service name plate on a happy French home."

Worth Remembering.

Mr. Hilaire Belloc, the noted war critic, writing for the Toronto Daily Star under date of March 15th, gives expression to what he calls the rules affecting civilians in war, as follows:

There have appeared in the course of the campaign four great rules which not only every civilian writer upon the war, but also every talker upon it, should have stuck up in large letters upon the walls of his rooms, and as the Americans says, "pasted in his hat." These four rules are:

1.—To appreciate the necessity for secrecy, all the time, and on all military operations and plans.

2.—Not to grumble at the small number of effective soldiers at the front, but to appreciate the very large proportion of man power in uniform which cannot take part in the active operations.

3.—To avoid amateur strategy as a plague, to appreciate the impossibility of any man not on the spot and not in command giving any strategical suggestion that is worth having.

4.—To work and to help others to work to appreciate the vital determining character of the industrial activity at home on modern warfare of this style.

These first three rules are dull because they are negative and their effect is not immediate. But the fourth rule is another matter. Let me repeat it: "To work and to help others to work to appreciate the vital determining character of the industrial activity at home on modern warfare of this style."

If this rule is not acted upon you may get disaster very promptly. It is the very core of civilians' duty during the struggle. If it is still imperfectly understood—and actually if it is imperfectly understood on the enemy's side as upon our own after four years of war—the reason is that it is novel. In no past war has the industrial activity of the civilian population at home been the vital and overwhelming factor which it is to-day.

Sugaring-off.

This delightful spring weather makes one long to get to the country, even if there is still some snow on the ground. The pussy willows ought to be easily accessible now, and the Recreation Committee is just waiting till the roads are in a suitable condition to give the women of the Service an opportunity to get out to the sugar bush near Chelsea. Arrangements are being made to have everything in readiness at the sugar bush when the party does arrive. Not only will we be able to enjoy the syrup and sugar there, but a supply will be in readiness to bring home.

It seems absurd to urge anyone for patriotic reasons to come to a sugaring-off, but it is essentially patriotic this year to buy maple sugar and save the Jamaican variety.

Just as soon as practicable definite information will be given out, but in the meantime any one interested in the outing is asked to telephone Miss Casey at Q.446 or Q.6888.

A Dignified Policy.

(Order in Council, March 18th, 1918.)

The Committee of the Privy Council have had before them a report, dated 16th March, 1918, from the Right Honourable the Prime Minister, stating that application has been made to the Heads of several Departments for the dismissal of public officials on the ground of offensive partisanship during the recent election.

The Prime Minister observes that the power to dismiss upon such considerations should be sparingly exercised, and he is of opinion that, having regard to the circumstances of the recent election and to the policy adopted with regard to appointments to the public service, as set forth in the Order in Council, approved on the thirteenth day of February, 1918 (P.C. 358), dismissals for such a cause should only be authorized in flagrant cases and subject to the conditions hereinafter set forth.

The Prime Minister, therefore, recommends that in no case shall any dismissal for such a cause be made except after reference to the Civil Service Commission and with the approval of that Commission, after such enquiry and investigation as the Commission may deem desirable in the public interest. In reaching a determination the Commission shall have regard solely to the question whether the public interest will be better conserved by the retention or by the dismissal of the official in question and shall take into account his efficiency, the length of his service and the relevant circumstances which may enable them to reach a conclusion.

Interpretation of Order in Council, Feb. 18th.

(Order in Council, March 15th, 1918.)

1. Persons employed in a temporary capacity in the Outside Service of any department on the 12th February, 1918, who have passed the Preliminary or Qualifying Examination which formerly qualified for permanent appointment, may be considered eligible for permanent appointment in their present positions, provided that they are recommended to the Commission by the Deputy Head of the Department with the express statement that the public interest will best be served thereby, and provided that their temporary services have proved satisfactory.

2. Until regular competitive examinations are held, all positions in the Lower Grade and all clerical positions in the Outside Service in any department shall be filled by the Commission. In making appointments the Commission shall as far as practicable give preference to such applicants, in order of merit, as have previously passed the Preliminary Examination or the Qualifying Examination for the Outside Service as the case may be. In preparing lists of applicants in order of merit, returned soldiers shall be placed at the head of the list as provided in the Order in Council of the 13th February, 1918.

In the case of all persons employed who have not previously passed either of the examinations referred to, the Commission shall certify to their employment in a temporary capacity for such period as will afford those so employed an opportunity of qualifying for permanent appointment in open competition.

