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The Classification Problem — Some Light from the United States.

The classification problem is from first to last one of the most difficult that arises in the planning and administration of an efficient civil service. An important stride forward in this respect was taken in Canada in the Act of 1908, when definitions were for the first time attached to the various grades; but the chaos which has succeeded in many quarters the merely arbitrary transfer from the old to the new has, pending final adjustments, left the situation to a great extent unchanged. Certainly, civil service officialdom has not yet become accustomed in current practice to the new and far-reaching theories of the classification system of 1908. While matters are thus practically indeterminate, and the classification question still agitating more or less the minds of civil servants and others, there may be profit in glancing at certain developments which are at the moment in progress concerning this same problem of classification as it obtains in the federal civil service of the United States.

Classification in the U. S. Service.

The present system of classification in the United States dates back to 1853 and 1854. At that time government clerks were divided into four classes, first, second, third and fourth, according to the salaries paid, which were \$1,200, \$1,400, \$1,600 and \$1,800 respectively. For some time it has been apparent that this classification was obsolete. In 1906 a Commission thoroughly investigated the matter and recommended to President Roosevelt a plan for reclassification.

During the present session of Congress a bill embodying the recommendations of this Commission has been introduced, and a few days ago it received the endorsement of the House committee on reform in the civil service. The aim of the measure in general is to establish a uniform system of classification in the various departments, based on the character of the work performed.

The New System Proposed.

The system suggested to replace the obsolescent one above referred to is to be made up of the following divisions or grades:

Supervisory Grade.—Chief clerks of division and other employes who perform supervisory, executive and administrative duties. Salaries, \$4,000 and over.

Clerical Grades.—1. Senior clerks—Employees who are assigned to work largely supervisory, or requiring the highest order of clerical ability, involving much original thought, consideration and investigation. Salaries, \$2,100, \$1,980, \$1,860.

2. Clerks—Employees who are assigned to work more or less routine, involving responsibility, special ability and original thought, consideration and investigation. Salaries, \$1,740, \$1,620, \$1,500.

3. Junior clerks—Employees who are assigned to work of a routine character, requiring but little original thought or consideration, but requiring judgment, responsibility and special skill. Salaries, \$1,380, \$1,320, \$1,260, \$1,200.

4. Under clerks—Employees who are assigned to work of a simple or routine character, requiring care, accuracy and skill. Salaries, \$1,080, \$1,020, \$960, \$900.

Subclerical Grades.—1. Employees whose duties are not clerical or mechanical, but require some special skill, or involve personal responsibility, as messengers, watchmen, skilled laborers. Salaries, \$840, \$780, \$720, \$660.

2. Employees engaged in rough and unskilled work, as laborers generally. Salaries, \$660, \$600.

3. Employees who enter the service at an early age and are engaged in light work, as messenger boys. Salaries, \$480, \$420, \$360 and \$300.

4. Employees whose work occupies only part of the time each day, as char-women and janitors. Salaries, \$360, \$300 and \$240.

The Canadian and Proposed United States Systems Compared.

Even a cursory glance at the above will show that it is nothing more nor less than an adaptation of our own Canadian classification system of 1908, or rather of the English system on which ours in turn is based, enlarged to meet the differences in the minor features of the situation. There are the same three broad divisions into the administrative, the clerical, and the messenger classes. The subdivisions differ only in detail and not at all in principle. But in one particular the difference is striking, namely *the much higher relative importance assigned to the clerical division*. True, the higher administrative positions enjoy salaries fully 40% larger than ours; but the clerical class runs to \$2,100, which compared with the Canadian limit of \$1,200 represents an advance of no less than 75%. Thus the precept of a great country, as well as the experience of the Canadian commissioners in the working out of the Act of 1908, goes to show that \$1,200 is altogether too low a place to draw the maximum line for clerical employees in an important and growing civil service.

Other Conditions Under the U. S. Classification System.

The report of the committee which accompanied the U. S. Bill throws many interesting side-lights on the classification problem. It seems that at the time the old classification plan went into effect in the United States there were only 700 clerks affected. Heads of departments knew the relative merits of each and graded them accordingly. Now, however, there are 15,000 clerks concerned, and seniority has become a more important factor in promotion

than efficiency. "Only four of the great departments of the service," says the report, "claim to make promotions principally on efficiency records. The result is a glaring inconsistency in salaries. A man performing a high grade of work may draw a smaller salary than the clerk doing routine."

This last will have a familiar ring for Ottawa civil servants. Truly, the civil service problem appears to be one and the same the world over.

Incidentally, it may be added, the new U. S. bill assumes without question the principle that classification minimums and maximums to-day must be higher than in the past. The average advance it proposes is 8%.

FREE WOMAN TO FREE MAN.

(The following is reprinted from the last issue of the monthly "Association Notes," the brochure of the Post Office Women Clerks of Great Britain):

I have no quarrel with you; but I stand
For the clear right to hold my life my own;
The clear, clean right. To mould it as I
will

Not as you will, with or apart from you.
To make of it a thing of brain and blood,
Of tangible substance and of turbulent
thought—

No thin grey shadow of the life of man.
Your love, perchance, may set a crown on
it;

But I may crown myself in other ways
(As you have done who are one flesh with
me).

I have no quarrel with you; but henceforth
This you must know: the world is mine as
yours,

The pulsing strength and passion and heart
of it:

The work I set my hand to, woman's work
Because I set my hand to it. Henceforth
For my own deeds myself am answerable
To my own soul.

For this in days to come
You too shall thank me. Now you laugh,
but I

Laugh too, a laugh without bitterness;
Feeling the riot and rush of crowding
hopes,

Dreams, longings, and vehement powers;
and knowing this

—'Tis good to be alive when morning
dawns!

“Who the Dickens is Lord Esher?”

The story of a unique career of public service in Great Britain.—A glimpse behind the scenes of British Governmental methods.

One of the absolutely new and unexpected products of modern politics is the “boss.” The “boss” is peculiarly “American.” Yet he can scarcely be prognosticated from the constitution of the United States. It is safe to say no one would rub his eyes at him more than George Washington or Thomas Jefferson.

The English constitution is, of course, unwritten and might be expected therefore to be more prolific of the unexpected than that of the United States. Yet Great Britain (and we hope Canada) has never seen or known a “boss”. So at least it is commonly said.

But is it true? Is the “boss” impossible under the English constitution? An enterprising American newspaper correspondent now answers “no.” He has, in fact, discovered a “boss” in England, and a boss of high degree. Moreover, the “boss” in question has made his way solely on the strength of achievements as a public servant. The following is the letter as published recently in the Springfield Republican in which this startling and very interesting discovery is announced:

The “Boss” of England.

“They are used in this country (the letter is dated from London) to talking about uncrowned kings. Lloyd George is popularly referred to as the uncrowned king of Wales, and John Redmond is known to thousands of Englishmen as the uncrowned king of Ireland. There are a score of Scottish lairds who really are uncrowned kings in their own country, but we never have had an uncrowned king of England. The average Englishman somehow feels that it would not be quite respectful to the regular royal king, to confer his title, even in jest, on any of his subjects, and so, no matter how popular a politician has become, he never has been breveted to royal rank.

“Now, however, we have something more than an uncrowned king in England. We have a real old-fashioned American style ‘Boss,’ who has far more power than any king has exercised since the days of Cromwell, and who, like the real article in American boss-ship, has all the power of a ruler without any of the responsibilities of office. The boss of England is Lord Esher, and he has been boss since the present liberal government came into power. “Who the dickens is Lord Esher?” no doubt a good many will ask, and they will be echoing the

question which has been asked by thousands of Englishmen, many of them, too, in high places, which would entitle them to know a good deal about the country’s rulers. And the mysterious thing about it is that no one has been able to answer that question satisfactorily.

Lord Esher.

“As a matter of fact, Lord Esher is to all intents and purposes a private English gentleman. He holds no office in the government, he seldom appears in the House of Lords, and he never makes any speeches, for the excellent reason that he has no gift of oratory. When he was a young man he tried to make one speech in the House of Commons, and failed miserably. Since then he has realized that silence is golden. Yet there is no man to-day who has more to do with the governing of England than Lord Esher, and particularly does he concern himself with the army and navy, although he is found every now and again with a finger in many another governmental and administrative pie.

Some of the Things he Can Do.

“Officers in the army know that if they desire promotion it is a good thing to be on the right side of Lord Esher. Officers in the navy who are anxious of attaining flag rank while they are still young enough to enjoy its emoluments are diligent callers at Lord Esher’s town house. Rising young politicians who see visions of themselves on the front treasury bench will break any political engagements to put in an appearance at the little dinners and dances which Lady Esher gives during the London season.

“Who the Dickens is Lord Esher?”

