

THE CIVILIAN

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No. 22

Superannuation Next in Order.

The Government well-disposed to Consider Reasonable Views.—The Question should be pressed this Session.—Prudent decision of the C. S. Association as to Policy to be Pursued.

Everyone who has borne a part during recent months in preparing or presenting the case of the service must be aware that during the past year a great change has occurred in the relations between the government and the service. Time out of mind, the practice of governments was to take this or that action with regard to the service solely of their own initiative; generally at long intervals, when the need for action had become acute; and often without any proper enquiry as to the true conditions. For the service to presume to make itself heard upon the point at issue would have been regarded as a striking novelty,—almost as an impertinence. Everyone else in the country was accustomed to be heard when any measure affecting him was to the fore. But the service, like a ward in chancery, was expected to sit very quiet, unless it chose now and then to ejaculate a "thank you, kind sirs; thank you." It had always been treated with rather less consideration than the eighteen tailors who once upon a time waited on Elizabeth Tudor, only to receive from that able and satirical lady the salutation, "Good morning, gentlemen *both!*" But

though nine men of the service had less influence than one outsider, we may freely acquit our Canadian statesmen, past and present, of any desire to suppress the views of such a large body of citizens. The fact is that the service had itself almost solely to blame. Without organization, or articulate voice, how could it hope to bear any important part? Any supposition to the contrary is refuted by the circumstance that as soon as the service became organized, and could speak in a representative capacity, the government listened to its views and gave them every consideration.

Things Well Done and—Not So Well

But without speculating further upon first causes, we may congratulate ourselves upon the change of relations itself. During the past year, a new attitude was displayed by the government towards the service. The service spoke with a certain authority; the government harkened to its representations, and gave effect to such of them as seemed to it reasonable. The result, beyond question, was advantageous to both, and certainly the service is deeply indebted

to those members of the cabinet who were instrumental in bringing about the change. Thus the salary-increase question was disposed of — may a merciful Heaven grant that it recur not again in our time, for had we not been buoyed up by a stern sense of duty, we had long since grown to hate the very sound of the words. The reorganization question, we regret to say, was not so happily settled. There, each department has been permitted to be a law unto itself. No standard of uniformity has been set up where such a standard is sorely needed. The result is that certain departments have liberally construed that section of the act which enjoins reorganization; that certain other departments have pursued a medium course; and that one or two have done absolutely nothing,—civil service reform, or the desire to do simple justice, not having yet penetrated to certain quarters. It is an unenviable position to possess power without sense of responsibility. No reasonable person ever argued that the problem was an easy one; but to shirk it altogether on that account is far from admirable.

An Unsettled Question That Deserves Consideration.

But while reorganization methods are proving, and will prove, sources of discontent and irritation, there is another matter of the greatest importance which has not yet been taken up in earnest. We refer to Superannuation. Beyond a pronouncement by the government that it intends to consider the question fully, no advance has been made from the time when the commission presented its report recommending the Bill therein contained. There has been no lack of interest, however, in the service itself. For a long time the service has seen and deplored its unhappy posi-

tion in this respect. Private corporations by the score, both in Canada and in the United States, are declaring for Superannuation, and the service is very naturally asking whether it is to be made the last sad example of the force of an expired notion. We believe that this is another case that only requires to be properly presented to receive the attention which it deserves. The time is now ripe for such representations to be made; otherwise, consideration of the question must go over until another year, and there has been enough postponement already,—“to-morrow and to-morrow and to-morrow.”

Action of the Civil Service Association

At a meeting of the C. S. Association, held on Thursday of last week, it was decided to embrace an early opportunity of waiting upon the government and of pressing for the introduction of the Bill recommended by the Royal Commission. It was further decided that, as to special claims arising under this head, the Association should do all in its power to have them recognized at the proper time. In thus deciding, it appears to us that the Association has recognized the main point,—namely, that the important thing for the service at present is to get a reasonably satisfactory Superannuation Bill under weigh at once. Such a measure will fully meet the needs of the great majority of those who are now without superannuation, and besides applying as to the future to the remainder of those now in the service, will also meet the needs of future entrants for all time. The particular requirements of the important remnant in respect of uncounted service and the like will not, however, be lost sight of. The special provisions necessary in their behalf would in any case probably be enacted separately from the main

measure; at all events, they might very well be considered apart. There may be room for legitimate difference of opinion upon this point, but we cannot but agree with the executive that the numerical preponderance of those to whom such a measure as the proposed Bill will be satisfactory justifies the procedure outlined. There will be criticism, of course, from those who believe that Heaven and Earth should be moved, no matter what else is endangered, to the end that their parsnips may be well buttered; but the criticism will lose its force in proportion to the general approbation which the policy of the Association will command. Having taken its decision, we would endeavor to impress upon the Association that there is no time to be lost if we are not to wait for another full year.

The Old Superannuation Acts Defective.

* Those who are already entitled to superannuation have been the first to see the necessity of some broader measure, such as the proposed Bill embodies. The repealed Superannuation Acts under which they rank are too narrow in scope to be effective. Those Acts contemplated only one contingency—the survival of the civil servant himself. If he became incapacitated for duty either through ill-health or the effects of extreme age (practically the only two events that the acts, as administered, have recognized as valid reasons for superannuation), he was made the recipient of a superannuation allowance. If he died in harness, no matter after how many years service and no matter how large or poverty-stricken the growing family which he might leave behind, all that he had paid in was forfeited. Nor have the acts as administered been effective from the

point of view of the employer,—the government; or, if there be any dissociation of ideas here, as the cynical may allege, let us hasten to say that the acts have not been effective from the point of view of the good of the service. He who takes the trouble to peruse the Public Accounts Reports will learn that, of those retired in any year, a few have been superannuated at various ages because of broken health, but that the chief cause of superannuation is really senility. It would be tedious to enlarge upon this point to prove the consequences of such a policy, for they are obvious. Every public servant who has been retained until death though old age stares him in the face has impaired the public service, and, to a certain extent, has brought it into disrepute. An expensive policy it is too, for the full salary which has been paid to such an one, practically without any return by way of service from him, far outweighs the combined superannuation allowance that he would have been granted earlier, and the smaller salary payable to a younger successor. Nor is this the whole account. There are examples by the score of men who have been retained in the service for 10, 15 or even 20 years after their real usefulness had fled. That means that younger men have either had that much longer to wait for promotion, or received the promotion notwithstanding, thus adding another item to the expense. The old Superannuation Acts, then, besides being defective in important respects, have for many years been administered in such a manner as to defeat the true purposes of superannuation.

Civil Service Reform Again.