3. Should the lists thus established be insufficient to meet the immediate needs of the departments for permanent appointments in the various offices throughout the Dominion,

the Commission, in order that the transaction of public business may not be unnecessarily retarded, will certify to the employment of persons in a temporary capacity for such period as will afford those so employed an opportunity of qualifying for permanent appointment in open competition.

6. When employees are required on short notice in places outside of the City of Ottawa for emergency work in connection with the public service of Canada, the accredited agent or official of the department requiring such extra assistance may engage the necessary employees, and the said officer in each such case shall report to the Commission the names of the persons so employed, the character of their previous occupation, the terms of their employment, by whom last employed, references, age, evidence as to character, and the rate of compensation to be paid them. No such employment shall extend beyond thirty days unless the Commission shall issue a certificate.

7. Where a department applies to the Commission for a nomination to a clerkship requiring special qualifications not covered by the Qualifying Examination above referred to or for a nomination to a clerkship or position in the higher divisions requiring special qualifications, whether technical, scientific or otherwise, such clerkship or position shall be advertised and a selection made of the best qualified of those applying as the result of such an examination as the Commission may decide will best determine the relative qualifications of the various applicants. Where the public interest requires that such clerkship or position shall be immediately filled, the Commissioners shall certify a person for temporary employment pending a permanent appointment as a result of open competition.

8. Where the appointment is one which is to be made under Section 21 of the Civil Service Amendment Act, 1908, such position will be thrown open to competition, unless it is found that competition is impracticable or unnecessary in the public interest, in which case the Commission will expressly exempt the position from competition.

9. Where the appointment of a rural Postmaster is desired, the Commission shall, through the responsible official of the Post Office Department, institute enquiries in the locality in which the appointment is to be made, with a view to securing a suitable person, suitably located, for such position, and, having made a selection and having satisfied themselves that such person possesses sufficient education to enable him to efficiently discharge the duties of the position and that he is duly qualified as to health, character and habits, the certificate required for his appointment shall be issued. In the case of the larger post offices, where an Assistant Postmaster is employed, a vacancy in the Postmastership shall, as far as possible, be filled by promotion or transfer. Where such procedure, for sufficient reason, is considered inadvisable in the public interest, the Commission shall invite applications for the position by public advertisement and shall select from among those applying the person who, in their judgment, is best qualified for the position. For the purpose of such selection, the Commission may make such enquiries and hold such an examination or test to determine the qualifications of the persons so applying as they may deem necessary.

10. In order to provide such unskilled labour as the several departments may require, the Commission may authorize any such Department to proceed as set forth in the sixth paragraph hereof.

11. If the Commission requires the services of any officer in any Department of the public service of Canada in connection with any appointments to be made to the public service, such officer shall hold himself in readiness to co-operate with the Commission and shall place his services at the disposal of the Commission in any way or at any time required.

12. The certificate of the Commission shall authorize the employment of the person in whose favour it is issued, but where the salary to be paid is to be charged to the war or other appropriation and exceeds the limits fixed by the Civil Service Act, the authority for the payment of such salary must be obtained from the Governor in Council.

A CALL TO YOU.

Canada is welcoming home thousands of her sons who have done gallant work overseas. Many of them bear the scars of wounds and many wear the ribbons and badges that signify decorations or advanced rank.

At the front the curtain is rising on the last and most terrible act of the war. Canada's boys are there. Honors will come to some, promotion to others, and wounds and death to very many indeed.

Wherever the soldiers are there are civil servants among them. They share in all the good and ill fortune that falls to the lot of a soldier. Just who they are, where they are, and what they are doing, every civil servant at home wants to know.

The *Civilian* wants all the news of "Our Boys," that it may tell it again to its ten thousand readers. Therefore the editors once more appeal to readers, subscribers and friends everywhere to send in all the tidings of Civil Service soldiers that they may learn, so that the records may be complete and accurate.

Drop a line. Do it now.

MURAD FIFTEEN CENTS

CIGARETTES

S. ANARGYROS

IMPERIAL TOBACCO CO. OF CANADA LIMITED, LTD.

*Everywhere
Why?*

**Finest
Quality**

Anargyros

Correspondence.

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

Praises Publicity.

Editors, *Civilian*:

I wish to congratulate you on your editorial with regard to the abuse of patronage at Ottawa in your issue of March 15th.

The members of the Service here now think we really have a paper devoted to the interests of the Civil Service.

It is only by such publicity that the patronage abuse can be kept down, and would suggest that all such matters be reported at once to *The Civilian* for investigation.