“Everybody who is on the inside in English politics and society knows all this, but no one seems to be able to answer the question: “Who the dickens is Lord Esher?” A number of people have tried, but I have not found one who is able to give a satisfactory answer. A few days ago I put the question to a personage who is in close touch not only with the court, but with the chiefs of both the great political parties and with everybody who is anybody in London society, and he replied: “Ah! there you are asking me a question that I can’t answer. I can tell you who his father and mother were and what he has done, but why he is the real ruler of England is more than I can explain. He is not a man of great wealth

and he belongs to no particular family. He is only the second peer of his line and the family has not had time to make great connections by marriage. Some people say it is pure personality, and in the absence of any better explanation we had better call it that." The reference to Lord Esher's family started a train of thought that may be illuminating. His father was a great lawyer, Sir William Brett, who became a judge and finally lord chancellor and won his peerage, and his mother was a Jewess, Miss Eugenie Mayer, the daughter of a great banking family. With such a parentage young "Reggie" Brett, as he was known before he succeeded to his father's title, might have been expected to go far, but no one expected the great things of him which he has accomplished.

A Record of Public Service.

"Perhaps he owes a good deal to his clever wife. She was the youngest daughter of Sylvain Van de Weyer, one of the most noted diplomatists of his day, who was for many years Belgian minister in London. Her mother probably was the most intimate woman friend that Queen Victoria ever had, and when she died Victoria is said to have remarked, "There is no one left now to call me Victoria." At any rate Lady Esher was brought up as playmate of the Queen's younger children, and when she married Reggie Brett at 17 the notice of royalty was attracted to the young man. Queen Victoria gave him the post of constable of Windsor castle—an honorary appointment which may or may not, according to the wishes of the holder, mean a good deal of work. Lord Esher elected to work and he suggested a lot of improvements. When King Edward came to the throne he was impressed by the capability of the young peer and he not only continued the appointment, but he made him one of his confidential advisers.

"Then Lord Esher had a couple of opportunities of which he made the most. He was chief of the office of works during Queen Victoria's second jubilee, and on him fell all the work of arranging for the great processions and other public functions. His clear brain and mastery of detail stood him in good stead, and everything went off without a hitch. Then came the Queen's funeral and the coronation of King Edward, and again Lord Esher showed his genius for organization.

A Hint for the Department of Public Works.

"These things gained him the confidence of royalty, and another feature of his work gained him the respect of the politicians. The planning and erection of the wonderful series of new government buildings which now line Whitehall happened to coincide with his term at the office of works. Now the old idea of government buildings was that they should be beautiful on the outside, no matter

how inconvenient they might be inside. Lord Esher had different ideas. He thought that a government office was primarily a place to work in, and he sent for the architects and told them that he would plan the inside of the buildings himself and that they might look after the shells, provided they confined themselves to a uniform and simple design. The result is a series of buildings that are beautiful and stately on the outside, and on the inside ideal for the purpose for which they are used.

"In 1905 he became one of the committee of imperial defense, an unofficial body whose duty it is to talk in a general way about military and naval matters and advise the government and the heads of the fighting services. Lord Esher, however, did not see it in quite this way, and it was soon found that he was taking a very active interest in the personnel of the services and in all that pertained to them. Officers began to hear that Lord Esher had said this, and Lord Esher wanted that done, and they began to join in the chorus of 'Who the dickens is Lord Esher?' The query was not answered, but the men who failed to take note of what Lord Esher wanted and see that it was done soon found that their advancement in the service was blocked in some mysterious way.

A Bad Man to Rub the Wrong Way.

"Lord Esher has been accused of intrigue and underground wire pulling. He never has replied to the charge. Indeed, he never has shown in any way that he was conscious of criticism. He seems to have acted on the theory that he was the heaven-sent governor of England and he has done his best to govern it according to his own lights. From time to time he has met with some snubs. One was from the kaiser, who made his acquaintance during one of his visits to Windsor castle and was not impressed by him. The snub was administered in the now famous Tweedmouth letter, which led to the removal of Lord Tweedmouth from the post of first lord of the admiralty, and no doubt had much to do with his subsequent mental breakdown. Lord Esher wrote a letter to the navy league setting it right in the usual Esher style on a question of policy, and making a reference to the kaiser's naval ambitions. The kaiser read the letter, and wrote to Lord Tweedmouth, assuring him that England need not worry about his fleet, and remarking incidentally that Lord Esher would better confine himself to looking after the sewers at Windsor castle than occupy himself with questions of high politics. Lord Esher could hardly get back at the kaiser, but he punished the kaiser's friend, Lord Tweedmouth, by throwing him out of the admiralty.

"Another man who tried to snub him was Gen. Smith-Dorrien, who was commander-in-chief at Aldershot. One day Gen. Smith-

Dorrien received a telegram signed "Esher" which read something like this: "Come up to town at once and see me." Gen. Smith-Dorrien replied: "Sorry, I don't know you." The next day the general received a peremptory order from the war office to report to Secretary Haldane, and when he arrived in Whitehall Mr. Haldane presented him with a smile to Lord Esher and told him that he was to give to his lordship any information which his lordship desired. This incident became known in some mysterious way throughout the army, and since then the officers of either service have been chary of getting at loggerheads with Lord Esher.

"Another case of a man who tried to snub Lord Esher and lived to be sorry for it was Sir Charles Hardinge, permanent secretary at the foreign office. Things were rather strained at the time between England and Russia, and one day Sir Charles received a note from Lord Esher asking for some papers bearing on the situation and saying that the king wanted to see them. Sir Charles replied that if his majesty wanted the papers and would ask for them they would be furnished without delay. The same day he received a personal order from the king for the papers, and a few days later they were returned in person by Lord Esher. This incident made the officials of the various branches of the civil service think that Lord Esher was a man whose commands had better be obeyed. With the exception of the ka'iser story these incidents never have appeared in print before. There are many reasons why they could not be printed in England.

"Just now Lord Esher is engaged in the fight of his life with the duke of Connaught, King Edward's brother, and for the first time the fight seems to be a fairly even one. He succeeded in getting the duke out of the post of inspector-general of the forces to make a place for his friend Gen. Sir John French. He sent the duke to Malta against his will to occupy a useless appointment, and when the duke rebelled and came home he ousted him from the selection board of the army as a punishment and now he is moving heaven and earth to get him sent abroad again. The gossips say that Lord Esher does not want the duke in England because the duke alone of all the officers in the army is strong enough to resist his influence, and if necessary to fight him to a standstill. Be that as it may, Lord Esher is trying to persuade the king to send the duke to another foreign post.

In Private Life.

"Lord Esher has a nice place in Windsor forest called Orchard Lea, but by no stretch of the imagination could it be called a great house. His town residence is a modest little place in Tilney street, Mayfair, just around the corner from Dorchester house, the residence of Whitelaw Reid, the American ambassador. In fact, it might be said to be

in the back yard of Dorchester house. He seldom goes into society, and his own entertainments are small and infrequent, but there is no house in London where a large number of really important people can be met. He has written a couple of rather charming books, one, "The Footprints of Statesmen," consisting chiefly of personal anecdotes of Queen Victoria and her prime ministers. The other, "The Yoke of the Empire," is a consideration of a number of imperial problems, but no one pretends that either is a serious contribution to either history or literature. His chief title to literary fame lies in his work as editor of the letters of Queen Victoria, and I am told that his work here was a triumph of suppression rather than selection. At any rate, King Edward was delighted with the sagacity and judgment he displayed in editing the letters, and since then he has stood higher in the royal favor than ever.

Solution of the Mystery.

"I venture to suggest a solution of at least part of the mystery of Lord Esher's power. His particular crony is a certain young man of 44, who used to draw \$6 a week on a two-cent weekly paper called Tit-Bits, made up of paragraphs cut from other publications, and who concluded at the age of 21 to start a rival paper of his own, which he called Answers. That young man now controls some 30 periodicals, one of which happens to be the most powerful influence among the masses of any newspaper in England — the Daily Mail — and another of which is the most powerful influence among the "classes" — the London Times. That young man of course is Lord Northcliffe, formerly Alfred Harmsworth. Northcliffe and Esher think exactly alike apparently on every possible subject. If you can guess which it is that thinks first it may be that you can guess which is the tail that wags the British bulldog."

Some misguided bard has sung the praises of the friend whose heart is warm, and the grip of his hand like steel. We all know that friend, and next time we are going to use a pair of tongs or nut-crackers, or ask him to insert two fingers in the crack of a door. A Long Island hotel clerk went to the hospital the other day because he fell in with such a warm-hearted, steel-fingered friend. The agony abated after the pressure was relaxed, and the victim thought no more of it till the joints began to swell. It is thought that with care and rest the strained tendons and ligaments can be cured. Of course a true friend should be good at a pinch, but there are limits. An old Florentine ring with a hidden needle loaded with non-fatal venom would be the proper defense against friends of this boorish sort.

—Springfield Republican.

THE CIVILIAN

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

Ottawa, June 30th, 1910

AT THE PRINTING BUREAU.

The newspapers throughout Canada have done their little best during the past week to blacken the civil service with the blame and the shame of what has happened at the Printing Bureau. No amount of type has been spared to dilate upon the disaster, and to implicate the service in what is accepted to be dishonour. Large sums are freely mentioned as having been misappropriated — where information of the kind is plainly not available. The number of dismissals and suspensions is passed along, all with the inference — an inference only — that they are for one cause,—dishonesty. The Minister has stated directly the opposite.