It is desirable, therefore, that no unnecessary time be lost in endeavoring to secure the enactment of a Superannuation law that will be free from

the defects chargeable to the old acts; for this too will be a most substantial contribution to Civil Service Reform. *You may guard entrance to the service all you please, but if you don't govern exit from the service too, or if you leave it to death to be the sole governor of that, you have made small progress indeed* And if Parliament in its wisdom should see fit to pass the proposed Bill substantially in its present form, the prime administrative defect that attends the old acts would also be removed, for sec. 5, sub-sec. 2, would settle the matter. To some it may seem arbitrary to place the retirement age at 65, as does this clause, and no one can deny that at 65 some men are still capable of rendering valuable service. But it is also true that about that age, Time has usually begun to press with a heavy hand, and, here as elsewhere, the common lot must point the rule. A rule there should be, for a discretionary power would be—nay, has

been—honoured chiefly in the breach. Moreover, we have as a guide the experience of the British service upon this point. The same rule has been applied in Britain for many years, and with such results that the matter is now considered as settled, and therefore settled right.

And Don't Forget Insurance.

At the same time that the superannuation question is being urged upon the government, which we hope will be speedily, the matter of insurance ought not to be neglected. Several amendments to the Civil Service Insurance Act, it has been agreed, are necessary to its greater usefulness. If these should be regarded by the government as proper and reasonable, then the C. S. Insurance Act in combination with a proper Superannuation Act would go far to settle this aspect of Civil Service Reform once and for all.

Promotion in the Civil Service.

**Three letters: Mr. J. S. Ewart re-states his position.
—A reply from "Blockhead."—Critic Suggests
an Amendment to Section 50.**

Promotion in the Civil Service.

To the Editors of THE CIVILIAN:

I am very sorry that any member of the civil service should have imagined that in writing under the above title, a few weeks ago, I had the slightest intention of "lecturing" the members of that service. And if, after repudiating any such intention, any one—"Blockhead" or any one else—should still take my article in that way, I can only regret that I wrote it.

I intended it as the counsel of an older man to younger men. And it was not because I doubted that "the service presents no broader and no narrower target for fatherly advice than any other body of employees" that I complied with the Editors' request to contribute something to THE CIVILIAN; but because I thought—rightly I still believe—that my words would be taken in good part and might be of advantage to some readers. "All of Mr. Ewart's advice is excellent good"—says my critic.

Then, my young friends, do not refuse it because one who wishes you well gave it to you. It may be true of me, and probably is, that "his action in advising civil servants how to win promotion simply amounts to this: that he is seeking to pluck the mote from his brother's eye, and behold a beam is in his own eye." But if the advice be "excellent good," my other eye is probably still unaffected.

What I said about the older men in the service—that "they are in a rut if not in a tunnel"—is perfectly true; and so, unfortunately, is my critic's retort "that old civil servants are no more fossils than old lawyers." I intended no disrespect, I assure you, to the class to which, for some years, I have belonged. And if anybody over forty imagines that habits have not got hold of him, let him try—try hard, as I have,—to learn to swing a golf club (a simple enough motion) in the easy way that every little caddie can acquire in a week.

But, friend "Blockhead," I said nothing about "decay in the service," and as for my "cracking jokes" upon the subject, I protest that they must have been of the most unconscious sort, for I do not see one of them yet.

Nor did I suggest a word in denial of the advantage of "a non-copyrighted Shakespeare," or of the delightfulness of "Kipps" or "Claribel." I did say that what young men require for self-improvement is brain-exercise; and that you will get none of it in reading novels. I do not condemn light literature or poetry or gymnastics or cold baths. I merely say that they are not specially adapted for mental improvement, and that some other exercises are.

And now to take Mr. Colson's more serious reply to me. He says that I went out of my way "to attack the older members of the service." I

made no such attack. Many of these "older members" are my personal friends, and I value their friendship. But there is no doubt that they are in the ruts—some of them as deeply as myself. I wonder if Mr. Colson can swing a golf club correctly? If he is over 40, I should like to test his freedom from habit some day on the links.

In my article I made a general assertion and offered an illustration of it. Mr. Colson finds fault with the illustration, but makes no denial of the assertion. Let me repeat both. I said, "You would expect for example that every bank-officer would be familiar with the Bank Act, and something of the law of cheques and promissory notes. But the teller confines himself to counting bills, and the ledger-keeper to posting his books. Hardly one of them is qualifying himself for the position above him. If a general manager ever finds a man capable of better work, he almost immediately gives it to him. but B. E. Walker, of the Canadian Bank of Commerce, had to import men from Scotland, because he was unable to find men in his employ fit for promotion—fit for better work."

Mr. Walker has said that my illustration does not accord with fact. Mr. Walker is right, and I ought to have been more careful. For the moment, I confused two things. I should have said that Mr. Walker had found himself embarrassed in opening as many new branches of the bank as he wished by the difficulty in finding men capable of taking the higher positions. My point was that Mr. Walker, like every other large employer, is always on the look-out for really good men; that he finds them hard to get; and when he finds a man capable of better work he almost immediately gives it to him.

The illustration which I now sub-

stitute will, I presume, be thought by Mr. Colson to be no better than the last; and he will denounce it as "the wholesale traducing" of bank officers. But it is nothing of the sort. It is merely stating what everybody (including Mr. Colson, I should think) knows perfectly well to be true: namely, that in banks, and civil service, and law, and medicine, and every other department of social activity, there is far too little—deplorably too little effort after self-improvement.

I referred to bank officers merely as a useful illustration—as a class whose opportunities of self-improvement could be easily and shortly indicated. They are no more neglectful than any other set of young men, as far as I know. I do not traduce them. I would help them to greater activity if I could.

Am I not right, Mr. Colson, in saying that every bank officer ought to be "familiar with the Bank Act," and that he ought to know "something of the law of cheques and promissory notes"? Am I not right in saying that very few of them study these things? Is not that a good illustration of the general lack of effort after self-improvement?

It is very curious that the giving of some "excellent good" advice should have brought upon me the necessity of such lengthened personal defence. I am told:

1. That I ought not to "lecture" people—which I readily admit.

2. That the civil service is in no more need of fatherly advice than any other body of employees—to which I agree.

3. That I am merely "seeking to pluck the mote from my brother's eye," while "behold a beam is in my own eye"—which is probably quite true.

4. That "old civil servants are no more fossils than old lawyers"—which, unfortunately, is indisputable.

5. That I was "cracking jokes about decay in the service"—which ought to be pardoned upon the ground of unconscious inadvertence.

6. That I sought to deny people "a non-copyrighted Shakespeare"—which is quite untrue.

7. That I went out of my way "to attack the older members of the service"—which is also quite untrue.

8. That in illustrating an undisputed general proposition, I said that Mr. Walker was embarrassed by mediocrity in one way, instead of indicating another—which is the only mistake for which I am in the least penitent.

And now, sir, admitting that almost every item of these indictments is absolutely true, and admitting, too, that I ought, were all the facts known, to be convicted of sins against every clause in the Criminal Code, allow me (before disappearing as I should) to express the hope that if my counsel be "excellent good," somebody—some of the younger men—forgetting the misfortunes of its author, will take profit by it.

JOHN S. EWART.

The Fundamental Issue in Civil Service Promotions.—A Reply to Mr. Ewart.

