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THE CIVILIAN

VOL. V.

MARCH 21, 1913.

No. 24

RE-ORGANIZATION.

Apropos of the re-organization required under clause 8 of the Act of 1908, which through somebody's fault was never consummated but which we may continue to talk about, The Civilian presents herewith an account of a real reclassification which the C. S. Commissioners of the city of Chicago carried through. This great service includes 23,000 employees with a salary roll of \$29,000,000. The re-organization recounted in the following article dealt with a portion of their service only embracing 4,000 employees. This is practically the size of the service governed by the Shortt-La Rochelle Commission and the results obtained are suggestive of what might have been had our commission done likewise.

The statement of Robert Catherwood, of the Civil Service Commission, that useless positions will be abolished, every employee will be put in his proper grade, and more than half a million dollars a year will be cut from the salary roll, has created some unrest.

SINECURES ARE CUT OUT.

"Our report to the Finance Committee, which will make its recommendations to the County Board, calls for the elimination of many sinecures," said Mr. Catherwood. "The work of reclassification has been thoroughly and impartially done. If the salary appropriations are made in accordance with our report, more than half a million dollars in salaries paid for work which is never done will be saved to the tax payers.

"When the civil service law went into effect, the payroll was overloaded with many positions created to take care of many persons whose sole claim to their places was political pull. The civil service law places on our commission the obligation of determining the duties of each position, and the title or grade by which it shall be known.

JUDGES PLEDGE THEIR AID.

"The very first thing I did, on as-

suming office, was to call upon two of the judges of the Circuit and Superior courts to ask them for their cooperation in working out such a system to apply to the employees of their courts. They welcomed the idea cordially. I then called upon the president of the county board with a similar proposition, and later went before the finance committee and asked for a sufficient appropriation to take up the work in an accurate and systematic way.

"A firm of accountants, which has done this same sort of work for some of the largest public service corporations and some of the biggest mercantile establishments in Chicago and other cities, was engaged. They detailed fourteen employees to make the investigation. Every employee on the county payroll was listed. An investigator called on his department chief, or someone delegated by him, to determine what the duties of the position were.

EMPLOYEES' OPINION SOUGHT

"Then another investigator called on the employee himself, at a given hour, to have him explain just what he considered his duties. Another investigation, in which the employee

was again asked to show what he was doing, followed shortly after.

"Then a separate investigation was made to ascertain exactly just what work the employee actually did.

"These reports were not little two or three line memoranda, but were full and comprehensive, telling in detail all about the subject. The result of this investigation has been compiled in book form and is now in the hands of the finance committee of the county board.

"The department heads have been called on one after another to explain to the committee their understanding of the work done in each individual position. The commission is not dealing with persons, but with positions.

BIG PAY, SMALL WORK, SALARY CUT.

"Where we have found a man with a high-sounding title drawing \$200 a month for doing the work which is usually done by a junior clerk or even an office boy, we have classified the title to suit the work done in the position, and the finance committee has been asked to appropriate for the position on the basis of duties performed in it.

LIBERAL PAY IS ALLOWED.

"A very liberal allowance has been made for the difference in salary to be allowed an employee in public service as distinguished from one doing the same kind of work done for a private concern or commercial enterprise. We have allowed 25 per cent. more for every position than would be paid by a business man for the same work.

"The salaries paid in the leading banks, mercantile houses and public service corporations have been taken as a basis for this figure.

THREE GRADES FOR TYPISTS.

"In the position of stenographers for instance, two general grades and one special grade have been made. Stenographers who are able to take ordinary dictation and do it ordinari-

ly well will be classed as 'junior.' Stenographers who are able to take every difficult dictation, rapidly and accurately, have been classed as 'senior.' They are supposed to have had considerable experience and to be able to take any dictation offered them.

"To meet the requirements of such offices as the coroner's office, the state's attorney's office and other places where the character of the person employed, as well as the ability to take and transcribe notes is concerned, we have made a special classification known as 'secret' stenographers.

"Those in this grade will be paid a higher salary than senior stenographers, because they have larger responsibilities and can be chosen only when known to be absolutely trustworthy and reliable.

TITLES MUST FIT DUTIES.

"Where we have found men classified as plumbers and running elevators, or doing other work than that which their title would imply, we have given the position the proper title and the salary has been graded accordingly.