The occasion is a trying one for the Printing Bureau staff, and in some cases a cruel one. It must continue so until all the facts are given out, which we are sure will not be longer than is necessary. When we know all the circumstances of the

dismissals and of the alleged frauds it will be time enough to feel concerned for the reputation of the service. In the meantime it is enough to say that the portion of the service most concerned welcomes the fullest inquiry.

In the meantime, also, not a few comments are appearing which show an attempt to deal in a broad spirit with the situation. The Free Press is, we hope, "inspired" in the following:

"As head of the department, Mr. Gouldthrite had charge, not only of the purchase of supplies for the Printing Bureau, but for all the departments, including the sessional supplies for the Members of Parliament. These orders totalled close on to a million dollars per annum.

"The responsibilities and duties of the position have increased enormously since Mr. Gouldthrite was first appointed to it 17 years ago. But he has received no more than the annual statutory increase in salary. The civil service list gives his salary as \$2,300 .

"When the Bureau is reorganized it will not be surprising if Mr. Murphy recommends that a considerably larger salary be paid to this responsible officer. The purchasing agents of the corporations whose volume of business approximates that of the government, receive salaries twice as great as that paid to Mr. Gouldthrite — the idea being, of course, to place them as far as possible above temptation."

It would seem as if our contemporary had been reading the recent memorial of the C. S. Association:

Under the conditions relating to classification, appointments and promotions, prevailing prior to September 1, 1908, various anomalies in the organization of the service arose, chief among which was a lack of uniformity, both as between the several Departments and within the Departments themselves, in the principle of classifying offices, and a disproportion, in individual cases, of rank and salary to duties performed. The fact that under the previous law no definitions were attached to the various classes lent itself to this result. Under sections 6 and 7 of the Act of 1908, the transfer of the service from the old to the new classification was almost entirely automatic. It was thought that the carrying out of section 8, which requires an organization of the several Departments by their respective Heads to be made at as early a date as practicable, would correct this situation, in accordance with the assurance given to the Association and repeated in Parliament by the Hon. the Minister of Agriculture on behalf of the Gov-

ernment Up to the present, however, section 8 has not been so administered, with the result that the anomalies above referred to have been perpetuated without prospect in sight of their being corrected.

GUARDIANS OF THE PUBLIC INTEREST.

In its last issue *The Civilian* referred editorially to a criticism of the merit system by Chief Croker of the New York Fire Department, and quoted the N. Y. Evening Post to the effect that in spite of such criticism the system had the thorough-going support of the public. Just how that support has been built up in the past and how it is maintained in the present is revealed by the following, which is narrated *exempli gratia*:

Richard H. Dana of Boston is an indefatigable student and promoter of civil service reform. Noting the statement by Chief Croker, that civil service employees in his department are weaklings, with insufficiently developed lungs, and that his chief dependents are the old people remaining on the force, Mr. Dana went after the facts. Mr. E. H. Goodwin, secretary of the New York civil service reform association, assisted him. It was soon discovered that those who came into the New York fire department before the civil service rules were in operation constituted less than 3 per cent. of the force. Chief Croker therefore could not find enough men who came in under political pull to constitute a corporal's guard in comparison with those who have passed the examination.

Under the New York rules no one can be appointed in the department unless able to pass the medical examination and exhibit a certain chest size in proportion to his height and a certain proportionate development of lung capacity. The requirements in this respect, it appears, are greater in the fire department than

in the police department. After passing the medical test, there is a competitive physical examination, in which the strongest and most enduring come first; and that is given a weight of 50 per cent. in the total marking. These tests are as severe as it is possible to make them and at the same time secure a sufficient number of men to meet the needs of the department. It is the medical and physical examination which throws out the great body of applicants, not the mental examination. Weaklings cannot get by, in short.

Mr. Dana follows the New York critic and complainant further, and is able to demonstrate that the civil service rules are practical and that the output fills the bill. He says:

Chief Croker says he wants truck drivers, soldiers, bridge and iron workers, men who live in the open, not indoor clerical men. Of the 1,429 men who passed the physical test and entered the mental examination, their employment at the time of the examination was as follows: Truck drivers, 415; clerks, 161; plumbers, 128; laborers, 78; machinists, 62; carpenters, 53; iron workers, 52; electricians, 47; motormen, 45; stokers, 38; painters, 35; bricklayers, 34; conductors, 28; soldiers, 22; porters, 20; printers, 20; blacksmiths, 18; butchers, 13; brakemen, 12; patrolmen (fire), 11; chauffeurs, 11; stonecutters, 11; tinsmiths, 10; general mechanics, 10, and seamen, 10.

Mr. Dana ended by suggesting that his demonstration "seems to show that Chief Croker already gets, under civil service rules, in the main, the kind of recruits he says he wants."

Commenting on the whole incident, and especially on Mr. Dana's part in it, The Springfield Republican remarks:

"It is a good thing for honest and efficient government in this country that there are unselfish and disinterested men like Mr. Dana who stand on guard ready to give the people the facts and to serve and protect the common interest. Baffled politicians as well as heads of departments under fire find it easy, and too often effective, to berate the civil service rules as impracticable and silly. Now, as so often before, Mr. Dana can retort upon Chief Croker, with all the facts behind him, that 'such criticism of the civil service system rather looks like trying to throw the blame on something else than the manage-

'ment, which it is generally thought was at 'fault.'"

In Canada there is not one public man out of politics and not one newspaper — not even at Ottawa where a public of five thousand interested readers stand ready to reward it — who has given five minutes to the civil service problem — Dominion, provincial or municipal.

THE CIVIL SERVICE CLUB OBTAINS ITS CHARTER.

With the good news that, after somewhat lengthened negotiations, the Ontario Government has granted a liberal charter to the Canadian Civil Service Club, this most worthy undertaking enters upon its real career. Hitherto, for lack of facilities and for lack, too, of scope and definite aim, the club has served a useful purpose as a meeting-place for the different civil service organizations; but the social aspect has necessarily been latent or only partly developed. This is over now. That the club emerges so successfully from the provisional stage is of the best possible augury for the future.

The future, of course, has some serious problems. What is the financial outlook? It goes without saying that the club must be first-class in every particular. The question of fees will count with many, but it would be a mistake to accept inferior accommodation for cheapness' sake. The solution of the financial problem lies in the number of members that can be obtained. Already over three hundred have joined, and it is not too much to expect double when the club regularly opens. This should make the financial side plain sailing from the start. As to the character of the membership and the conduct imposed on members, the club must follow the highest and strictest precedent. A central, commodious and

attractive building is also among the earliest desiderata. The building on O'Connor and Queen streets which now houses the fisheries exhibit would be ideal. It should be possible to obtain it on advantageous terms from the Government, for an institution of this sort deserves, and we are well informed will receive, the cordial and active encouragement of the Government. A meeting to discuss these various points and to launch the undertaking on its final course will very shortly be called. It marks the beginning of a new epoch in the history of the service — a new step upward in the place which the calling of civil servant occupies in the Canadian community.

THIRD DIVISION EXAMINATIONS.

Mr. Murphy's statement to the Ottawa executive, that amendments of the C. S. Regulations were pending which would affect promotions from the Third Division, has aroused a lively spirit of speculation as to what form these will take. The Ottawa Association's petition was in so many words for a restoration of the exact *status quo ante* 1908, for those in the service prior to that date. Between the granting of this in full and the rules as they now stand, gradations are possible. It may at the very least be assumed that if the request is not acceded to as it stands, a decided modification of the examination will be made. French and typewriting will certainly be withdrawn from the compulsory list, and the choice among the optional subjects will be widened. Just when the announcement which will settle these points will be made depends on many things. The committee of council which will discuss the matter with the commissioners may not move till Mr. Fisher's return. In simple justice,

however, to the large number of men affected, the question should be the very first to be dealt with when the committee meets.

The Naval and Marine Departments.— The new Deputy Minister.

The following notices of appointments in the Canada Gazette of June 18, represented the last act in the separation of the Naval Department from that of Marine and Fisheries:

GEORGE JOSEPH DESBARATS, B. App. Sc., M. Can. Soc. C.E., Esquire, Deputy Minister of Marine and Fisheries of Canada: to be Deputy Minister and Comptroller of the Naval Service of Canada.

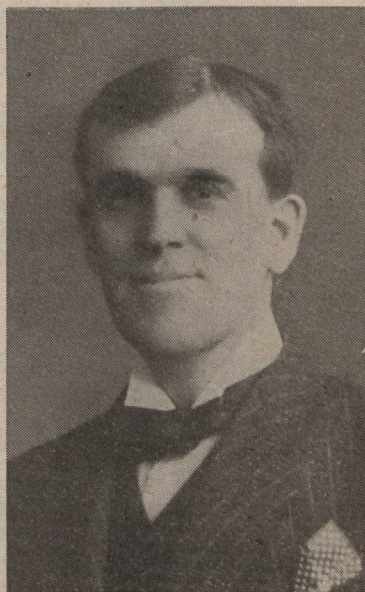
ALEXANDER JOHNSTON, of the Town of Sydney, in the County of Cape Breton, in the Province of Nova Scotia, Esquire: to be Deputy Minister of Marine and Fisheries of Canada, in the room and stead of George Joseph Desbarats, Esquire, appointed Deputy Minister and Comptroller of the Naval Service of Canada.