"When he had made this speech, Thrasymachus intended to take his departure.... Our companions however would not let him go, but obliged him to stay and answer for his doctrines. I myself also was especially urgent in my entreaties, exclaiming, Really my good Thrasymachus, after flinging us such a speech as this, are you intending to take your leave, before you have satisfactorily taught us, or learnt yourself? Do you think you are undertaking to settle some insignificant question, and not the principles on which each of us must conduct his life in order to lead to the most profitable existence."

—Plato; The Republic; Book I.

My dear CIVILIAN:

I must thank you for the proof-sheet I have just received from you of Mr. Ewart's second letter *rê* promotions in the service. May I understand from this that if it suggests any further remarks you will lend me some of your space?

I confess I am sad at the outcome, for I see plainly Mr. Ewart did not read the second half of my letter at all! Well, it *was* long; but if I had realized it was so long as that, I would certainly have put the tail of it first. Mr. Ewart thinks only my rambling comments to the immediate text of his letter worth referring to. Pshaw! that wasn't what I meant him to notice. Though I hold to them still, I wish now I had never uttered them.

And I am jealous to my boots that Mr. Ewart actually considers Mr. Colson's criticism of him more serious than mine. Why, Mr. Colson merely corrected him on a point of fact — an important point, but one easy of correction and now corrected! Whereas I—I thought I was viewing the matter in the light of all the philosophies, in the light certainly of the fundamental principles of citizenship involved when a man of the standing of Mr. Ewart comes forward, under the circumstances at present obtaining, to show his interest in the conditions governing promotions in the civil service. Even you, Mr. CIVILIAN, wholly aloof as you stood from the discussion, realized the pith of my contention, and paid the compliment of editorial approval to the only idea worth permanent consideration in my letter.

Let me re-state in a word my feeling as to the advice of Mr. Ewart and as to Mr. Ewart himself. As I said before, Mr. Ewart's advice, taken by and large, is good; I refuse

to waste words discussing it. To be sure I think he sinned by omission in not entering poetry on his curriculum, and I still think he is hard on George Eliot and George Meredith, when he implies that "Middlemarch" and "The Egoist" are not a stimulus to intellectuality. But, as I distinctly said in my letter, that is a detail; I myself prefer the course of reading laid down by Ruskin in "Sesame and Lillies," but no matter. I would have every civil servant follow Mr. Ewart's advice to the very letter if you like, for the sake first of his self-respect, and, secondly, because it *may* pay. But addressed to the Canadian civil service as the "open sesame" of success, advice of that kind alone is useless, because the system frankly is not yet based on merit. Worse than useless, because, that being the case, it tends to confuse thought and to place responsibility where it does not belong. Now, why has this state of things prevailed in Canada for nearly half a century after it disappeared from England, and for a quarter of a century since the axe was laid at the root of the tree in the United States? Simply because of the apathy of public opinion—the acquiescence of men of the stamp of Mr. Ewart. Therefore, Mr. Ewart, I said and I repeat that you should not address the civil service in the spirit of your letter till you have made some effort in your capacity of just employer and patriot as well to insure that if advice like yours is heeded it shall meet with the reward it merits. This is not subtle or *à propos de bottes*: it is, if you will but look into it, merely a logical analysis of your position.

As I say, then, the result of my letter thus far is disappointing. But it will take more than a few weeks' silence on Mr. Ewart's part—silence either of the total kind or of the kind

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THE SERVICE AND THE USURERS.

THE CIVILIAN has noted with considerable regret one result of the current prosecutions of the money-lenders. Wheresoever the news of the prosecutions has drifted, there seems to have been a tendency to identify the movement entirely with the civil service and to draw inferences wholly unwarranted as to the character and condition of that class. Newspapers in recording the matter have invariably conveyed the idea, whether in express terms or by implication, that the Ottawa service as a body is in the clutch of the usurer—a subject for pity or condemna-

tion according to the mood of the reviewer. Now that, as a general statement, is absolutely and unequivocally untrue. There are men in so large a mass—many of them—who for good and bad reasons are in the plight described; but that the evil is worse than among the salaried classes elsewhere is what we emphatically contradict. We have been sorry, therefore, that so much prominence has been given in the press to the name of the service in this matter. The Association, which has been frequently quoted as taking part in the proceedings, has, as a matter of fact, followed precisely the opposite course from the first, and that deliberately and in full appreciation of the issues involved. For, in truth, the cure of usury is not in the law-court and the prisoners' docket. It is in the removal of those causes and conditions which have created or made possible the usurer's baleful trade. In the end it will prove useless to pursue him, unless you can offer something for the need in the satisfaction of which he obtains his first footing—the perfectly legitimate need in any community of a means of borrowing money in a small way, with no reference to commercial enterprises, but to meet circumstances of a personal and domestic character. It is a mistake to tear down the foulest tenement till the housing elsewhere and otherwise of the inmates is provided for. Fortunately the service can retort upon any criticism of the kind referred to above by pointing to the Loan and Savings Society as tangible evidence of the fact that it understands the true solution of this problem and is acting upon that understanding. Instead of the service being heralded abroad as a body of men in the pitiful and incapable state of the usury-ridden, it is at this very moment in the very van of progress

in this country in the solving of the usury problem, and is showing the way in this regard to the people at large in a manner that will be appreciated a few years hence when the history of this question comes to be written. Let us, therefore, devote our single-minded strength to the building up of this excellent institution, the Loan and Savings Society, and we will soon have no occasion to invoke the law on usury any more than one whose house is made sanitary will have need of the health inspector.

THE NEWER STOICS.

So far as our information extends, there are just two departments which have *completed* their reorganizations without having done anything more than is implied in the automatic transfer of staffs from the old classification to the new. Every reader knows well the departments to which we refer, and therefore we name them not in this place, having besides an abiding fear of the crime of *les majeste*. With reference to the phenomenon itself, we have no criticism to offer except this: that to carry prudishness or timorousness to the extent of withholding from the deserving officials of any particular department the same classification as their fellow-officials are receiving generally throughout the service is to commit a manifest injustice. We hesitate, however, to press this view upon men who have taken no interest in proposals for the betterment of the public service, and who, themselves as well classified as they can hope for, are nobly superior to considerations affecting the rights of others. As a practical philosophy, this, it will be conceded, is far superior to that of the ancient Stoics, which only

taught the disciple that he must bravely endure his own misfortunes, but said nothing about being heroically indifferent to the misfortunes of others.

PROMOTIONS.

Our readers will, we are sure, enjoy the renewed discussion between Mr. J. S. Ewart and "Blockhead," on the subject of civil service promotions. It is a most important and interesting question, and there is no need of any holding of the balance as between the different views advanced. In point of fact, there is no essential difference in the opinions of Mr. Ewart and "Blockhead," Mr. Ewart confining his remarks to one aspect of the subject, while Blockhead lays the emphasis upon another. Readers, if they are like us, will find no great occasion to disagree with either, and will be glad to see the debate continued with so much spirit. Whether a Civil Service Reform League is workable in Canada, is not a matter to be answered off-hand. But it certainly is a matter to be taken into the most serious consideration. What excellent effect, for example, would a pronouncement from such an association have in the matter of the interpretation of Clause 21—a phase of the subject which is not specifically named in the present controversy, but which is, to our mind, in the very forefront of the whole subject of promotion in the civil service. And here, also, we would like to draw special attention to the letter of "Critic," which we have included under the same heading as that of Mr. Ewart and "Blockhead," because of its cognate interest. Certainly, Clause 50 of the old act would seem in need of immediate revision.