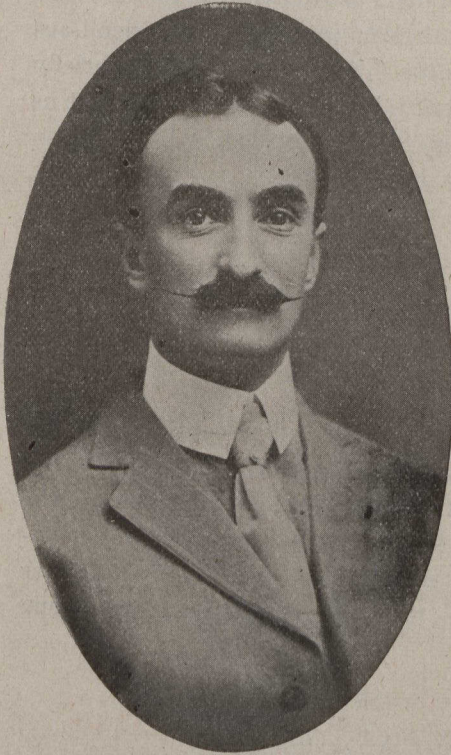
"This, of course, will cause many changes in the service, and in making them some persons will have to go back on the reinstatement list, but no one who has taken a civil service examination for his position will be deprived of work for which he is qualified as long as there is a position of that sort vacant in the country service.

CHANGES WILL BE RADICAL.

"The changes will be radical in some instances but they mean better protection and more security for the efficient, conscientious merit employees, and the elimination of the drone and loafer. When the system is understood and a standard established, I am firmly convinced the rule of the commission will be strongly supported by the employees, the department heads and the tax payers generally."—*Chicago C. S. News.*

Civilian Portraits.

On Saturday evening, March 1st a most enjoyable club dinner was held at the Civil Service Club, at which the guest of honour was the popular Junior M.P. for Ottawa, Dr. J. L. Chabot.



DR. J. L. CHABOT, M.P.
*who addressed the Civil Service Club.
at Ottawa.*

About 25 members sat down, with the president, Mr. E. A. Primeau, in the chair.

In response to the toast of his health Dr. Chabot made some extended remarks which fell on receptive ears. He declared himself unalterably in favor of the uplifting of the service; the matters of inequalities in the third division and superannuation would always receive his best consideration and endeavour.

Dr. Chabot stated that he consider-

ed that so long as a civil servant simply exercised the right of the franchise, without any activity in politics, he should not be prejudiced in any way, and would not be if he could prevent it. Promotion should rest on merit and seniority alone. This was the best way to build up a strong and self-respecting service. Dr. Chabot's words were much appreciated by all present.

At the request of those present, the genial doctor then rendered an excellent habitant selection.

C.S. CLUB OF OTTAWA

Already 10 extra applications have been received in membership campaign, bringing the total up to 50 new members.

* * *

The attendance at lunch is beginning to tax the capacity of the club dining room and tables will soon have to be set up in the large lounge room.

* * *

The directors have issued invitations for a complimentary dinner to the various Deputy Ministers. It will take place on Saturday evening, Mar. 29th, at 7.30 o'clock. On account of the limited accommodation it will be necessary to confine the dinner to the directorate; and guests otherwise the event might have been made a general one.

BENEFITS OF MERIT

In the report of the Civil Service Commission of the Federal service of the United States for the year ended June 30th, 1912, contrast is made with conditions which prevailed in the internal revenue service in 1896, when the merit system was first established, showing that in 16 years the total collections have increased 120 per cent. and the expenses but 26 per cent. The number of gallons gauged has increased by 128 per cent., while the cost of collection per \$100 has decreased 39 per cent. This commission has some 300,000 officers under its supervision.

The Poet "Low-Rate."

The Civilian has had evidence aforesaid of the fact that throughout the civil service there is many a neglected flower blushing unseen. A case of this kind has just developed and incidentally *The Civilian* has found a new friend. As the circumstances attending the coming of this new friend are somewhat interesting, not to say unique, we think it worth while to briefly narrate them. A gentleman, who is head of a branch in the service, sent us the following memo., accompanied by some verses entitled, "Lines to an Improvident Man," which appear on the opposite page.

Memo to *The Civilian*:

The foregoing lines were written by a member of my staff, Mr. ———, whom we call our poet "Low-rate." They are interesting suggestive, and might prove instructive and good for the community if given publicity, and for that reason are sent your paper for consideration. The difficulty is that the very persons who need such advice are the ones who think it does not apply to them.