With reference to the salary question, there is apparently only one way to obtain justice, and that is to demand it.

SAULT STE. MARIE.

Semi-Staff Enthusiastic.

Editors, *Civilian*:

I cannot let this opportunity pass without handing to you the message of appreciation for the way you have recently taken up the cause of the poor civil servant.

I was one who was very much against the policy of *The Civilian*—to my mind, it was week-kneed—but, alas, I take it all back, for such a change in the policy of a paper I never saw before. If you could understand the difference you have made to a certain class of men known as semi-staff, my, but words of mine could not convey these compliments, for they were far too western.

Personally, owing to this sweeping change, I am now strongly against we postal clerks launching on our own so long as *The Civilian* keeps to its present high standard. Our subscriptions went up to 14 from a refusal to take more copies.

Well, sir, here's to you once more from the Wild and Woolly, and hoping you never die till you're three times as old at the earliest. And, in the meantime, find out all you can about these damnable semi-staff

offices, the scales need lifting from several eyes on this question.

SEMI-STAFF.

Prince Albert, Sask., March 10th, 19918.

LETTER FROM MR. A. E. FRIPP, M.P.

The Civilian,

Ottawa.

My attention has been called to an article in your issue of the 15th instant. The person who wrote this grossly slanderous and malicious tirade against me ought to be manly enough to assume responsibility for its publication.

The law provides a remedy against persons of this class by requiring such a periodical as *The Civilian* to insert on its editorial page the name of the proprietor or other person responsible for the contents. *The Civilian* does not obey the law in this respect, hence this letter.

My relations with the individual members of the Civil Service have always been most friendly, and their Association has repeatedly expressed their appreciation of my assistance in the betterment of the Service and especially in regard to the partial improvement in the status of the Third Division. I am at a loss therefore to understand the cause of this attack, which is absolutely false in every particular, and can only conclude that it was penned from political or malicious motives.

The suggestion that I attempted to exert influence for appointments with the Civil Service Commission is so ridiculous as to lead one to think the author is suffering from brainstorm. A gentleman would have had the common decency to ascertain the facts from myself or the members of the Commission before descending to the "Billingsgate" class. I have always found the Service composed of ladies and gentlemen. By some mischance some other kind of animal has crept in.

The same want of gentlemanly instinct and courtesy to first inquire and get all the facts and circumstances, applies to his remarks on the appointment of a Postmaster at Ottawa.

The Government does not make appointments without a careful study of the situation and with a desire to do justice. Let me say that the whole situation was discussed with the officials interested some months ago when Mr. Mercer retired from the city Post Office. At that time there were several French applicants for the positions of Assistant Postmaster and even for the Postmastership when it would become vacant. All these applicants were turned down and Mr. Pennock was duly promoted and no injustice was done in not further promoting him under the existing circumstances. I shall be glad to give further details to any person who desires to discuss the matter and will call and see me.

It must not be forgotten that this position is not a departmental one, necessarily requiring routine office experience, but a public office involving large financial responsibility to the Government of over half a million dollars per annum and to be administered with business experience in the public interest.

In view of the above, I am sure every fair-minded person will agree there was no justification for this anonymous attack made upon me. Let him come out and show himself. I may then deal with him in another forum.

A. E. FRIPP.

Ottawa, March 22nd, 1918.

(*The Civilian* is operated by The Civilian Publishing Co. Ltd., a company incorporated under the Companies Act.—*Editors.*)

SIR C. SCHREIBER DEAD.

Sir Collingwood Schreiber, consulting engineer and former Deputy Minister of the Department of Railways and Canals, died on March 23rd in his eighty-seventh year. He was one of the last of the old-time railway engineers of Canada and had seen the country's transportation system grow from scattered infant enterprises to its present great organizations. He was in the employ of the Nova Scotia Government before Confederation and had served the Dominion for

more than half a century. The story of his career is the history of the Canadian Government Railways. He was a member of many learned societies and received the honor of knighthood two years ago.

MANITOBA RAILWAY MAIL CLERKS' ASSN.

The regular monthly meeting of the Association was held on March 2nd, the President in the chair and Mr. Chislett acting as Secretary pro tem. The following business was transacted:

Moved by Messrs. Laing and McNabb, that the matter of the closing of the lists *re* the Morson Income Tax case be left in the hands of the Treasurer. Moved by E. McPherson, seconded by A. J. Peart, that By-law No. 23 be suspended to deal with notice of motion given at last meeting by Mr. Hives. Motion by Messrs. Hives and E. McPherson, that all members in arrears be charged \$1.00 initiation. Amendment to above motion: Laing and Osborne, that after the word arrears "12 months" be inserted, and the word "penalty" be substituted for the word "initiation," and be added to article No. 12 of the by-laws. Carried.