THE CIVILIAN AND THE SERVICE.

This journal is published under the direct supervision of a Board of Editors, all of whom are members of the civil service. Every care is taken by this Board that it should fulfil in the best way possible under the circumstances the one and only object of its existence—the betterment of conditions in the service. We believe we have accomplished something on these lines, and that still more will be accomplished as time passes. Nevertheless, we are painfully aware of our limitations. Scarcely a number issues that there is not wafted to us from someone or somewhere an opinion to the effect that such and such might have been better said or better not said. Now, criticism is the very breath of life to a venture like this—criticism that is based on a real conviction that the best is not being made of the opportunity. Therefore, we ask that if anyone has any difference with us that he feels to be vital, he consign it not to the winds but to a sheet of paper and post it to this office. If *THE CIVILIAN* does not represent the best thought of the service on any question, it is the service and not this painfully-striving publication that is to blame.

PROMOTION IN THE CIVIL SERVICE.

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of which his letter to-day is so full—to convince me that he will not finally see where the good-will be so patently bears the service in this matter of helping them to promotion will find its readiest outlet. For his second letter merely repeats the mistake of his first: he keeps thinking of the

civil servants' duty, calmly implying that if the latter does that duty all will be well. One short year in the service would show him the fallacy inherent in an attitude like that. To discuss promotion in the civil service without taking account of the need of a reform in governmental methods is like leaving the oatmeal out of the porridge—pretty thin. Why do you advise a boy to learn to swim if he is never to be allowed in the water? If Mr. Ewart were a doctor would he dilate on the benefits of healthful exercises to a patient with a broken leg?

As a working principle, I believe every man should fight his own battles and cry for help, if at all, only *in extremis*. But the point to be borne in mind in this question of civil service reform is that, tremendous as the issue is for the civil servant, it is essentially a problem which must be dealt with primarily from the viewpoint of the public interest. The strong rock upon which reform is based, is that it offers the best method of transacting the people's business. The employee who enters an unreformed civil service does so to a degree with his eyes open. At any rate, his personal interests in the matter render him *persona suspecta* if he comes forward as the advocate of reform, notwithstanding that he knows probably better than any one else what the evils of unreform lead to. I had this point brought home to me with special emphasis the other day in a letter which I received from the assistant secretary of the National Civil Service Reform League of the United States. I had written to the League for information on certain matters as to the beginnings of reform in the United States and had mentioned at the same time that I was a civil servant and interested in an academic

way in the subject of civil service reform. Here is, in part, the reply which I received:

"You ask as to the possibility of establishing a Civil Service Reform Association for Canada on lines similar to our Association. The New York Association was started in 1877, and included a membership throughout the country. Subsequently, Associations were established in other localities, and in 1881 a League of Associations was formed and called the National Civil Service Reform League. You will find in the Proceedings and Report of the Executive Committee sent you, the Constitution and By-laws of both the League and the New York Association.

"It is difficult to suggest means of interesting the general public in the question of civil service reform, so much depends upon local circumstances. In this country, while the matter has been agitated in Congress for a number of years, the assassination of President Garfield by a disappointed office seeker was an event which brought home the iniquity of the spoils system to the public at large. So far as any suggestions of mine may have any value, they would be these: the organization of small committees in various localities, these committees to consist of persons interested in the reform, *preferably those not in the civil service itself.* These committees could work toward the formation of local associations, and through the press and through pamphlets could point out the need for the reform. *I should think those interested in the reform ought to try to secure the support of prominent public men whose opinions carry weight.* It

would be most helpful to the cause to get two or three prominent leaders of public sentiment really interested in it, because the initial work of such a reform is largely a question of personal leadership. Those who believe in the reform should lose no opportunity to place before the public the bad results from the present system.

"Might I suggest, in all frankness, the wisdom of having the reform advocated by those not in the service itself, and therefore likely to be benefited? I think that one of the most dangerous arguments against the reform would be that it was advocated chiefly by those who wish to be protected in their tenure of office"

With the which, I must say, I fully agree.

Therefore, Mr. Ewart, you see our position, and why we are so eager to interpret your interest in us in the broadest sense. You are the first man to come to us over the horizon of that great outside world of the Canadian public whence alone cometh our help. You come to us, moreover, as a man who, once seeing his duty clear, is not content to fold his hands. Within a week we have seen you addressing the Canadian club at Peterborough on a matter of our foreign policy, and we know that a measure has but to engage your sympathy to enlist your active support. Do you wonder that we lay hold on you even as Jacob on the angel, and cry, "we will not let thee go except thou bless us!"

What would we have you to do? Well, to be very practical and commonplace, we would first have you get into touch with the League of the United States. The acting secretary is Mr. Albert de Roode, and his address is 79 Wall street. I mention these prosaic facts, because the literature of the League is extensive, of

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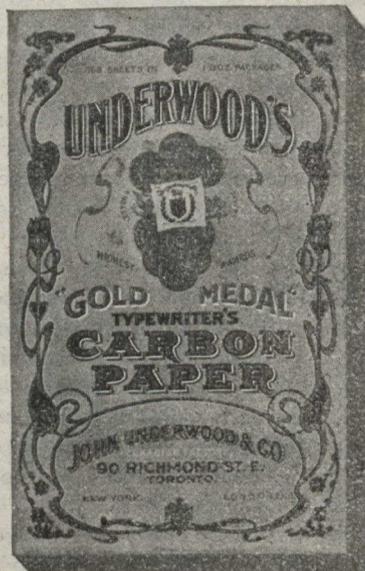
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the most valuable character, and free; because it is not to be had in Canada even in the Library of Parliament; (fact significant!) and because the officers of the League with a courtesy born of devotion will take any pains in answering enquiries. Then, why not, in the light of the letter I quoted above, get a small committee at work in this our capital city? A round dozen would do for a start. Let Mr. McGiverin be one of them: he is a believer in reform to the hilt. Then, in Toronto, there was some talk, I know, even several years ago ago, in favour of just such action there. Mr. John A. Cooper, at that time editor of the Canadian Magazine, was interested in the matter, and probably still is. In Montreal and elsewhere, the process could be repeated. Then, a federation might be attempted. Even if less ambitious lines were possible at first, (it is quite probable that in Ottawa, the Mecca of Canadianism, a movement could be launched in such a way that of its single momentum it would make itself felt in every quarter of the Dominion) no end of good would result from an intelligent study of the problem of civil service reform in Canada by an independent body outside of Parliament. If, as Mr. Ewart says, a bank clerk should know the bank act, should not every intelligent and public spirited citizen of Canada know something of the Civil Service Act and its working? The mere fact of an organization being formed to further such a result would be a long step towards its realization. Mr. Ewart has but to choose whether he will be the Curtis, the Schurz, or the Godkin of this movement, to name only three of the men who led the way in the last generation towards the Pendleton Act of the United States, which with its

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extensions under successive administrations now covers approximately two hundred thousand positions and extends to every part of the United States and its insular possessions.