In acknowledging the verses, the editors expressed susceptibility to the lines, owing to the well-known fact that all editors are notoriously improvident, and referred touchingly to the delicate subject of finance. The reply may not be generally adopted as the new style for official departmental correspondence, but they surely establish the poet "Low-Rate" as a good sport as well as a good poet. The reply is as follows: Mr. Long Stroke stands for the editor.

My dear Mr. Long Stroke
 Permit me to say
 I'm pleased with your letter
 Received here today,
 In which you acknowledge
 The lines I have penned
 On the person who borrows
 Small change from his friend.
 I knew you would like them
 And as for the fee,
 Why, that doesn't matter
 A tittle to me;
 I didn't expect one
 And further will say
 I'm tickled to help you
 In any old way.
 Now hearken: bi-weekly
 You publish, by "Wegg"
 A column of topic
 At "Sign of a leg"
 It's good—I look for it
 And read it with glee
 It tickles my palate
 It's bully—you see.

I'm Low-Rate—The Poet
 And offer you now
 A fortnightly poem
 If you will allow;
 The only request I am eager to state
 Is that you'll head your column
 As one by "Low-Rate."
 You can have it for nothing
 Until you get rich
 And then you can give me
 A kopeck, or "sich"
 Other retainers
 As may seem enow,
 Or meet out a pension
 To help keep my Frou.
 And now should you wish
 To accept it—just pen
 A letter accepting
 And telling me when
 You'd like to receive them
 And I'll do the rest;
 Or—if you Don't want them
 Well, p'raps you know best.

Lines To An Improvident Man.

By the Poet, "Low-Rate."

Ye Gods: Why cannot people see
What Joy there is in being free
Of Debt,
And still there are so many Mutts
Who run along in Credit's ruts,
You bet.

I say that every man should save
At least enough to buy his grave;
Or more.
It may be but a weekly dime
But added to from time to time
A store.

It matters not how small it be
It shows he's balanced mentally,
Is shrewd.
No man has right to call on me
To help support his family,
It's rude.

I wouldn't have the state of mind
Of half the thoughtless folks I find
Around.
What would their wives and children do
If they should die or be shoved through
The ground?

If he is so improvident
To hardly have enough for rent,
It shows
He hasn't got the sense to see
His own responsibilities,
God knows.

And therefore let me say right here
No "Deadbeat" needs to hover near
My Dough.
For if he does, by Gee, I swear
I'll tell him mighty quickly where
To go.
Ah well,
The word I didn't want to spell
Is H——.

THE CIVILIAN

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THE EDITORS,
THE CIVILIAN,
P. O. Box 484, Ottawa

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

Ottawa, March 21, 1913

SECRECY VERSUS PUBLICITY IN THE CIVIL SERVICE COM- MISSION.

To the Editors of *The Civilian*:

In your attack on the Civil Service Commissioners, for not following the procedure of the Auditor-General and publishing full details of cases where a dispute has occurred with the departments, you are not quite as well informed as usual. To begin with, the Auditor-General does *not* publish any such correspondence as you mention, except in quite exceptional cases. Suppose I am sent out on a mission by my department and my expense bill seems too high. The Auditor-General points out the apparent overcharge and the matter is either explained or adjusted. But none of this correspondence appears in his report *save only when the department will neither explain nor adjust the matter*. In that case it appears because there is express provision in the Audit Act which requires the Auditor-General to publish full details. In the case of the Civil Service Commission the matter stands on an altogether different basis. The matters in dispute between the departments and the Commissioners have not to do with such tangible considerations as dollars and cents but with such comparatively intangible considerations as the personal fitness of men and women for specific positions. It is a

very different thing to discuss a disputed account in print and a disputed promotion. The slightest reflection will show that in the latter case there may be many circumstances that cannot be printed notwithstanding that they constitute real issues. Even if it were advisable to do so in the public interest from one standpoint it would be inadvisable from another, and it would shockingly unfair to the individuals concerned—especially to the very individuals who were being passed over in the promotion in question. This fact is recognized in all Civil Service Acts the world over by the exclusion of any such provision as that referred to in the Audit Act, and in my opinion this exclusion is eminently proper. There should be, of course, as there doubtless is, a full record kept of all sides of the issues in disputes between the Commissioners and the departments. These records should be available should there ever be occasion to institute enquiries into the workings of the present system—as they were for instance to Sir George Murray—but that they should be published annually and distributed broadcast is altogether an impractical suggestion.