Moved by Mr. Cyr, seconded by Mr. Jetley, that the matter of the stopping of the pay of permanent clerks during sickness, and citing the case of Mr. Bertrand, be taken up with the Department. Mr. Hives made an explanation *re* the last assessment, and his action of placing the Winnipeg division at 100 was endorsed on motion of Messrs. Chislett and Laing. With regard to the rental of a meeting room, Mr. Hives reported progress. It was decided on motion of Messrs. Laing and Jetley, that the matter of renting a room in conjunction with the other associations be laid on the table. Motion, Osborne-Jones, that the Secretary be asked to write to the superintendent asking for a reply to his letter *re* dunnage room. Moved by Mr. Cyr, seconded by Mr. Peart, that Mr. Ireland's grievance be taken up with the superintendent. Carried.

On motion of Messrs. Laing and Agnew, the mileage question was laid on the table till next meeting with the understanding that it be taken up early. Motion, Messrs.

Osborne and McNabb, that Secretary be instructed to write Quebec Association acknowledging receipt of their letter *re* terminal accommodation and state that we are in sympathy with the movement.

Motion by Messrs. Laing and Peart, *re* the remodelling of steel cars, that the matter be laid on the table till next meeting, and that the Calgary division be notified that we consider this a Federation matter as there are six divisions which should be consulted. This Association is in sympathy with the outlined alterations with the exception of clause No. 4 in part, and also thinks that the six divisions affected should be consulted before any changes are asked for.

HIGH OFFICER RETIRED.

E. L. Horwood, chief architect of the Department of Public Works, has been retired from the position. It will be remembered that Mr. Horwood was a protegee of Hon. Robert Rogers, when the latter was in charge of the Public Works Department. He was not given a certificate when appointed to the office, but was nevertheless named to the post on October 1st, 1914, at a salary of \$7,000.

According to the stand now taken with reference to the appointment of a successor, the office will be filled by the Civil Service Commission on the basis of promotion or competition.

FIELD NATURALISTS.

At the 39th annual meeting of the Ottawa Field Naturalists' Club the election of officers resulted as follows: President, C. Gordon Hewitt; Vice-Presidents, M. Y. Williams, Lancaster D. Burling; Secretary, C. P. Patch; Treasurer, J. R. Dymond; Council, P. A. Traverner, F. W. Waugh, C. M. Sternberg, W. T. Macoun, G. A. Millar, Miss E. Cowan, R. M. Anderson, C. B. Hutchings.

Resolutions of sympathy for the death on March 12th of a former Secretary and Past-President of the club, Mr. W. Hague Harrington, F.R.S.C., were adopted.

An interesting illustrated address was given by the retiring President, Mr. Harlan I. Smith, on "Prehistoric Canadian Art as an Aid in Modern Manufactures."

PERSONAL.

The marriage of Catherine Jane Hoare to Benjamin Pyke was celebrated at St. John's church, Ottawa, on March 12th, Rev. J. F. Gorman officiating.

The Murchison Medal, one of the most coveted awards of the Geological Society of England, has been awarded to J. B. Tyrrell, of Toronto, for his contributions to the work of the Geological Survey of Canada.

At the opening of the first session of the Thirteenth Parliament, on March 18th, W. B. Northrup, the newly appointed Clerk of the Commons, assumed his duties. Major Bowie, promoted sergeant-at-arms of the Commons, did not arrive from England in time for the opening.

On retiring from the presidency of the Victorian Order of Nurses, in which organization he has taken a leading part for twenty years, J. M. Courtney, C.M.G., was presented with a silver bowl, the presentation being made by Her Excellency the Duchess of Devonshire.

C. F. Just, Canadian Trade Commissioner in Petrograd, has taken refuge in Sweden. Mr. Just was in Berlin when the war broke out, and, with his secretary, was interned for a time.

OBITUARY.

Robert J. Darcy, the senior clerk of the Kingston Post Office, chief of the registration department, and for 35 years a member of the staff, died in the Kingston general hospital on Sunday morning, the tenth of March.

Mr. Darcy entered the Service at 21 years of age and worked continuously to the 7th of January last. Since that date he had been ailing, but was able to be about. He took ill on the street on Friday, the 8th of March, and was taken to the general hospital where he passed away the following Sunday morning.