But, behold, my dear CIVILIAN, how hard it is for the leopard to change his spots! Here am I at my old trick of excessive talking and leaving my best to my last. Mr. Ewart may have left off reading a column above. I trust not. But if he has, I suppose there is nothing for us to do but to sigh—and wait.

Yours truly,

“BLOCKHEAD.”

Promotion by Transfer.

To the Editors of THE CIVILIAN:

In the last issue of THE CIVILIAN, under the heading “Clause 21,” the statement is made that “Clause 21 of the Act of 1908 is the sole point ‘at which attack is now possible on ‘the principle of independent appointments to the civil service.’” Now, if you mean that Clause 21 is the only loop hole whereby appointments may be made to the inside service without passing under the supervision of the commissioners, then you must have overlooked Sec. 50 of the Civil Service Act, which reads: “An exchange ‘of positions between two officers ‘serving in different departments or ‘in different divisions of the same ‘department and the filling of a ‘vacancy in one department by a ‘transfer from another division of the ‘same department or from another ‘department, may be authorized by ‘the Governor-in-Council to be made ‘without examination of either officer.’”

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through another portal than that of competitive examinations. The prospective appointee may fail lamentably under the commissioners' tests or he may balk at the mere idea of trying the examinations, besides he may be over the age limit and may fall short in one or all of the requisites of health, character and habits prescribed by Sec. 14 of the Act of 1908. Yet that person may succeed in being appointed a Collector of Customs at \$1,600 and inside six months be transferred to the Customs Dept. here at Ottawa as a clerk in division 2, sub-division A at \$1,600. It is thus seen how one of the weaknesses of the old system is maintained under this section. Sec. 50 is directly opposed to the spirit of the Act of 1908, and in order that it would be in keeping therewith, it should be amended to this extent at least that all such transfers before becoming effective should be submitted to the commissioners for their endorsement. The possibility by means of this section of evading the commission's standards means another weak link in the chain besides the one referred to in your editorial.

CRITIC.

THE NEW KING'S PRINTER.

Mr. Charles H. Parmelee assumed the duties of his office as King's Printer and Controller of Stationery, on the 1st instant, and if half the good things which have been heard about him since then are true, the country is to be congratulated upon the choice which has been made. Mr. Parmelee is no stranger to Ottawa, having represented the important constituency of Shefford in the House of Commons since June, 1896, during a portion of which time he

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was chairman of the joint printing committee of both houses. In assuming control of the Printing Bureau he has done so quietly and yet with the evident determination of making it one of the most efficient departments of the service. Those who are familiar with his executive ability cannot doubt that he will succeed in doing so, and his courteous and obliging demeanor is bound to make him as popular in the service as he was in parliament.

* * *

Mr. C. H. Parmelee was born at Waterloo, Que., on the 1st June, 1855, and was educated there. He was editor of the Waterloo Advertiser from 1875 to 1880. During the latter year he became financial and commercial editor of the Montreal Herald. In 1883 he resumed the management of the Advertiser, which position he retained up to the time of his appointment to his present position. He has held a number of important offices in his native province, having been a member of the Provincial Council of Agriculture; a town councillor of Waterloo; secretary and chairman of the board of school commissioners; president of the Eastern Townships Press Association, and president of the Dairy Association of the Province of Quebec. He was elected to the House of Commons at the general elections, 1896, and re-elected at the general elections of 1900 and 1904. He was married in December, 1887, to Miss Christina McLean, daughter of Henry Rose, Esq., and is a member of the Church of England.

Prior to his departure for his new field of labours, Mr. Parmelee was banquetted by the Eastern Townships Press Association and by the citizens

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of Waterloo. Upon both occasions he was the recipient of many flattering testimonials of esteem.

BRIEF HISTORY OF THE CIVIL SERVICE MUTUAL BENEFIT SOCIETY.

By Mr. W. J. Lynch, Secretary.

The Civil Service Mutual Benefit Society came into existence in January, 1872, and was formed by the deputy ministers and other prominent members of the service of that period, the number signing the original Constitution being 390, of which there are not more than 23 living members to-day.

Previous to the year mentioned, it had long been the custom, in many cases of the smaller salaried men—when a death occurred—to pass a subscription list through the several departments for the benefit of the widow and children of the deceased. It need hardly be stated that there were many objections to this practice. It was subject to much irregularity in its operation, and the acceptance of aid in this form was often felt to be a humiliation by those most deserving of assistance. A general desire, however, to render this praiseworthy generosity more systematic in its action resulted in a mass meeting of the civil service held in the year mentioned, at which the society was organized.

The scheme at first adopted was the assessment plan, by which each member contributed to the funds upon a graded scale, varying from 50 cents each on the lowest salaries to \$2.00 each on the highest. Upon the death of any member, the whole amount in hand was paid to his beneficiary and

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a new assessment was at once levied to meet the next death. All the members, comprising nearly the whole of the Civil Service of that day, bound themselves not to encourage the taking of voluntary subscriptions outside of the society, and as a result, there has been an almost total cessation of these visitations up to the present time; though there is no doubt that, should the society from any reason cease to exist, the old custom of "passing the hat" would soon be again in vogue. The original assessment continued in operation until the 1st of August, 1882, when the present system was substituted—that of regular monthly assessments, establishing a fund out of which a fixed payment is made upon the death of any member.

All persons under thirty-five years of age are exempt from an entrance fee, but those over that age come under the following scale of entrance fees:—

35 and under 40 years of age	\$ 4 00
40 and under 45 years of age	8 00
45 and under 50 years of age	15 00
50 and over	25 00

but no person over 60 years of age may become a member of the Society.

The following is the table of rates:

3 cents per month on each \$100 of annual salary under 30 yrs. of age.
3½ cents per month on each \$100 of annual salary under 35 yrs. of age.
4 cents per month on each \$100 of annual salary under 40 yrs. of age.
4½ cents per month on each \$100 of annual salary under 45 yrs. of age.
5 cents per month on each \$100 of annual salary under 50 yrs. of age.
6 cents per month on each \$100 of annual salary when 50 and over.
and same proportion for fractional parts of \$100; but in no case shall

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a monthly contribution be less than 25 cents.

It will not be out of place to invite attention to the method of payment of the assessments. These amounts are deducted from the departmental pay-lists, thereby relieving the member of all trouble of looking after the payment of his contributions. The system works similarly to the one in operation for the collection of the superannuation and retirement abatements and has good results in as much as it safeguards members from falling into arrears in their payments and becoming suspended from membership. The Society owes its thanks to the accountants of the various departments for their kind co-operation in this respect.

Under the present constitution, the amount secured to the beneficiary of a deceased member is two hundred dollars, and this money is placed in the hands of the bereaved family within a few hours after notice of death has been served. This condition is in itself a commendable one, and the Society stands alone amongst all the fraternal societies in making such prompt payment at a moment when most needed.