JUSTICE.

It is due that the editors subject the foregoing letter, received from a well-known civil servant, to a careful scrutiny. In the first place we desire to say that our article a fortnight ago was not intended to be an attack but rather a discussion from our point of view, which is that the service and the public should be favoured with more information from the Civil Service Commissioners. We pass the question of terms, however, as unimportant. The second point in the letter refers to the policy of the Auditor-General's Department in regard to publishing particulars as to difference of opinion in the matter of account which come under audit. From enquiries made, we learn that the policy is *not* to publish correspondence relating to matters that may be called local, that is, as affecting one individual or one department. It is the policy of the department, however, to publish the story of questions involving principles of general application whether the department gains its point or is overruled by the Treasury Board or the Justice Department. We will not labour this point either, for we consider it also unimportant, and are

willing to abandon this precedent in support of our argument.

We are not clear as to the meaning of "Justice" in comparing "such tangible considerations as dollars and cents" and "such intangible considerations as personal fitness of men and women." The point is somewhat metaphysical. We must say, though, that the "considerations of personal fitness," involving the happiness of hundreds of men and women who are subject to promotion or to decay are of a decidedly greater importance than the "tangible considerations of dollars and cents." Let us ask why the laws governing happiness should not be subjected to the same keen scrutiny as the laws governing the sordid dollars and cents. "Justice" in his letter opens up a study in philosophy which we will pursue, and so let us climb the highest summit and endeavour to discuss the question of "secrecy versus publicity."

Cobwelled superstition has wreathed a mantle of secrecy and prudery about our daily lives. One instance of this is that man of to day omits to instruct his children in the most vital, the only vital study, that of the human body, because for centuries it has been considered a subject for profound secrecy. Secrecy presupposes shame or unfairness. Whereas, where truth abounds, there is no such thing. Discretion becomes a virtue because there is something to cover up.

Why may not cabinet meetings of a government be open to the public? Why are the negotiations of the European diplomatic services not open to the public? Of course not. There is no analogy here to justify a claim for publicity in the commission governing the inside service. These could not be subject to the prying eye of the public, because the animating motive is utilitarian not humanitarian. The welfare of the human race is not the immediate desideratum, but rather the interest of the party in power in the case of the cabinet, and of the nation concerned in the case of

the diplomat. Where cabal and intrigue hold sway, language is expressed in the code, the cypher and the cryptogram.

The Civil Service Commission is an entirely different matter. Here is a body inspired by no other motive than the good of the state and the happiness and well-being of its workers. It is the overseeing, coordinating supervisorship of a public service utility. It tolerates no intrigue whether religious, political or social. To every case that comes before it, the impartial light of logic and psychology is applied. The commission can justify every decision in the light of accurate information and logical deduction. Why, therefore, in the name of all that is good and holy, should there be any secrecy? Why should the commission follow the cobwebbed precedents of other days, when the service was governed from the cabinet and from the closet? Let the commissioners continue their *secret* service policy and who will say that the suspicion will not arise that they express their thoughts in the language of the code, the cypher and the cryptogram?

Publicity is a deterrent. Let it be understood that all efforts on the part of patronage hunters to violate the merit system will receive due publicity, and politicians will gradually learn to keep their hands away. This is the strong argument used to support the innovation of external inspection of chartered banks, which is only another form of publicity. Bankers will be restrained from speculative investments by the fear and dread of the publicity giving inspector.

As mentioned by "Justice," there is one difficulty which must be overcome. The official dealt with might not care to have his name, his record, his relative efficiency, etc., made public. If this be the case, such susceptibilities must be recognized and respected, though personal feelings might well be waived for the purpose of illustrating a fundamental prin-

cept. If, however, this may not be, a sign or black line could be used instead of the name to preserve the integrity of personal sensitiveness and the facts of all typical cases could be set forth without prejudice or offence. God speed the day, when the human mind shall be emancipated from cob-webbed superstitions which make us pause at the thought of personal notoriety in the cause of everlasting truth.

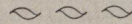
Publicity is the guardian angel of democracy. Just here we will pause to insert a well adapted citation from the *Twentieth Century* for March as follows:—

Los Angeles has a city newspaper regulated by law so as to ensure proper publicity on municipal subjects. Robert Spreckles is urging congress to print a national newspaper which shall tell in popular form what the government departments are doing for the people.