Mr. Darcy was well and favourably known to almost every one in Kingston and many will regret his passing. He will be greatly missed in the office where he leaves behind him a record of work conscientiously and faithfully performed.

W. Hague Harrington, for many years superintendent of the Savings Bank Branch of the Post Office Department, died on March 13th, aged sixty-five years. Mr. Harrington was widely known as a botanist and entomologist, and was a member of the Royal Society of Canada. His writings on scientific subjects were numerous and valuable. His widow, one son and one daughter, survive.

Adele Fortier, widow of the late J. B. Richard, Collector of Customs at Sherbrooke, died at Ottawa on March 12th, at an advanced age. Two sons and two daughters survive.

William McEwen, of the staff of the Conservation Commission, died on March 17th, in his seventy-eighth year.

J. W. Costello, one of the first settlers at Calgary, who has been inspector of weights and measures for that district, died on March 16th, in his seventy-seventh year.

Louis A. Grison, one of Ottawa's very oldest native inhabitants, died on March 18th in his eighty-ninth year. He was formerly on the staff of the Department of Public Printing and Stationery, but was superannuated several years ago.

Capt. A. L. Zimmerman, C.F.A., son of Adam Zimmerman, Collector of Customs of Hamilton, was accidentally shot in New York on March 20th. He had suffered severe wounds at the front and was attached to the British Recruiting Mission in the United States.

John King, who died on March 17th, was the father of Misses Mary King, of the Water Powers Branch, and Idyll and Elsie King, of the Currency Branch.

Eugene P. Ryan, of the Timber and Grazing Lands Branch, died on March 19th.

A Problem.

A city girl was taking a course in an agricultural college. After a lecture on how to increase the milk flow, she rose for a question.

"How long," she blushing inquired, "must one beat a cow before she will give whipped cream?"—*Exchange*.

LAND OF THE MAPLE LEAF.

Land of the Maple Leaf! whose sons
Have won their birthright's glory,
And faced the fury of the guns
To write the deathless story.
We of the Old Land share your pride
To watch them, greatly daring,
High on the crest of battle's tide
The cherished emblem bearing.

From ranch and prairie, camp and mine,
Across majestic rivers;
From where thro' forests of the pine
The Western sunlight quivers;
They left their colours wrapt around
Their hero, in his keeping,
Where footsteps fall on holy ground
And Britain's dead are sleeping.

Land of the Maple Leaf! We share
our proud reserve of sorrow;
With courage mounting high, we dare
To trust God for the morrow.
Fear not for them who girded sword,
By noble instinct guided!
"Mizpah," the watchtower of the Lord,
Stands where the ways divided.

The Laurel and the Maple Leaf
Are intertwined forever,
To crown her brow whose virgin grief
Is linked with high endeavour.
No coronach shall wail our dead,
But Love's triumphant pæan
From earth to heaven shall rise and spread
From æon unto æon.

—*Emmeline Stuart Godfrey*.

Bedford, England, January, 1918.

Members of the Dominion Customs Association and other Customs officers who have not yet joined up will miss from this issue the usual department on Customs affairs. This omission is due to pressure of business on the part of the Customs editor, who promises that it will not occur again.

THE POSTAL JOURNAL

Edited under the auspices of the Postal Clerks' Association of the Dominion of Canada.

VOL. III.

MARCH 29, 1918.

No. 7

CIVIL SERVICE LAW AND ORDER.

This seems to be the open season for kicking. We have seen more long faces and heard more mournful complaints in the last year than in all the rest of our life put together. This kicking is not at all discouraging, as it indicates a healthy vigorous development. The average individual must realize that he has a grievance before he will take any steps or make any effort to have it removed. The very fact that two thousand Postal clerks have banded themselves together in an organization extending from the Atlantic to the Pacific, indicates that this important branch of the Public Service is at last thoroughly alive to the advantages of united concentrated effort, and are determined to do everything possible by sane intelligent agitation to bring about much needed improvements. The information that the Union Government is divorcing the Outside Service from the "spoils system" must necessarily have a tonic effect upon those who have in the past been more or less apathetic towards organization.

It must be remembered, however, that the reorganization of the Civil Service which must eventually follow the placing of the Outside Service under the jurisdiction of the C. S. Commissioners cannot be effected over night. The Order-in-Council which the Government has passed is merely the thin end of the wedge. It is our duty to concentrate all our weight and influence in conjunction with the other units of the Service in a supreme effort to disrupt the unholy alliance of the Public Service and Patronage so completely as to render reconciliation in the future absolutely impossible.