A member who may be superannuated shall be allowed to contribute at his reduced rate of pay instead of the rate of his pay before superannuation, and a member not under the Superannuation Act who may retire

from the service, but desires to remain a member of the Society, is retained, and his contribution calculated on the basis of 75% of the salary he received on the date of his retirement.

The Constitution further provides that the business and affairs of the Society shall be managed by a Board composed of one member elected by the members of the Society in each department of the public service, in which there are at least five members, whose term of office, as such representative, is for one year—but may be re-elected. The Board elects each year its chairman, secretary and treasurer, who are known as the executive officers.

It may be remarked that this Society differs from the majority of benefit societies in the fact that, while the death-benefit is the same for all, the contribution of each member varies according to his salary. In this it has preserved the most admirable feature of the old custom of voluntary generosity, under which those most able to give naturally paid the most. To this extent it is not merely an insurance but a charitable society.

Since the Society was formed it has paid the following death benefits:

Under the original assessment, up to the 1st of August, 1882 — 51 death-benefits / \$13,500.00.

Under the present system, up to

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the 31st of December, 1908, 191 death-benefits, \$40,275.00.

Total, 242, \$53,775.00.

These figures mean a great deal, and although the death benefit is small in each case, still it has sufficed to meet immediate wants. This, then, is an institution which has claims for support upon every civil servant, claims which have not in the past been pressed as they should have been, or the membership of the Society would now be double that shown in the last year's report. It is hoped, therefore, that an energetic effort will be made, in all the departments of the service, especially among the younger members, to induce as many as possible to join during the present year.

A number of ladies have been added to the membership in the last few years, and it is expected that a still larger number will be moved to follow the example. As the number of ladies in the service over 30 years of age is exceedingly few—no entrance fee is required, and the rate would be fixed for all time at 3% per month on each \$100 of salary, thus:—

For a salary of \$800 the deduction from the monthly pay cheque would be only 25 cents.

Without any desire to speak for the future doings of this Society, it may safely be said that the transactions of the past few years strongly lend the hope that within the very near future the death-benefit will be

increased without augmenting the assessments.

It is also very gratifying to be able to state that the Society had on the 31st of December, 1908, cash on hand to the amount of \$5,573.92 after all death claims and expenses were adjusted.

The present membership is 337, let it be 500 by the 31st of December next.

Forms for application for membership may be had from the secretary or the representative of the various departments.

HELPING THE SAVINGS AND LOAN SOCIETY.

The Civil Service Association is to be commended for the action taken at the meeting of the executive committee, on the 18th instant, when it was decided to deposit \$300.00 of its surplus funds with the Savings and Loan Society. Similar action was taken by the Athletic Association some months ago. There are a number in the service who are really in need of the assistance of the Society—particularly at the present time—but, unfortunately, the funds are limited. No greater evidence of our desire to stand together, in a spirit of mutual helpfulness, could be shown than that which an earnest and united effort to build up the Sav-

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ings and Loan Society would afford. Surely there are hundreds of civil servants who can afford, at least, one share (\$5.00, payable in a lump sum or in monthly instalments of 50 cents each) particularly when that share will constitute an interest-bearing investment. It was suggested in the last issue of THE CIVILIAN that the officers of the Society should make a systematic appeal to the service for an increase in capital. Pending such action, let each one of our readers, who is not a member of the Society, make an application for membership, and let those who are already members endeavor to secure at least one other as such.

CORRESPONDENCE.

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

L'Association du Service Civil.

Messieurs les éditeurs du CIVILIAN :

Tout flatteur que soit le succès remporté par les officiers de l'association du service civil, ils ne doivent ce-

pendant pas se reposer sur leurs lauriers; la tâche à bien dire ne fait que commencer.

De problématique qu'elle a été jusqu'ici, la société vient de recevoir un certificat de longévité dont le premier effet sera de resserrer les liens qui unissent les membres entre eux. En sus du résultat matériel qui certes n'est pas à dédaigner, cette victoire a, au point de vue moral, une importance beaucoup plus grande, en ce sens que la société, en se faisant agréer auprès de ceux qui président aux destinées du service, s'est en même temps définitivement imposée à ceux qu'elle a mission de protéger, conquérant ainsi le respect de tous par sa déférence envers les uns et son dévouement envers les autres. Ce qui ne peut manquer de faciliter son orientation pour continuer la tâche qui lui incombe, aide des plus opportuns, car il ne faut pas se dissimuler qu'entre le chemin parcouru et celui à parcourir il y a autant de différence qu'entre la goutte d'eau et l'océan.

Sa mission, en effet, n'est rien moins que d'extirper du service ces myriades de microbes que l'inertie coupable des employés ont laissé, de temps presque immémorial, pulluler

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dans son sein. Après la question de subsistance que l'augmentation accordée vient de résoudre sinon en totalité du moins en partie, il découle de soi que l'employé civil devrait maintenant obtenir le privilège, bien naturel d'ailleurs, de manger, sans le trouver amer, le pain qu'on lui donne.

Du devoir même qu'il remplit nait un droit qui s'affirme d'autant plus que ce devoir est mieux rempli, c'est celui d'être jugé à sa juste valeur et d'être traité sans esprit de caste, sans parti pris, c'est-à-dire en homme et non en esclave. S'enrôler dans le service n'est pas synonyme de perdre les attributs inhérents à la nature humaine; l'employé ne peut être supposé laisser sa personnalité au seuil de son bureau. Du moment cependant qu'il le franchit, il ne reste trop souvent de lui qu'un automate, une machine pourvue de bras et de jambes pour faire l'ouvrage mais dénuée de cœur, d'amour propre, en un mot de tout sentiment humain. Quelque bizarre et ridicule que paraisse ce rôle, ce n'en est pas moins l'existence à laquelle a dû, jusqu'ici, se résoudre l'employé civil. Sans cesse bercé par l'espoir de jours meilleurs qu'il puise dans la

Quelque lourde que soit cette tâche,

persuasion qu'un tel état de choses ne peut pas avoir de fin, il laisse les déceptions succéder aux déceptions jusqu'au moment où, cédant enfin à l'évidence, il est bon gré mal gré contraint de reconnaître qu'il a été la dupe de ses illusions sur la justice humaine. Malheureusement il est trop tard. Pour avoir blanchi sous le harnais il ne s'appartient plus. Son seul sort est de continuer à courber l'échine.

C'est à cet état de choses déplorable qu'il faut maintenant remédier en montrant à la Commission jusqu'à quel point sont atrophiés les cerveaux de ceux qui osent ainsi ravalier leurs subalternes. Des anomalies qui émailent le service c'est la plus criarde, la faire disparaître sera non seulement mettre terme à une injustice, mais aussi restituer dans le service cette saine émulation sans laquelle il ressemble à un corps sans âme.

nous avons des preuves quelle est digne de ceux à qui elle incombe, et je ne doute nullement, si cette anomalie est, à son tour, battue en brèche avec la patience, le tact et l'intelligence déjà attestés, que, comme sa sœur aînée, elle n'aura d'autre alternative que celle de capituler.