Everywhere democracy is asking for accurate, dependable knowledge. The people are wanting to know; and they are ceasing to trust the privately conducted and often "controlled" channels of information.

In conclusion let us say that *The Civilian* is devoted to the high purpose for which the commission stands. We gave ample testimony of this attitude by running *The Civilian* into imminent hazard of obfuscation, when we defended the commissioners in a policy which was intensely unpopular with a large section of the service. For the same considerations we have refrained for four and a half years from anything in the nature of criticism. In the future, however, in the interest of the *commission* we may have to discuss administration by the *commissioners* and in doing so will endeavour to keep in mind the tremendous difficulties and trials which, we may assume, (though without any definite information on the subject) beset the commissioners in the transaction of their business. If we err either on the side of severity or lenity, it will not be on account of lack of sympathy but probably through lack of information to which we are at the present moment making reference.

We are a publicity bureau and feel a sense of responsibility, in this regard to the Ottawa service and also to the Outside Division, so that the former may know what it is getting and the latter what it is to get when it is taken under the amended Civil Service Act of 1908.



EDITORIAL NOTE.

While not usually paying attention to anonymous letters, *The Civilian* has received one signed "Irish," drawing attention to the fact that this is the time for a little green in the colour of our cover. We are very glad to conform to the request of our correspondent. Our only regret is that we cannot give more practical and abiding expression to our sympathy for our brethren of the romantic island of green in all their aspirations for the good of the race.

THE LATE CHARLES A. HUNT

Charles A. Hunt of the Forestry Branch, Department of the Interior, died at his parents' home in Brockville on March 1st. Mr. Hunt was born at Oshawa in 1877, received his education at Brockville and was in commercial life in Ottawa prior to his appointment to the Civil Service in 1904.

CUSTOMS OFFICER KILLED

Jabez Baker Stephens of the Customs staff at Niagara Falls was run down and instantly killed by an engine in the Grand Trunk yards at that city on February 21st. Mr. Stephens was born in 1848 and had long experience as a newspaper publisher in Stratford and Niagara Falls. His appointment in the Customs dated from 1902. A widow and grown-up family survive.



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At the Sign of the Wooden Leg

By "Silas Wegg."

PARTISANSHIP.

Please note the distinction between a partisan and an offensive partisan. This is the Seventeenth of March. The man who wears a green necktie today is a partisan, providing he is not an advertiser. The man who wears a yellow necktie is an offensive partisan. And *vice versa*, which saving clause carries us forward to the Twelfth of July.

That is to say—there are times when an expression of one's opinion or of one's preference cannot be assumed as offensive, while at other times the same formal expression becomes an offense. Or in other words, no citizen, not even a civil servant, should be asked to pretend to be dead while he breathes, but — note this point, please—no citizen should show too many signs of life when he ought to be asleep.

The civil servant, for it may be well to stick to him, has his views of society and politics, partly as a legacy from his forefathers and partly as the accumulation of ideas from contact with men and events. He has these views and, as far as they agree with the views of one party or another, he is a partisan. It is no more the civil servant's fault than the party's that there is a coincidence of opinion. In fact the said civil servant may vote in accordance with his said views and may communicate the existence of them to his wife and family. But the question naturally arises—how far may he go in the expression of his views, or, to paraphrase the words of the Sphinx, when is a partisan not a partisan?

The next step in this discussion should be, as you are all aware, an appeal to British precedents. If I were on my job I should have the decision of the Home Office in the case of Mugglewump and the memorandum of the Lords of the Treasury *in re* Stickleworth at my finers' ends. But I am not on my job, and all I have at my fingers' ends is a fairly blunt pencil obtained from the Clerk of Supplies for use at my desk in the Department.

So we will waive the question of British usage—and thereby imperil a hundred or more subscriptions to this journal—and proceed to examine the question as it appeals to the office pencil.

The Pencil, it appears, has its own views of life. "Here am I," it says, a being of wood and graphite, who might have been the medium of a poet's fancies or of an artist's dream,—here am I in the hand of a middle class clerk who, by chance, appeals to me on a question of state. Appeals to me by chance! for, from the moment I became a part of the Government stationery stock I gave up all hopes of any occupation but that of checker of figures or a scrawler of semi-prepared memoranda.

"Ah," it continues, "I remember the day when we left the factory. We knew not where we were going and we talked one with another of the adventures to be ours. One was to be a lover's advocate, another the confidant of statesmen, and another the first to know the burning thoughts of some great editor. And here am I—a part of the civil service of Canada!