It is difficult to understand why a young democratic country like Canada has been

so slow in adopting Civil Service reform. Personal and partizan government, with all the entailed evils of the patronage system, culminated in Great Britain in the reign of George III, and was one of the efficient causes of the American Revolution. Trevelyan characterizes patronage by saying, "it was a system which, as its one achievement of the first order, brought about the American War, and made England sick, once and for all, of the very name of personal government." It was but natural that the founders of the new government in America should strive to avoid the evils which had in a measure brought about the revolution. Their intention that the administrative officers of the government should hold office during good behaviour is manifest, and was given practical effect by every administration during the first forty years of the life of the government. Unfortunately, the Four Years Tenure of Office Act of 1820 made possible the re-introduction of the patronage evil, and the application of the theory that "to the victor belongs the spoils of the enemy." In 1836 the provisions of this law, which had at first been confined to officers connected with the collection of revenue, were extended to include also all postmasters receiving a compensation of \$1,000.00 or over per annum. The revenue service from being used for political services came to be used for corrupt purposes as well, with the result that in one administration frauds were practised upon the government to the extent of \$75,000,000.

Political retainers were selected for appointment, not on account of their ability to do work, but because they were followers of certain politicians; these public servants acknowledged no obligations except to those politicians, and their public

duties were negligently and inefficiently performed. Thus grew a saturnalia of spoils and corruption which culminated in the assassination of a president. Acute conditions, not theories, give rise to reforms. In 1882 the Civil Service Act was introduced in the United States Senate, and passed the House on the 4th of January, 1883. The "classified" service to which the act applies had grown, in round numbers, from 14,000 positions in 1883 to some 80,000 in 1900, including practically all positions above the grade of mere labourer or workman. A very large class to which the act is expressly applicable, and which has been partly brought within its provisions, are fourth class postmasters, of whom there are between 70,000 and 80,000. Of these, 15,000 were classified in 1909.

We should not be discouraged if the reforms which the United States has taken 35 years to develop are not instituted over night. On the other hand, with the wealth of data available as a guide and inspiration in the carrying out of this important undertaking, the government and the Civil Service Commissioners should be able to wipe out in the very near future most of the objectionable features of the present system. The elimination of patronage and the introduction of merit system will give the administrative officers of the Post Office Department the necessary leisure to administer this Service in the best interest of the public.

HERE AND THERE.

We are keenly disappointed that the palpable injustice from which the clerks employed in semi-staff offices suffer has not yet been swept away. It should have been dealt with long ago by order-in-council. The semi-staff question forms an eloquent example of a badly organized and mismanaged department. The Deputy Postmaster General has been a relentless opponent to anything that savoured of improvement in the rates of pay and working conditions of the semi-staff clerks. So far his opposition has been successful. But the Association has taken the matter up so strongly with the Civil Service Com-

mission that there seems scarcely a doubt left as to the position of these unfortunate clerks under the impending Civil Service legislation. The Association has fought a hard, uphill fight for justice to be done these clerks, and we earnestly hope that the members concerned will remain solidly behind the Association in this, their fight, the end of which appears in view.

* * *

"A returned veteran (name given) who has been employed in the Calgary Post Office for six months past was sentenced to three years in the penitentiary on February 5th last for the theft of three letters containing \$9.75. The veteran is reported to have not fully recovered from his services overseas. At the last regular meeting of the Trades and Labour Council the Executive were instructed to ask for your co-operation in an appeal to the Minister of Justice to have the sentence revoked. We would draw your attention to the salaries paid in this department. The veteran received \$16.50 per week, and is married with three of a family. A glance at the Labour Gazette for Jan., 1918, will show that the cost of living for an average family such as his is \$19.73 per week (this does not include clothing, medical attention, drugs, etc.). We, therefore, suggest that a strong protest be made against the ridiculously low wages paid in the Civil Service, as undoubtedly this was a contributing factor to the downfall of" Letter from the Secretary of the Calgary Trades and Labour Council to similar councils throughout the Dominion. And yet the flag waving patriot, the wily politician and the preacher, are still saying: "nothing is too good for the returned soldier." The irony of it.

* * *

The suggestion to have a parliamentary committee enquire into conditions throughout the Civil Service seems to meet with wide favour. The committee could divide into sub-committees for the purpose of facilitating the work. It is altogether probable that certain Western members will press for the appointment of such a committee.