The Civilian has in an earlier issue outlined the legislation under which the new department of the naval service is constituted. A sketch of Mr. Desbarats has also appeared.

The New Deputy Minister of Marine and Fisheries.

Alexander Johnston, the newly appointed Deputy Minister of Marine and Fisheries, is no stranger to his Department, nor to the people of Ottawa. During eight sessions of Parliament prior to 1908, he was a prominent member of the House of Commons, representing a sea-coast constituency, important both from a fisheries and marine standpoint. Mr. Johnston was born in Red Island Parish, Richmond County, Nova Scotia, on the 24th April, 1867. His parents were both of Scotch descent. He was educated at the Public School and St. Francois Xavier College, Antigonish. After leaving college he engaged in

journalism, and later became President of the Sydney Printing Co., and Managing Editor of the Sydney "Daily Record." In the general election in 1897, he was elected to the Provincial Legislature, and in 1900 he was elected to represent



MR. ALEX. JOHNSTON
Deputy Minister of Marine and Fisheries.

Cape Breton County in the House of Commons, defeating the Right Honourable Sir Charles Tupper, Bart. He was re-elected in the general election of 1904, but was defeated in 1908. Mr. Johnston was married in 1896 to Margaret, daughter of Joseph McPherson, ex-M.L.A. of North Sydney. She died in 1899.

The appointment of a permanent commission to deal with disputes between Canada and the United States on all matters affecting international waterways is likely to be made before long under the provisions of the new waterways treaty. It will replace in its functions the existing international waterways commission, but will be clothed with greater authority. Canada and the United States will each have three members, and the United States Government has already appropriated salaries for its appointees. It is the growing time in the civil service.

An Important Phase of Promotion.

Representations recently made by the Ottawa Association to the Honourable Mr. Murphy.

One of the most important phases of the promotion question arising out of the interpretation of the Act of 1908 has to do with the distinction between divisions and subdivisions. A special committee was recently appointed by the Executive to draw up a memorandum on the question, which was duly presented to the Hon. the Secretary of State as follows:—

June 16th, 1910.

Hon. Charles Murphy, K.C., M.P., &c.
Secretary of State of Canada,
Ottawa, Ont.

Sir,—

Having been duly authorized by the Executive of the Civil Service Association of Ottawa to bring the matters herein referred to before the Minister charged with the administration of the Civil Service Act and amendments thereto, the undersigned have the honour to respectfully request your consideration of the said matters as follows:

Re administration of the Civil Service Amendment Act, 1908, as regards "promotions" from subdivision "B" of any Division to subdivision "A" of the same Division:

There seems to be a general impression throughout the service amongst those in places of authority that the passing of a clerk from subdivision "B" of any Division to subdivision "A" of the same Division constitutes a "promotion" under the Act, and as such, must be effected under the provisions of section 24 of the Act of 1908; and, further, that in order to effect such "promotion" a *vacancy* must first be created by (Order in Council) in the said subdivision "A";—we respectfully submit that such impressions, and the consequent difficulties plac-

ed in the way of such promotions (so called) being carried out, do not seem to be warranted under the terms of the said Act, for the following reasons:

1. As regards the "promotions"—wherever the term "promotion" is used in the Act the context seems to imply a promotion or elevation from one *Division* to another *Division*, or from a lower *office* to a higher *office* or *position*; while it might be contended with some consistency that the passing from subdivision "B" to subdivision "A" of the *First Division* would constitute a promotion under Act inasmuch as there is a distinction drawn between the grade of the officers in such subdivisions, that is, the difference between "*principal* technical, administrative and executive officers," and "*lesser* technical, administrative and executive officers"—the same contention cannot be made in regard to the subdivisions in either the Second or Third Division, inasmuch as the Act (section 5) places all the clerks in each of these Divisions on precisely the same plane or footing, making no distinction whatever between those in "A" and those in "B" of either Division. Under the terms of the Act a clerk is not required to show any greater or higher measure of technical or administrative or executive ability in subdivision "A" of the Second Division than he is in subdivision "B" of that Division; nor is a clerk in "A" of the Third Division required under the Act to show any greater aptitude for "copying and routine work" than a clerk in "B" of that Division; consequently there cannot be any *promotion* in the proper sense of the word in passing from "B" to "A" of either of these Divisions. The

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.....**39c**

Men's Fine Braid Straw Sailors Green, Blue, Brown and Black ribbon bands. Regular 75c ea. Monday's Pre Inventory Sale Price... ..**39c**

Men's Soft Felt Hats, Grey, Brown Fawn and Black shades. All products of noted makers. Formerly \$1.00 and \$1.25 each. Monday's Pre-Inventory Sale Price.....**79c**

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only practical effect of passing from "B" to "A" of either of these Divisions is to cause the annual increments to the salary to be continued for a longer period, and if that can properly be called "promotion" under the Act, it can be logically argued that a clerk is "promoted" every time he receives the ordinary annual increase to his salary.

2. As regards the necessity of creating a vacancy in the higher subdivision, we admit that where a Department has been organized under section 8 of the Act of 1908, and the number and character and grade of the offices and clerkships in each branch and Division consequently defined fixed and determined by Order in Council, the same cannot be changed either as regards character, grade or number, except by Order in Council, but where a Department is not so organized, which we understand is the case with the majority of the Departments in the service, there does not seem to be any provision in the Act (outside section 8) which fixes or limits the number of clerkships in any Division or subdivision of a Department; if this be the case it would follow that no necessity exists for creating a vacancy in the higher subdivision for the purpose of "promoting" a clerk from the lower subdivision; but even it be admitted, for the purpose of argument, that in the case of the appointment of an outsider to a particular Division of a Department, or the promotion of a clerk thereto from a lower Division, it would be necessary to create a vacancy, for the reason that the number of clerks in that Division would thereby be increased, such argument would not hold in the case of a "promotion" of a clerk from "B" to "A" of the same Division because no increase in the number of clerks in that Division would be involved, but merely a readjustment of the dividing line between the two subdivisions.

We also beg to submit that the

present method of administering the Act as regards these "promotions" (so called) has the practical effect of creating *six* Divisions in the service instead of three as prescribed by the Act (sec. 5), and further that it defeats the very object and purpose which the Government had in view in subdividing the various Divisions, as explained by the Minister of Agriculture, who had charge of the measure in the House, in the following words:—(Hansard, 1908, pp. 11565, 6), Mr. Foster having objected to the proposal to subdivide the Divisions on the ground that it would only result in multiplying the Divisions, asked the question, "what is the objection to simplifying the Divisions?" Mr. Fisher replying, said:—"frequently clerks without "any special qualifications, simply "by seniority, get away up in the "service, so we thought it better to "have in each Division a certain "stopping place, where if he showed "that he was not of a quality that "justified his going to the head of "that Division he would stop, but if "he showed ability and industry he "would naturally get his promotion "when he came to the head of the "subdivision; we thought it better "to subdivide each Division into two "so as to get that stoppage if the "clerk was not worthy of a promo- "tion; if he is worthy there is no- "thing to prevent him going right "along. That was the object of the "apparent multiplication of the sub- "divisions. There is no other rea- "son."

We submit that the present method of interpreting the Act as regards these "promotions" has the effect of "stopping" the worthy and efficient clerk at the maximum of "B" just as fully and effectually as it stops the unworthy and inefficient clerk, contrary to the deliberate intention of the Government and of Parliament, as expressed by Mr. Fisher in his above quoted remarks, and it also has the further effect of rendering inoperative the provi-

sions of ss. 3 of sec. 37 of the Act (for the recognition of "exceptional merit") in cases where a clerk, whose merit might otherwise be so recognized, is at the maximum, or within \$50 of the maximum, of subdivision "B" of either the Second or the Third Division.

In conclusion we would respectfully suggest that the Civil Service Regulations be so amended (if necessary) as to permit of a clerk passing from subdivision "B" of a Division to subdivision "A" of the same Division in the manner prescribed by sec. 37, ss. 2 of the Act of 1908, for the granting of the ordinary annual increase, provided that he first obtains a certificate of merit signed by the head of the branch in which he is serving, and approved by the Deputy Head of the Department.

Thanking you for your courtesy, and trusting that our representations will have your favourable consideration,

We have the honour to be,
Sir,

Your obedient servants,
(Sgd.) WALTER TODD.
(Sgd.) A. M. MACMILLAN.
(Sgd.) J. A. DOYON.

A sub-committee of the Executive of the C. S. Association of Ottawa.

REGULATIONS AFFECTING CIVIL SERVANTS IN THE INTERIOR DEPT.