X.

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there would be more well
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A Statesman's Tribute.

To the Editors of THE CIVILIAN:

During the discussion of civil government estimates in the House are frequently heard remarks the reverse of complimentary to the civil service, and it rarely happens that the cause of the service is championed by more than the local representatives. It is equally rare to find in newspaper reports of public speeches of leading members of either party that just credit is given the service for assistance in carrying on the business of the country.

It is therefore all the more refreshing to run across an appreciation of civil servants such as follows, even though it does not refer to ourselves:

"We have succeeded also in collecting the revenue, a larger revenue with a smaller amount of expense than in times past. That, again, I claim, not really on behalf of the government itself, but on behalf of the

energetic civil service, by which we are supported, a service constantly run down, a service constantly represented to be idle and to be an incubus on the nation, a service of which all those who come in contact with it are able to say it deserves the gratitude of the nation, and I am glad to have this opportunity of telling so vast an audience, composed of men of all shades of opinion, that, as regards the civil service, the ex-Ministers of the Crown will give you the same testimony as the present Ministers of the Crown, and that is a testimony to the valuable services rendered by an utterly incorruptible class of men. (Loud cheers.) Long may we continue to have the assistance of men so entirely free from any of those accusations which are too often levelled against the civil service of other countries."

That was the tribute paid to the British civil service, some years ago, at a public meeting in Swansea, by

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Mr. Goschen, at the time Chancellor of the Exchequer in Lord Salisbury's government, and the words then spoken hold good to-day.

FAITHFUL PHILIP.

Ottawa, Feb. 20th, 1909.

We regret that we are unable to find space in this issue for a somewhat lengthy communication which has been received on the subject of Superannuation.—Eds.

THE NATIONAL WORK-SHOP.

At the beginning of the Civil Service Association's year, in November last, a special committee of the executive was appointed to investigate and report upon the accommodation and sanitation of the various government buildings. It was

thought that in process of time some valuable suggestions in this connection might be made to the government, with a view to improving both the working conditions of the employees and the character of the work done.

The preliminary report of the committee was read and tabled at a recent meeting of the executive. It included in its survey, the East and West Blocks, the main building of Parliament, the Langevin Block, the City Post Office, the Woods buildings, and several other premises occupied as government offices. The ventilation, water-closet accommodation, heating, lighting and cleaning was in each of these buildings dealt with. On the latter subject the report states:

"That the charwomen perform their work in a perfunctory manner is the complaint from almost every department. The sweeping and dusting are

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very unsatisfactory, particularly the latter."

Some of the subjects broached are admittedly difficult of solution. Until the experts settle what is a suitable system of artificial ventilation for large buildings, the present situation of having none at all will probably have to remain. At the same time, better provision for the admission of pure air by way of the windows is no doubt feasible in many instances, and a word to this effect would undoubtedly be listened to on proper representation by the clerks interested. The architectural construction of the buildings is responsible for bad lighting in some cases. This and the overcrowding noted in certain quarters is a matter to be borne in mind when the question of new buildings comes up, the latter urging the need of such buildings and the former indicating the style they should follow. Beautiful as are the stately group on Parliament Hill, there could probably be no less suitable window for the work-room found than the narrow pointed Gothic which everywhere prevails. This has been remedied in the later offices, and has in any case become sufficiently obvious by experience as not to need mention.

OPPORTUNITY.

By WAITER MALONE

They do me wrong who say I come no more
When once I knock and fail to find you in ;
For every day I stand outside your door,
And bid you wake and rise to fight and win.

Wail not for precious chances passed away,
Weep not for golden ages on the wane ;
Each night I burn the records of the day,
At sunrise each soul is born again.

Laugh like a boy at splendors that have sped,
To vanquished joys be blind and deaf and dumb;

My judgments seal the dead past withits dead,
But never bind a moment yet to come.

Though deep in mire, wring not your hands
and weep,

I lend my arm to all who say : "I can."
No shamefaced outcast ever sank so deep
But he might rise and be again a man.

ATHLETICS.

All writers and reporters of athletic news do not think deeply; some do not think at all. A few days ago an item appeared in the sporting page of a local paper proclaiming the fact that a certain player though competing in a professional hockey club is an amateur; that he played for nothing but the love of the game and the pleasure of body and soul he might achieve for himself or confer upon his fellow contestants. The picture drawn of the fun-loving amateur was idyllic. A few days before on this same sporting page appeared a list of those who had been punished for foul play in hockey, and the name of this same player headed the list as the one most guilty of all his professional confreres and suffering the greatest number of penalties. While money consideration happens to be the line of demarcation between an amateur and a professional, the instinct to play foul is incompatible with the former title. To be an amateur athlete one must be possessed of the derivative meaning of the word amateur. He must love the game, the exercise, the opposing players, and even the referee. In this respect many professionals are good amateurs, while many so-called amateurs would not be tolerated in properly conducted professional games.

* * *

After a long era of pandemonium in the hockey world, the hockey trus-

tees have decided to exercise their trust in earnest and place a ban upon players who break their promises and pledges to club managers. Let no word of recrimination for past neglect be heard on the occasion of this almost Luther-like reform in one phase of hockey degeneration. Let rather every encouragement and support be given the trustees in the hope that they will successfully carry out this and other much needed laws for the betterment of sport. The improvement of professional ideals in games will have an exemplary effect upon amateur games, insomuch as amateurs viewing the more spectacular professional exhibitions will become imbued with the good or bad principles displayed in the games and heralded in the press.

* * *

The following letter has been received from the Secretary of the Athletic Association:—

To the Editors of THE CIVILIAN:

The annual meeting of the C. S. A. A. is now only one month away, and there is yet a large number of members of the Athletic Association who have not paid their membership for the current year. I trust that all those members will see that their fee is sent to the treasurer, Mr. A. H. Brown, Audit Office, as soon as possible, otherwise they will not be eligible to attend nor to vote at the annual meeting. Moreover, many of these participated in our field day sports in September last, and in the games provided by the Association

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all last summer and fall, and if no member of the executive committee has asked for their fee this notice should be sufficient for them.

I hope that all delinquent members will see that their fee is sent in at once and save the necessity of sending out notice to each individual.

W. H. ROBERTSON,
Secretary C.S.A.A.A.

Ottawa, Feb. 22, 1909.

This appeal of the Secretary of the Athletic Association should not be necessary at this late day in Association's fiscal year. The list of delinquents include the names of many from whom better treatment of the Association would be expected, composed as it is of civil servants who took everything they desired or could get, and then finally refuse to pay the paltry fee of \$1.00. All who have belonged to athletic institutions here or elsewhere must know that opportunities for recreation and sport cost five or ten times as much as the humble figure fixed by the Athletic Association. To join a tennis club alone costs \$10.00. The worst feature about this remissness to pay the small fee is the discouragement it offers to those active in the further development of service sports.