AIMS AND OBJECTS.

A pamphlet, "Aims and Objects," from the pen of our President, has just been issued by the Winnipeg branch for distribution among new and prospective members, and is very interesting and instructive. We commend it to other branches and publish it here in full:

"Community of interests" is the dominant note in the tune to which the industrial and business world, in common with our allied armies, is marching today. It is the realization of this fact which has resulted in that splendid co-ordination of allied power and resources which is, perhaps, the most striking feature of the present world struggle. Success in any line of endeavor is admittedly largely a question of organization.

The objects of this Association, officially stated are: To unite fraternally all Post Office Employees who are eligible to membership; to secure through co-operation with the Post Office Department the classification of Post Office Clerks, with a view to securing more equitable salary rates, regulation of hours of labour, the upholding at all times of the Civil Service Rules and Regulations, and such other objects as may from time to time arise.

Wherever in the lives of men conditions obtain which require remedial action experience shows that somehow, somewhere, at some time, an attempt will be made to rectify and adjust. The Association has made, and continues to make, that attempt, and, as will be seen, not without a measure of success.

While, unfortunately, the Postal Service does not enjoy the advantage of regular hours as most other occupations, still in a happier day that is not far distant we hope, a wider interest will be taken in developing the social side of our activities.

Since its inception the Association has seen a marked improvement in our conditions of employment, and for this it can justly claim a deal of credit. Looking back over the past six years we note that the minimum salary has been raised from \$500.00 to \$600.00; statutory increases, which were then infrequent and irregular, from \$50.00 to \$100.00 per annum: provisional allowance (from Port Arthur west) of \$180 per annum on all salaries, instead of up to a salary of \$800.00 only; finally, the recently granted war bonus of \$100.00. If the Association were to be judged alone by what it has accomplished in the way of securing better financial conditions for the service, it has justified its existence.

BRANCH NOTES.

Saskatoon.

On Thursday evening, Feb. 27th, a deputation of Saskatoon Civil servants, composed of Messrs. Gibson, Foster and Simpson, of the Post Office; McDonald, Letter Carrier, and Hyatt, of the Customs, appeared before the Finance Committee of the City Council to discuss the proposed income tax. Mr. G. A. Cruise, of Cruise, Tufts and Syndall, Barristers, had our case in hand, and he discharged his duty splendidly. His arguments fairly bristled with reasons as to why we should not be taxed. After a great deal of pros and cons on both sides we were assured that the matter should receive careful attention. The committee admitted that at present an income of \$1,000 was too low to be taxed. What we want to know is, if, for a man with a small family, food, clothing, rent, light, heat, etc. cost \$28 per week (based on Government figures), how is he going to pay an income tax on a salary of \$20 per week? In view of this is not the continued cry of the Government Save, Save and Conserve rather absurd, not to say tiring? It reminds us of the cheerful idiot on a wet day poking his umbrella into one's eye and crying: "it's raining." It is observed that the Department of the Food Controller there is a staff of ninety-three. Total salary list—\$172,300, of which \$110,800 is divided between thirty-six persons. Nice little sum, is it not? That, however, would be quite all right were we deriving any benefit therefrom. In our ignorance all we can see is a continued rocketing in the price of food-stuffs. A few days ago, in Winnipeg, the Wm. Davis Co. had destroyed 8,500 pounds of chicken which they had been holding for eighteen months in cold storage. Not for famine prices. Oh, dear no; simply to feed the starving multitude—loaves and fishes sort of thing. But the chicken walked first.

Brantford.

On reading over the branch notes I noticed what seemed to me to be an empty space in the line-up so thought it would look better to see the Brantford branch fill in the opening.

We are here, and here to stay, thanks to the untiring efforts of our members, especially those of our Secretary Treasurer, who has been the backbone of our branch since its organization some two years ago.

Our membership consists of 19 members since the addition this year of two new members. Two are over seas and two are serving in Canada.

At our regular monthly meeting in February it was unanimously voted to send Twenty-five dollars to our fellow clerks in distress at Halifax. We are not millionaires, but it seemed to our members a good opportunity to show that our association was not merely a name.

Perhaps the foregoing may seem like blowing your own horn, but it pays to advertize, you know. Having introduced ourselves, would say a word or two in regard to present topics.

As nearly as we can ascertain the overwhelming amount the Government gave us this year is about due to finish, with little or no prospect of any further relief.