The new Regulations under the Dominion Lands Act for the survey, administration and disposal of Dominion Lands in the Railway Belt of British Columbia contain the following under the heading "employees":

No officer or employee of the Department of the Interior, shall, directly or indirectly, in his own name or in that of any other person, purchase or acquire by entry or otherwise any Dominion Lands, or any interest therein, nor shall he be interested as

shareholder or otherwise in any corporation or company purchasing or acquiring such lands or any interest therein, except by, or under authority of an order of the Governor in Council, nor shall he locate any land warrant or scrip, unless issued to himself, or act as an agent of any person in that behalf, and any employee violating these provisions shall be liable to summary dismissal on the order of the Minister; but his dismissal shall not affect the right which any person may have to bring against him any civil or criminal action.

Land in the railway belt shall not be paid for or located under halfbreed scrip and volunteer bounty scrip; and any officer or employee of the Interior Department is prohibited from dealings or transactions in scrip unless as original grantee in his own right.

No officer or employee of or under the Department of the Interior, shall disclose to any person, except with the authority of the Minister, any discovery made by him or by any other employee of the said Department, or disclose any information of which he is possessed in relation to Dominion lands within the Railway Belt, and any officer or employee violating these provisions shall be liable to summary dismissal on the order of the Minister, but his dismissal shall not affect the right which any person may have to bring against him any civil or criminal action.

Any officer or employee giving improper information or unduly favoring any individual in respect to the acceptance of an application, or imparting information so as to give any person an undue advantage over another shall be dismissed.

THE SYMBOL.

By J. R.

Not on the grey of the heaving deep,
Where the gun-clad watchers vigil keep,
Does England's greatness lie.
Nor where the bugle's ceaseless glare
Calls the serried ranks to the barrack-square,
To the plea of the sword and the shell—not
there
Does England's greatness lie.

Not in the lordly high-flung pile,
Or in muttered forms in the sacred aisle,
Does England's greatness lie.
Nor in the vaults of countless gold,
Gained in marts where lives are sold,
Or wrung from bondmen kept of old,
Does England's greatness lie.

But in a race of men born free,
In a time when Justice the King shall be,
Will England's greatness lie.
In cities where her daughters fair
For love alone to men shall bear
Thrice-happy children—'tis only there
Will England's greatness lie.

The Woman in the Service.

A Summer Experience.

If anyone has any doubt as to where to spend her summer holidays, let me recommend Birchton. For there you will get the thing most essential to a holiday trip — a complete change. In the first place, you will find that no one else goes there, and you are thus spared the continual annoyance of meeting someone whom you have known before. In the second place, the strain of keeping up with current events is completely taken from you; you never hear of the fashions or of any of the modern conveniences. There is no worry there about the high cost of living, for there is nothing to buy, however full your purse may be. You don't even have to worry about your own business, the neighbors will see to that for you. An unique place, Birchton, a sort of deserted village, for everybody has gone West, and those who haven't gone are either dying or dead. As for rent, if you have a sharp eye and spy out a place to be sold for the taxes, you can easily get a dwelling at nothing per month, and if, perchance, some forgotten owner should suddenly descend upon you with threats of eviction, you can go quietly by night, and moving in Birchton is always a pleasure — if you have no furniture.

We ourselves had spent several summers there, and had enjoyed immensely the contriving to get along without things which are absolutely essential. It was during our fourth summer there that Jane, the literary member of our camping family, suddenly decided that she would not leave the village again without having contributed to the education of the masses. She had a distinct bent towards the improvement of the human race, and had decided to cultivate it. She would begin with Florence Jenkins.

Now Florence, aged twelve, eldest of a large family, had entered the world seriously handicapped, because she was a Jenkins, and the Jenkins family are of evil repute in Birchton. We had been introduced to them rather informally one evening. Lured out of doors by cries of merriment, we had found the Jenkins family, marshalled by Florence, playing hide-and-go-seek on the village green. The ordinary zest of the game had been doubled by reason of the fact that Florence had provided each with a skull-cap made of bread crust, requiring one hollowed loaf per head. At the door of their home stood their amiable mother, explaining what a fine hand Florence had always been with the children.

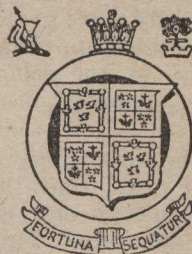
A few nights later, misfortune overtook the Jenkins family, and provided Jane with her opportunity. They were burnt out; they could now be approached through kindness. To a huge bundle which we pressed on Florence, each one of us contributed her last year's gown — something serviceable as Jane requested, lest our view of charity be a sordid one. To further her educational plan, Jane requested that Florence show her gratitude by attending church, and by calling for reading matter of a religious nature. With both requests Florence cheerfully complied. The next Sunday, beside us in the visitors' pew, she ushered the maiden members of her family, attired in our cast-off gowns; and the people knew what they might never have known — how much better we looked this year than we had last. And they proved to be great readers. Whenever there were evidences of entertainment at our house, Florence did not fail to call — for reading matter.

So that was the beginning of it. In the old schoolhouse, thrown open to them on the night of the fire, the Jenkins family lived in considerable state for some time. The neighbors sent them flour and pork, and the school woodshed, without protest,



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supplied the wood. And the Jenkins family were grateful. They expressed their appreciation by giving a dance in the school-house, and George, senior, himself played the violin.

In the meantime, there was no lack of proof that the family were responding to our efforts towards their education. Tim called for a school bag, and George for an old first reader. Then Florence told me with tears in here eyes that George was devoted to learning, but he had no boots. Would I tell the teacher? And beyond this incipient thirst for knowledge there appeared a growing sense of the fitness of things. I remember well one night, a cold, rainy summer night, when we sat within our home listening with intense and weird pleasure to the tales of many deaths in the neighborhood — a neighbor had died during the day — there came a tremendous ring betokening the notice that our house was on fire. Peering into the night, I could see nothing but the sturdy legs of Master Tim, his white woollen stockings contrasting sharply with the blackness of the night. What did he want? I ventured feebly. "A pair of mourning stockings to wear to the wake."

But what appealed to us most was the height which Florence attained. With lamentable oversight, we had presented her with an untrimmed hat,—an oversight which we did not realize until one evening when Jane and the student were discussing theology on the front doorstep. The gate clicked,—the ever-present Florence,—a crumpled note from her mother:

"Plese, miss, where's the trim-ins?"

There was an awful moment, during which Jane's theories concerning the development of the masses exploded disastrously. She rose in wrath, and bade Florence never to present her face again. I trembled in my boots, for wasn't the student sitting there, and I feared lest he

might be disturbed from his serious intentions.

A month later we left Birehton. Mrs. Jenkins wept because she had let so many summers pass without having neighbored with us. To them country life was never again the same. They decided to move into town, Florence's education having been completed. She was graduated pauper.

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The Maiden's Bonnet.

My bonnet spreads over the ocean,
My bonnet spreads over the sea,
To merely spread over the sidewalk
Is not enough for me.

—Chicago Journal.

New blood for the Service—Results of the May Examinations.

The following is the official list, given out by the Civil Service Commissioners on June 17, of the candidates who were successful at the examinations for entrance to the service held on May 10, 11, 12 and 13:

Lower Grade Offices.

IN ORDER OF MERIT.

1. Kerr, Allan W., Ottawa, Ont.
2. Ellement, Ambrose A., Ottawa, Ont.
3. Forde, Alban, Ottawa, Ont.
4. Anderson, Fred. E., Ottawa, Ont.
5. Cadieux, Joseph A., Ottawa, Ont.
6. Marcile, Albert A., Acton Vale, P.Q.
7. Mackenzie, John J., Green Hill, N.S.
8. Laferrriere, Roland, Hull, P.Q.
9. Yorke, G. W., Pembroke, Ont.
10. Donohue, Jerry, Cormac, Ont.
11. Desrosiers, E., Hull, P.Q.
12. Hoad, William F., Ottawa, Ont.
13. Enright, Arthur F. J., Toronto, Ont.
14. Larcher, Blanche, Ottawa, Ont.
15. Sproule, Athol H., Ottawa, Ont.
16. Desmarais, Ovila, Hull, P.Q.
17. Mallette, Rosario, Oka, P.Q.
18. Bourgeau, Walter J., Aylmer, P.Q.
19. Bonneville, Nazaire, Ottawa, Ont.
20. Lafleur, Rodolphe, Montreal, P.Q.
21. Frechette, Eugene, Hull, P.Q.
22. Burnside, Christopher, Ottawa, Ont.
23. Barylou, Dieudonné, L'Ange Gardien, P.Q.
24. Parent, Joseph H., Montreal, P.Q.
25. Lundy, W. M., St. John, N.B.
26. Campbell, William J., Ottawa, Ont.
27. Gibson, James E., Hull, P.Q.
28. Genereux, L. A., Montreal, P.Q.
29. Ferguson, William T., Ottawa, Ont.
30. Vaillant, François, Ottawa, Ont.
31. Neville, Redmond J., Ottawa, Ont.
32. Whitmore, Louis C., Rochonville, P.Q.
33. Moisan, F. X. P., Quebec, P.Q.
34. Perrier, Joseph L., Ottawa, Ont.