It is customary in many clubs after one notice is given to post in a conspicuous place the names of all who are in default for club dues. As there is no convenient place at this time of year for this purpose, it is possible that THE CIVILIAN will be asked to publish the list. It is to be

hoped that such a contingency will not be found necessary, and of course it will apply only to those who used the property of the Association last summer and fall, and whose offence against good taste is therefore most flagrant.

Notice is hereby given to the architect of the C. S. Club House to provide suitable space for bowling alleys, as this fascinating game has secured a strangle-hold upon the affections of the civil servants. To provide a sort of variety to this year's programme, Chairman Thomas arranged an inter-club match with Mr. M. Skead, Chairman of the O.A.A.C., the match taking place last week on the well-appointed alleys of the "O." All of the six alleys were engaged, and a splendid evening's entertainment resulted. O.A.A.C. took the lead from the start, and maintained it throughout, finishing winners by 170 pins—though at times being closely pressed by the King's servants. It is to be hoped that more of such contests will be arranged ere the season closes as Mr. Thomas has several more experts that he wishes to see perform in senior company. Mr. A. N. Payne, P. O. clerk, baseball umpire, hand-writing expert, and some bowler, caused a ripple of excitement in bowling circles last week by establishing a single string record of 265, exceeding the former record held by Chester Payne by 30 pins. and equalling Douglas' record of last season on St. Patrick's alleys. When any one passes 250, we pass—it's up

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cheque,
deposit it with

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to Harold Blatchley to take this man's measure.

The question of referees has been more or less of a vexed one this season. In the first half of the schedule Mr. Thomas had sole control of referees, with the result that out of 60 games, 30 were rolled without a referee, although in each case one had been arranged for. Considering this as unfair and not for the best interest of the game, he abolished the referees entirely at the conclusion of the first half, believing that the better rule to follow would be "forgive us our trespasses as we forgive them that trespass against us." The committee decided otherwise, however, and a fresh start will be made with referees, beginning on Monday. Following is the statistics to Feb. 22nd:

High single—A. N. Payne, P. O., 265.

High cross alley—J. Howe, M. & M., 589.

High cross alley—P. Foster, M. & M., 589.

Best 3 strings in 2nd half Brunswick Ball competition:

Blair, Customs	1604
Hutton, Interior	1519
Jobin, Bureau	1516
Lindsay, Audit	1500
Lecours, Militia and Mint	1493
Connolly, Customs	1486
Douglas, Statistics	1481
Shea, P. Works	1468

Players having average of 400 and over:

Blair, Cust.	10—484.9
Hutton, Int.	14—477.
Stewart, P. W.	15—475.9
Bain, P. W.	14—473.2
Shea, P. W.	9—467.1
Lindsay, Audit	16—463.7
Jobin, Bureau	14—462.8

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Lapointe, M. & M.	14-458.6	Tache, Geog.	14-415.5			
McKnight, Rys.	15-455.7	Beardsley, Int.	10-414.7			
Jamieson, Rys.	13-455.2	Artz, Marine....	15-411.6			
Connolly, Cust.	14-454.6	Sutherland, Marine	15-410.3			
Turcotte, Int.	14-453.1	Graham, P. W.	14-409.9			
Watt, Int.	14-452.8	McMullen, Aud.	12-409.2			
Douglas, Stat.	13-449.4	Allen, Aud.	10-408.4			
Lecours, M. & M.	14-447.7	Moran, Topog.	11-407.			
Payne, Rys.	16-446.8	Butterworth, P. O.	12-405.7			
Mainguy, P. O.	12-446.	Reynolds, Int.	10-405.5			
Watterson, Aud.	14-445.6	McKee, Rys.	14-402.5			
Allen, Int.	14-442.8	Renwick, P. O.	13-400.9			
Payne, Cust.	15-442.5	Players average over 400, but not eligible for prizes:				
Thomas, P. W.	14-440.2	Birtch, Cust.	9-486.1			
Foster, M. & M.	14-439.7	Shore, Topog.	7-462.			
Mann, Geog.	17-435.3	Pender, Bureau	8-445.7			
Lothrop, Marine	13-434.	Stevens, Cust.	9-437.2			
McIlquham, Topog.	16-432.3	Snelling, Bureau	7-436.4			
Morin, Stat.	12-428.5	Dawson, P. O.	8-431.5			
Lessard, Cust.	11-427.5	Edwards, Int.	7-424.9			
Paynter, Bur.	10-427.4	Morse, Marine	7-420.7			
Carruthers, Topog.	14-427.1	Richards, Cust.	9-410.6			
Lambert, M. & M.	9-426.1	McCanty, P.O.D.	8-406.6			
Shaw, Stat.	15-424.4	Team standing and averages:				
Proulx, Stat.	12-423.7	To				
Green, Topog.	13-422.3	W.	L.	play.	Average	
Morley, Topog.	16-421.	M. & M. ...	14	1	7	2636.5
Britton, Rys.	11-419.7	P.W. & Ag.	13	2	7	2638.6
Boyce, Geog.	16-419.6	Customs ...	11	5	6	2610.2
McMillan, Stat.	13-419.2					
Raby, Rys.	16-417.					

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Marine	4	11	7	2409.
Statistics	3	14	5	2567.9

Some Bowling Dont's.

Don't miss the head pin.
 Don't use too heavy a ball.
 Don't lift the ball too high backwards.

Don't be over-anxious. Take your time.

Don't use too much speed; be accurate.

Don't deliver the ball with a short arm swing.

Don't take too long a run, it may unbalance you.

Don't put the index finger too close to the second finger.

After this—don't go over the foul line.

Alley Bowling.

Pending the settlement of the amateur question as referring to a prize-list for the alley-bowlers, the list of proposed prizes is appended as follows:

Team prize for winning championship.

INDIVIDUAL PRIZES.

Prize for highest average for season.

Prize for second highest average for season.

Winners must have taken part in at least 16 matches.

Prize for highest cross alley score.

Prize for second highest cross alley score.

Winner of first prize not eligible for second.

Prize for highest single string.

SPECIAL.

A mineralite ball valued at \$16.00, presented by the Brunswick-Balke-Collander Co. of Toronto through their agents, Ketchum & Co. of this city, for the individual making the highest aggregate in six matches in the last half of the season's schedule. Winner of this ball not eligible for any individual prizes offered by the club.

ENDLESS, CERTAINLY.

The king commanded the court story teller to unfold a narrative without an end.

"Once on a time there was a huge building filled with corn," began the story teller. "An enormous swarm of locusts swooped down on this tremendous edifice and—"

"Stop!" commanded the king. "That tale is a bearded chestnut. I want something new; but it must be a story without an end."

The story teller departed. Several hours later he returned and was admitted to the royal presence.

"Oh, most mighty monarch," he began. "I have found one who can regale you with a story which is devoid of conclusion."

"Produce!" cried the king.

The story teller passed from the throne room, but soon returned. He was accompanied by a woman.

"Your highness, this lady will tell a story which has no end," announced the story teller.

Then the woman told the king everything she was going to purchase when her husband had his salary raised.

The king was still listening.
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