It does us good to read in our daily newspapers that private corporations and companies dare take the risk to show that they are aware of, and in sympathy with, the increasing difficulties their employees have to meet with in financing a living for themselves and families with the ever increasing cost of necessities. One large firm in Ontario has given its men a nine hour day with the same wages as for ten hours. Our own city firemen asked for an increase of 15 cents per day and were granted twenty-five.

These actions on the part of private concerns makes one wonder, if it be possible for them to take the financial risk, that the Government, where we would naturally look for leadership, should sit still and debate on whether it is possible to give any aid to their employees.

The food statistics published weekly show just how much higher the cost of our daily necessities has gone. It seems to me to be just like asking one to look at a thermometer to see if its cold, when you know perfectly well that its below zero.

We would go on record in this branch

as being very much dissatisfied with the hesitancy of the government in regards to their promises for the abolition of the patronage system.

I am submitting the above with the hope that you will do us the favor to use what you may deem to be of use to the general caused and omitting what you think unnecessary.

Regina.

The regular monthly meeting of Regina Branch was held on Sunday, March 17th, in the Y.M.C.A. rooms. The meeting was a well attended one, for it was known beforehand that the ever-interesting subject of "War Bonus" would be up for discussion. The feeling of this branch on the subject of War Bonus is one that cannot be misunderstood, as it is felt,—and that strongly,—that the best efforts of our Association are needed to obtain a War Bonus for the coming year of at least \$200.00 for every clerk in the service. A resolution to this effect was passed unanimously by the meeting.

The report of the treasurer pleased us mightily, as it shows this branch to be in a sound financial condition, with a membership increasing each month. Mr. J. Watmore was declared elected a new member, and we hope that the slogan, "A new man in the office means a new member in the branch" will be adopted to its fullest. The "Sick" Committee presented a very able report showing that during the month that had passed since its inception this committee has been most active. Some sixteen sick visits were made during the month, and flowers, etc., had been sent to the invalids. Upon the recommendation of the Sick Committee, the branch passed a resolution for the formation of a "Sick Comforts Fund." This fund will be handled by the committee, and every member of the branch is asked to become a subscriber at a cost of ten cents monthly. The ever increasing cost of living in this city is causing much anxiety to the average paid Postal Clerk. We have been led to believe that the cost of living is now practically the same all over the Dominion, but we, here, believe that in the case of rents alone Regina can show a big lead over any other city. This question was

opened on Sunday by Secretary Grant, who moved a resolution asking that the Provincial Government take steps to fix house rents at a reasonable price to suit all parties. Rents here are jumping away into the sky, and some houses are costing one hundred per cent more to rent now than they did in the fall. It is hoped that some action will follow this resolution from our branch, as it is a subject well worth going into.

It was felt that the branch should keep itself as well informed as possible upon the actions of Parliament, especially during the coming session, and to this end a resolution was passed that the branch subscribe to "Hansard." This is an idea that might be adopted by all branches with benefit, in order that every member may know as soon as possible exactly what the "House" thinks of doing with the Postal Service.

A Sports committee was appointed to look after the interests of our members who can spare time from the potato patch.



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Application forms, properly filled in, must be filed in the office of the Civil Service Commission not later than the 8th day of April next.

WM. FORAN,
 Secretary.

Ottawa, 6th March, 1918.

Riches.

Man's rich with little, were his judgment true;
 Nature is frugal, and her wants are few;
 Those few wants answer'd bring sincere delights,
 But fools create themselves new appetites.
 Fancy and pride seek things of vast expense,
 Which relish not to reason nor to sense.
 Like cats in air-pumps, to subsist we strive
 On joys too thin to keep the soul alive.
 —Franklin.



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Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,
 Deputy Minister of the Naval Service.

Department of the Naval Service,
 Ottawa, March 12, 1917.

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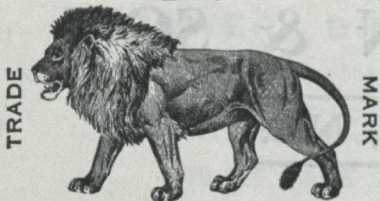
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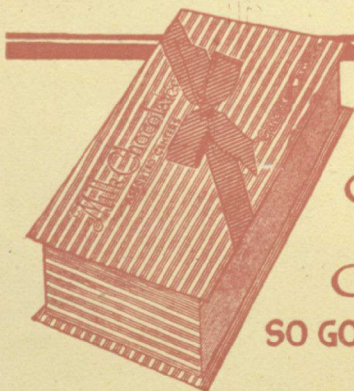
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