Stenographers and Typewriters, Third Division, Subdivision B.

IN ORDER OF MERIT.

1. Shaw, A. Louise, Montreal, P.Q.
2. Morris, Carolyn, Oil Springs, Ont.
3. Robertson, Muriel S., Ottawa, Ont.
4. Arnoldi, Clara E., Edmonton, Alta.
5. Bremner, Irene G., Halifax, N.S.
6. Fairbairn, Hattie G., Ottawa, Ont.
7. Stuart, Mabel L., Prescott, Ont.
8. Bailey, Anita B., Toronto, Ont.
9. Blackburn, Ina B., London, Ont.
10. Burgess, Marion I., Ottawa, Ont.
11. Feeney, Mary E., Peterborough, Ont.
12. Barber, Lily J., Ottawa, Ont.
13. White, Edith, Ottawa, Ont.
14. Bartram, Amy R., London, Ont.
15. Cleary, Ella A., Ottawa, Ont.

16. Gibeault, Albert, Montreal, P.Q.
17. Hervey, Violet B., Round Hill, N.S.
18. Burke, Agnes, Ottawa, Ont.
19. McCuaig, Christina I., Ottawa, Ont.
20. McDonald, Catherine A., Ottawa, Ont.
21. Lennan, Minnie, Ottawa, Ont.
22. McVity, Mary E., Aylmer, P.Q.
23. Dion, Marie B., Hull, P.Q.
24. Lanthier, Mary E., Ottawa, Ont.
25. Gleason, Anna, Ottawa, Ont.
26. Léspérance, Eva., Ottawa, Ont.
27. Laflamme, Joseph, Hull, P.Q.
28. Foisy, Wilfrid, Ottawa, Ont.
29. Robitaille, Edgar, Ottawa, Ont.
30. Têtu, Alexandre, Quebec, P.Q.
31. Levesque, Placide, Ottawa, Ont.
32. Stevens, Frank A., Belleville, Ont.
33. Lowry, Victor C., Hamilton, Ont.
34. de Bellefeuille, Lionel, Montreal, P.Q.
35. Miller, Sidney L., Charlottetown, P.E.I.

Clerkships, Third Division, Subdivision B.

IN ORDER OF MERIT.

1. Anderson, C. Elva, Newmarket, Ont.
2. Russell, Blanche A., Ottawa, Ont.
3. Bauer, Bertha, Hamilton, Ont.
4. MacKenzie, Isabella, Ottawa, Ont.
5. McRea, Christine, Apple Hill, Ont.
6. Beaubien, Alderic H., Quebec, P.Q.
7. Kelly, John P., Ottawa, Ont.
8. Watson, James W., Ottawa, Ont.
9. McLaren, Robert D., Ottawa, Ont.
10. Baril, Conrad, Ottawa, Ont.
11. Neville, Peter V., Aultsville, Ont.
12. Vincent, Walter M., Golspie, Ont.
13. Buchanan, Herbert J., Maberley, Ont.
14. Danis, Rene R., Ottawa, Ont.
15. Griffiths, Charles G., Toronto, Ont.
16. McCutcheon, Lewis W., Walkerton, Ont.
17. Irving, Kenneth H., Charlottetown, P. E. I.
18. Braçeland, D. P., Ottawa, Ont.
19. McLellan, Ernest H., Ottawa, Ont.
20. Cadieux, Joseph A., Ottawa, Ont.
21. Pothier, Alphée, Pubnico, N.S.
22. Mathie, Andrew T., Ottawa, Ont.
23. Bazinet, Odilon G. J., Ottawa, Ont.
24. York, John E., Ottawa, Ont.
25. Reid, William T., Vallentyne, Ont.
26. Fowler, Robert, Ottawa, Ont.
27. Pelletier, Donat, Ottawa, Ont.
28. Dame, Honoré, Hull, P.Q.
29. Wilson, Walter L., Ottawa, Ont.
30. Macdonald, Maitland M., Ottawa, Ont.
31. Danis, James T., Daniston, Ont.
32. Heisler, John A., Indian Harbour, N.S.
33. Perrier, Joseph L., Ottawa, Ont.

Clerkships, Second Division, Subdivision B.

IN ORDER OF MERIT.

1. Smith, Reginald G., Ottawa, Ont.
2. Wallace, Charles A., Ottawa, Ont.
3. Nichols, Edward W., Acaciaville, N.S.
4. Elliott, Henry E., Harriston, Ont.
5. Bourgault, Berthe, Ottawa, Ont.
6. Lord, Alexander R., Fenelon Falls, Ont.
7. Vaughan, Gladys E. B., Sackville, N.B.
8. Taylor, Lorne B., Reid's Mills, Ont.
9. Kendall, Carson J., Ottawa, Ont.
10. Thivierge, Arthur, Montreal, P.Q.
11. McCully, Robert C., Bathurst, N.B.
12. Ronson, Clifford W., Toronto, Ont.
13. Spence, William A., Ottawa, Ont.
14. Cohoon, Aubrey A., Ottawa, Ont.
15. Cheney, Harry W., Ottawa, Ont.
16. Rideout, E. Aubrey, Fredericton, N.B.
17. Guimond, Georges, Iberville, P.Q.
18. Jodoin, Raymond, Montreal, P.Q.
19. Iveson, Walter L., Metcalfe, Ont.
20. Dumoulin, Rene, Ottawa, Ont.
21. Chisholm, Austin J., Goderich, Ont.
22. Bourgault, Juliette, Ottawa, Ont.
23. Clarke, Douglas E., Mountain, Ont.
24. Cook, George H., Ottawa, Ont.
25. Smithers, Harry L., Dunnville, Ont.
26. Kane, Leo A., Kingston, Ont.
27. Dehler, George J., Linwood, Ont.
28. Moyer, Flossie M., Ottawa, Ont.
29. Pelletier, Romuald, Ottawa, Ont.

Preliminary Examination for the Outside Service of the Post Office Department.

AT VANCOUVER.

- | | |
|----------------------|-----------------------|
| Boecher, G. H., | Morgan, John. |
| Brooke, B. R. F. | Murray, E. C. |
| Charbonneau, Joseph. | Murray, J. J. |
| Chaplin, Lionel. | Nash, Stanley. |
| Evans, Fred. | Norris, J. A. |
| Lalonde, Léon. | Oben, A. J. |
| Longworth, R. W. | Ogilvy, C. S. |
| LeMesurier, F. W. | Prendergast, Matthew. |

AT VICTORIA.

- | | |
|-----------------|--------------|
| McIntosh, C. H. | Snell, M. D. |
|-----------------|--------------|

AT EDMONTON.

- | | |
|----------------|-----------------|
| Fraser, A. M. | Reneault, J. E. |
| Maxwell, O. B. | Perraton, C. |
| Morin, A. | |

AT REGINA.

- | | |
|----------------|--------------|
| Roberts, H. R. | White, R. J. |
| Vermilyea, W. | |

AT CALGARY.

- | | |
|------------------|----------------|
| Chudley, E. G. | Horne, W. |
| Court, W. G. | Howse, T. |
| Cummer, R. V. | McKenna, F. A. |
| Draper, William. | McLean, S. A. |
| Galbraith, S. G. | Riddell, D. A. |
| Hill, R. C. | Waddell, A. T. |

AT WINNIPEG.

- | | |
|----------------------|-----------------|
| Charleston, A. W. J. | Henderson, Jos. |
| Green, W. J. | Harvey, H. C. |
| Gourley, Samuel A. | Ingram, H. |

- | | |
|------------------|-------------------|
| Morrison, A. M. | Scott, W. |
| Neily, Geo. F. | Sterland, Robert. |
| Rodriguez, P. J. | Treherne, A. E. |

AT LONDON.

- | | |
|----------------|-----------------|
| Cameron, D. N. | McGuigan, C. T. |
| Charlton, J. | Mahoney, H. |

AT KINGSTON.

- | | |
|----------------|--|
| Kane, James F. | |
|----------------|--|

AT TORONTO.

- | | |
|--------------------|------------------|
| Bulger, J. L. | Murray, A. O. |
| Credicott, R. | Orpen, Edward H. |
| Dumphey, M. H. | Podger, Charles. |
| Falvey, W. P. | Pennell, Wm. |
| Farrell, J. | Stone, Ilbert. |
| Fitzsimmons, C. H. | Thornton, F. |
| Giroux, J. C. | Walker, J. B. |
| Harris, A. | Wood, S. D. |
| McIntosh, Wm. | |

AT OTTAWA.

- | | |
|---------------|---------------|
| Hurtubise, A. | Durham, W. H. |
|---------------|---------------|

AT MONTREAL.

- | | |
|--------------------------|------------------|
| Bisailon, Alex. | Hamilton, A. A. |
| Bourbonniere, Mrs. J. O. | Martineau, J. B. |
| Collet, C. | Merineau, J. B. |
| Courtois, G. | Poupart, F. L. |
| D'Estinauville, E. M. S. | Reid, A. |
| Francis, C. H. | Steben, G. A. |

AT ST. JOHN, N.B.

- | | |
|------------|--|
| Mackin, W. | |
|------------|--|

AT HALIFAX.

- | | |
|--------------|-----------------|
| Campbell, C. | Phillips, A. L. |
|--------------|-----------------|

Qualifying Examination for the Outside Service of the Post Office Department.

AT EDMONTON.

- | | |
|--------------|--|
| Leslie P. D. | |
|--------------|--|

AT CALGARY.

- | | |
|-------------|--|
| Bell, E. C. | |
|-------------|--|

AT REGINA.

- | | |
|---------------|---------------|
| Benoit, D. D. | Parker, L. N. |
|---------------|---------------|

AT MOOSEJAW.

- | | |
|-------------------|----------------|
| Davidson, T. | Manahan, R. M. |
| Ferguson, H. F. | MacLean, D. B. |
| Hewitt, Thomas H. | Penton, H. |

AT SASKATOON.

- | | |
|----------------|--|
| Cameron, G. F. | |
|----------------|--|

AT WINNIPEG.

- | | |
|----------------|--------------------|
| Nicholl, F. A. | MacLean, Daniel J. |
|----------------|--------------------|

AT LONDON.

- | | |
|-----------------|--|
| Thompson, A. S. | |
|-----------------|--|

AT TORONTO.

- | | |
|------------------|-------------------|
| Chapman, W. B. | Reive, J. W. |
| McWhirter, H. J. | Eaton, Mrs. F. M. |
| Meredith, T. H. | Coulter, A. K. |
| McCall, P. L. | |

AT OTTAWA.

- | | |
|---------------------|---------------|
| Musgrove, Milton W. | Lucas, Elmer. |
|---------------------|---------------|

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ALL DRUGGISTS

25c. & 60c.
BOTTLE

It is well said

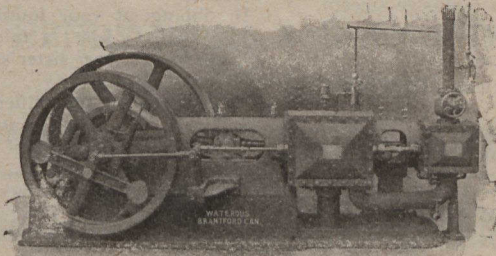
Take no medicine, pills or purgatives of any kind. These wreck the bowels and cause constipation.

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Gauvin, Silvio. Lemoine, Eugene.

AT QUEBEC.

Coleman, Ellen M. Marchand, W.
Godbout, M. J. A.

AT ST. JOHN.

Carvell, W. W.

AT HALIFAX.

Burhill, S. D. Fahie, W. H.
Dunn, C. P.

 TO THE CIVIL SERVICE LIST.

By "O."

I had beneath my horny-handed fist
Of departmental toil, the other day,
A copy of the Civil Service List,
And looked it over in a casual way.
It takes a willing turn o' mind and wrist
Through all its pages' o'er-grown bulk to
stray;
Whate'er in quantity before it lacked
Has now been furnished by a single act.

One time, O blue book of a new regime,
You were a sort of qualified Debrett;
The official swim a more exclusive stream,
Wherein sans *pull*—that's odd—'twas hard
to get.
To those 'Outside' you were, Gadzooks! the
cream
Of all the milk politically set;
Although the skim was there in certain
quart-ers,—
To wit, some porters, packers, and some
sorters.

But now, you've grown so gouty and gre-
garious,
Thanks to this ample act of compensation,
Your benefits belated are so various
They're quite beyond commercial valuation,
At least by some who held a place precarious
Till Beechwood granted superannuation;
Their epitaph: *Hic jacet... bound for Hea-
ven,*
Who died in harness aetate eighty-seven.

Sound sense of justice, with sly humor
blended,
Had the compilers of your columned fact,
When "Date of First Appointment" was
amended
To prove the permanent nature of the Act.
You show Old Temporary's trial's ended,
He's out of danger now of being sacked,
He's as it were re-born; the column's clear
Of that old record of his might-have-been.

Old Blank was 'temporary' fifty years;
A fact which you have now no longer
'standing.'

The measure of his trembling hopes and fears
Each time the other Party made its landing
Victorious on the parliamentary piers,
Is blotted out; your page abstains from
branding
Old Blank a failure in his fight with Fate,
To wit the young successful candidate.

Old Blank is ripe to be re-born, God wot!
Your column "Date of Birth" keeps that
fact bare.

He was unlike 'young' Prize, who when he
got
Command his age most truly to declare,
Grew permanently younger on the spot,
Although his growing bald one said 'Be-
ware!'

A half a dozen years he gaily threw off.
But where's his hair that in them daily
grew off?

When I was just a teeny little fellow,
Young Prize was quite a hero in my vision;
A s'teen-y youth, in worldly wisdom mellow,
And monitor of monstrous erudition.
But now, alas! the tale is 'sad to tell, O!
O, miracle of truth in transposition!
His years are less than mine (or printer's
blunder).

If junior *he*, that *I* feel old small wonder!

But not alone 'young' Prize found youth's
elixir

In fibbing at your fount of fabulation;*
You hold, O List! a fair one, who is six or
Eight years her sister's senior, whose eva-
sion

Has so refined that difference betwixt her
Self and Sis, here's marvellous propagation:
Two fair maids born of one most wondrous
mother

Within nine *days* (deliver us!) of each other!

**Perhaps* the author means *tabulation*.—Ed.

In recognition of the splendid manner in
which the postal arrangements at Bucking-
ham Palace were carried out during the
strain caused by the death and funeral of
King Edward, King George recently sent
for Mr. Hiley, the late King's Postmaster,
and reappointed him as Postmaster to the
Royal household. Great satisfaction was
felt and expressed by members of the Royal
Family and their Imperial visitors at the
celerity and accuracy with which telegrams
to and from all parts of the country and all
quarters of the habitable globe were dealt
with, and surprise at the dispatch in treat-
ing with the enormous additional telephonic
and extra-postal work thrown on the de-
partment. Mr. Hiley thus serves as Royal
Postmaster in three reigns, being originally
appointed by Queen Victoria.

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NEW EDINBURGH MILLS

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Phones, General Office, 467
Wholesale Dept., 4181

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Rye Whisky caters to the "Civilian"
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The Duke of Connaught to be Governor-General ?

Rumour becomes more and more busy with the name of the Duke of Connaught as the successor of Earl Grey as Governor-General of Canada.

The Duke of Connaught is bound, owing to the youth of the heir to the Throne, to bulk more largely in the public eye than he has hitherto done. Whether in the event of a Regency Bill he would be named, or whether the responsibility would fall to Queen Mary, remains to be seen; certain it is that the Duke of Connaught will have to discharge many of those public duties which, during the life-time of King Edward, devolved upon the Prince of Wales. One of his early tasks in all probability will be to proceed to South Africa in order to open the first United Parliament.

The London Daily News recently published the following sketch of his career:

Third son and seventh child of Queen Victoria, Arthur William Patrick Albert, Duke of Connaught and Strathearn, was born at Buckingham Palace on May 1st, 1850, receiving the name of Arthur after his godfather, the great Duke of Wellington. It was on the occasion of the Duke's birth (not the late King's) that Lord Wellington received the famous snub from the Royal nurse. ("Is it a boy?" asked the Duke. "No, sir," replied the nurse, "it is a prince.") When sixteen years of age he became a cadet in the Royal Military Academy at Woolwich, being gazetted Lieutenant in the Royal Engineers two years later. He became a Lieutenant in the Royal Artillery in November. He first saw active service in 1870 in connection with the Fenian invasion of Canada. In 1873 he became acting Brigade Major at Aldershot, and next year was transferred to the mounted arm, being posted to the 7th Hussars Assistant-Adjutant-General at Gibraltar in 1875-6. In the autumn he was put in command of the 1st Battalion of the Rifle Brigade with the rank of Lieutenant-Colonel.

Active Service in Egypt.

Promoted Major-General in 1880, the Duke commanded the Guards Brigade in the First Division under Sir Garnet Wolseley in the Egyptian campaign of 1882, was present at the battles of Mahuta and Tel-el-Kebir, and was thrice mentioned in dispatches.

'The Duke of Connaught is well, and behaved admirably, leading his brigade to the attack,' ran a telegram to Balmoral after Tel-el-Kebir, and the Queen at dinner that evening asked the Duke of Albany to propose a toast to the 'victorious army in Egypt,' and 'to the Duke of Connaught.' The Duke thus fulfilled one of his dearest ambitions, which was to see active service.

Military traditions had not the same hold

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Correspondence Invited

C. Meredith & Co.

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on the British Royal House as obtains in Continental countries, and it was commonly supposed that the Duke's rapid rise in the service was due to his great position. It was, nevertheless, generally acknowledged in service circles that 'Arthur,' as 'Tommy Atkins' affectionately called him, was a master of his profession, thoroughly worthy of the rank of Field Marshal accorded to him in 1902. His achievements in Egypt proved him to be no 'carpet' soldier, and his efficient administration of the Southern District from 1889 to 1893, and of the Aldershot District from 1893 to 1898, and subsequently of H.M. forces in Ireland, proved his capacity for high command. It was a bitter disappointment to him that he was excluded by reasons of policy from taking part in the South African War.

The duty was entrusted to the Duke of attending, as the personal representative of King Edward, the Coronation Durbar, which in the Christmas week of 1902 transformed the renowned city of Delhi into a ceremonial camp. The arrangement was somewhat puzzling to his Majesty's loyal Indian subjects, who could not quite understand why the Throne should need two representatives. The situation was decidedly delicate, but there was never any question as to the Duke's success in carrying it off. The great show in the arena had been organized, of course, around the figure of Lord Curzon, and yet nothing could well have been more striking or more complete than the way in which, by

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The hot weather will soon be here, and without a refrigerator you lose dollars every week. "THE NATIONAL REFRIGERATOR" saves you money by keeping your food clean, cool and fresh. Call and see our stock of refrigerators, Stoves and Ranges, Kitchen Cabinets. We Sell for Cash or Credit.

The National Manufacturing Co., Limited

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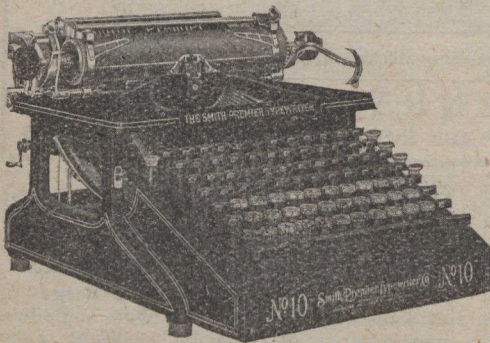
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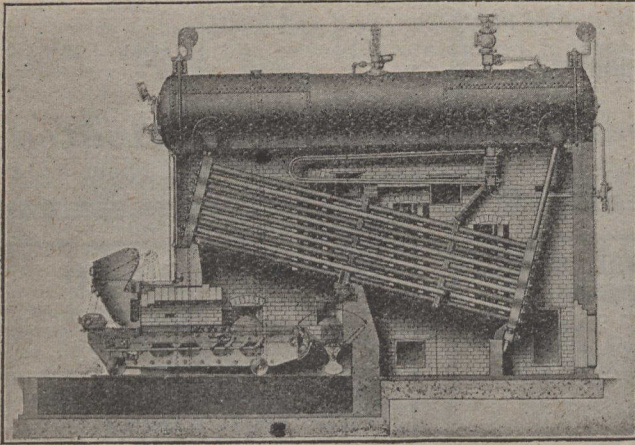
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POSITIVELY THE
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Steel Shipbuilders, Engineers and Boilermakers

Steel Vessels, Tugs, Dredges and Barges of
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(LONDON)

India Pale Ale

Prejudiced and unscrupulous vendors may suggest others, but compare in any way you will—purity, freedom from acidity, palatablene—Labatt's Ale is surpassed by none, equalled by few—at about half the price of best imported brands.

Please Patronize Our Advertisers.

the quiet force of personality and faultless bearing, the Monarch's brother took the premier place.

On the reorganization of the British Army in 1904 the Duke of Connaught was appointed Inspector-General of the Forces, and President of the Selection Board, an office involving visits to all parts of the British Empire. His tour of inspection in 1905-06 covered South Africa, Egypt, Ceylon, the Straits Settlements, and Hong Kong. He was always impatient of ceremony and ostentation. He once 'pulled up' a soldier in the main street of Aldershot for having a dirty belt.

'Hi! you, Johnson! What do you mean by walking about town like this?'

'I'm sorry, your Royal 'Ighness,' stammered 'Tommy,' 'but the fact is, your Royal 'Ighness, that I've just come off guard, your Royal 'Ighness, and——'

The Duke arrested the excuses with a smile. 'A little less Royal 'Ighness and a little more pipeclay,' he commented as he passed on.

Home Life and Family.

On the last day of 1907 the Duke was appointed Field-Marshal Commander-in-Chief and High Commissioner in the Mediterranean. This commission included the oversight of the forces stationed at Gibraltar, Malta, Cyprus, and in Egypt and the Soudan. After two winters' work he resigned the post, the reasons given in a confidential letter to the War Office 'not appearing to his Majesty's Government to be sufficient to justify the abolition of an important post created after careful consideration in 1907.' It is said that the Duke retired because in his opinion there was not sufficient work for him to do.

The home life of the Duke of Connaught at Bagshot Park is a singularly happy one. In 1879 he married Princess Louise of Prussia, the third daughter of the late Prince Frederick Charles of Prussia. Their eldest son, Prince Arthur of Connaught, follows his father's profession, and became A.D.C. to the King in 1905. The elder daughter, Princess Margaret, is Crown Princess of Sweden. The younger, Princess Patricia, was born in 1886.

On the death in 1899 of Prince Alfred, the only son of the Duke of Saxe-Coburg-Gotha, the succession was offered to the Duke of Connaught as the next of kin. But the late Queen desired that he and his son should remain British Princes, and this was equally the wish of the Duke himself. He, therefore, renounced his own and Prince Arthur's rights in favor of the young Duke of Albany, his nephew.

Those who speak with the authority born of close intimacy declare the Duke of Connaught to be a courteous gentleman, a brave soldier, and a true friend. Possessing undoubted ability, he is a strenuous worker, and his popularity among the rank and file in the Army is exceptional. Mr. Edgar

Wallace, in his volume of verse, 'Writ in Barracks,' thus sketches the Duke from the private's point of view:

'Wot 'as the Gen'ral done?' sez I;

'Wot 'as the Gen'ral done?'

'O, 'e's a Prince of the Royal blood, an' they

Chucked 'im 'is rank for fun!'

But that was a lie, for I found out since

'E's ninepence a soldier an' thruppence a Prince!

'E stood fire in Egypt, an' 'e didn't wince,
Not Arthur!'

THE BIRTHDAY HONOURS.

The honour of the C.M.G. conferred by the King on Dr. J. G. Rutherford, Veterinary Inspector General, is a very popular one in the service for two reasons — public and private. It has sought out an office of great responsibility and importance to the public, and the service rejoices that the sole recognition of the kind on this occasion should have fallen within its ranks. On the personal side, it is only a reflection of Dr. Rutherford's general popularity that he is president of the Ottawa C. S. Association, and therefore known intimately throughout the ranks at Ottawa. Dr. Rutherford has proved pre-eminently that the service offers a career to one who can make it.

The I.S.O. granted to Mr. Achille Frechette has been well earned by a long and eminent career of service. Born in 1847, he entered the public service as translator of the House of Commons in March, 1874, and was appointed chief translator in September, 1908. Last session he was given six months leave of absence owing to ill health, and his superannuation will follow. He is at present in Switzerland.

John Henry McIlree, who obtains a similar decoration, is an assistant commissioner of the Royal North-west Mounted Police. He was born on February 28, 1849, entered the service on November 14, 1870, and was appointed assistant commissioner on November 1, 1892.

MORAL—JOIN THE SAVINGS AND LOAN ASSOCIATION.

A member of the British Civil Service was recently brought before Judge Edge of the Clerkenwell County Court at the suit of a moneylender. In passing judgment on the case, the learned Judge remarked:

"Civil servants recommend one another to go to moneylenders. It has been suggested that there should be an inquiry into the question of money borrowing by civil servants. It has become almost a scandal that so many young unmarried men in the service should be getting into the hands of moneylenders. One recommends another into the jaws of the lion, as it were. Get out of this liability as soon as you can, and don't recommend any of your fellow clerks to go to moneylenders. Some day you may be all awakened to a Departmental inquiry into this borrowing, and it may be that those who have gone borrowing will have their sorrows added to by being censured, or reduced, or even discharged."

The civil servant, like every one else, finds it necessary sometimes to borrow money. In Canada he has avoided the pitfall referred to in the above by organizing a co-operative loan association, which lends only to its own members, and then only for legitimate objects, and which is able thus to turn what is so often a curse into a benefit.

A REMARKABLE MAIL ROUTE.

One of the most remarkable mail routes in the world is that which a letter journeys in getting from Beebe Plain, Quebec, to Beebe Plain, Vermont. While the two offices are within ten feet of each other—are located in the same room, in fact—a letter mailed from one office to the other must make a trip of 294 miles—67 miles in Canada and the rest in the United States.

The plain, old-fashioned store building, which is situated on the international boundary line, contains both the United States and Canadian offices. There are separate entrances to each, but both are in the same room, have the same lobby, and there are no partitions to mark the division between the domain of Uncle Sam and the possession of King George.

"If you mail a letter from the Vermont side addressed to the Quebec side," says the postmaster, "it goes from here to the junction, then to Newport, then to White River Junction and back to Lennoxville, Quebec, over the Boston & Maine. There it is transferred to the Grand Trunk and goes to a southbound mail pouch, and comes to Stanstead Junction, and then back to this same building, a distance of 294 miles."

To Advertisers



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