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To what base uses"—but enough of that, old Pencil. When is a partisan not a partisan?

The Pencil continues: "Take the case of the big checking pencil who lived in the box next to mine for a month—the fellow next with red at one end and blue at the other. I am dull black myself and may be called non-partisan. The big checking pencil is bi-partisan. He marks red or blue just as you please. Now suppose that the minister wishes to use that pencil for some special work and wished to use the blue end only, but the pencil gets cranky, and every time the minister tries to point it the crayon crumbles in his hands. What will he do with that pencil?"

Ah, I see your point, my dear Pencil. You would make offensive partisanship consist in crankiness, that is, in thwarting the work of the Minister who is directing your services. A satisfactory pencil will never crumble at either the red or the blue end but will be ready for any Minister who may wish to use it, no odds what color he may prefer. But, suppose a pencil should be so long in use for red work that it forgets there is a blue end at all. Should there be no patience shown in such a case?

The Pencil continues: "The pencil should never know whether it is marking red or marking blue. Its only concern should be that it marks well. And I have this to say for the government pencils of my acquaintance, that they are as willing to be used at the red as at the blue end, and at the blue as at the red. But, don't misunderstand me. The pencils are not fickle at heart. They realize, the big pencils do, that they have ends of different colors, and that they have them for a purpose. That is all. The most of us, by the way, mark neither red nor blue. It is enough that we make some mark."

But I cannot let my pencil go without further light on the question. What, I now ask him, are the privileges of the pencils after the day's

work is done? You have spoken of faithfulness in the performance of duties. Can there not be faithfulness in the use of privileges?

And the Pencil remarks: "Do not drive me over hard. I may be led (a joke!) but not too far. However, I may say this. A pencil may amuse itself after hours in making pictures of the things it has seen during the day, but it is a very unwise pencil that has those pictures posted on the bill-boards for all to see. Above everything a pencil should remember that it has a duty towards its privileges, and that duty is summed up in the word "Decency." Logically, government pencils have as much right as any pencil or pen in the land to its share in political discussion. The due amount of shavings are taken from the government pencils for general government use. But the Broad Arrow is on the pencil's flank, and that fact the pencil should not forget. Let the pencil remember that it is a pencil dedicated to the King's service during the day, and I will vouch for its due decorum when the office is closed."

From all this I gather that an offensive partisan is not a pencil at all but a refractory fountain pen that squirts ink over the landscape.

THE LATE MAURICE BELANGER

Still another of the veteran civil servants of Ottawa passed away on Sunday, March 16th. Maurice Belanger was born at Riviere Ouelle, Quebec, in 1832, educated at the Quebec Seminary and adopted the profession of notary public. In 1855 he married Miss Dion of Quebec, who predeceased him six years. In 1865 he made Ottawa his home, being then in the service of the Federal Government. In 1889, having risen to the responsible position of chief clerk in the Department of the Secretary of State, he retired from active service. He leaves a daughter and four sons, two of whom are in the civil service, — Oscar of the Dept. of Public Works and Maurice of the Dept. of Agriculture; also two sisters and two brothers, one of them being Saxton Belanger of the Dept. of Public Works.

**QUEBEC FEDERAL CIVIL SER-
VANTS' ASSOCIATION**

The officers and directors of this important association for the year 1913 recently elected are as follows:

President, P. J. Mailloux, Marine and Fisheries Department.

1st Vice-President, John J. Battle, Post Office.

2nd Vice-President, J. E. Philibert, Post Office.

French Secretary, P. E. Guay, Customs.

English Secretary, J. A. O'Dowd, Marine and Fisheries Department.

Treasurer, J. A. Beauchamp, Post Office.

Directors.

J. A. Gagnon, Department of Marine and Fisheries.

Louis Lanouette, Department of Customs.

Dr. J. D. Pagé, Immigration Hos.

J. P. Stafford, Immigration Dept.

O. Fiset, Letter Carrier, P. O.

Jules Pothier, Public Works Dept.

Major N. Levasseur, Gas and Elec.

Philippe Cloutier, Agriculture.

C. E. Roy, Weights and Measures.

P. H. Tardivel, Militia Department.

J. L. Larochelle, Dominion Arsenal.

O. Morency, Transcontinental.

D. Gosselin, Railway Mail Clerk.

W. A. Poitras, Excise.

OBITUARY.

**The Late Alex. Patterson, Jr.,
President of the Appraisers
Association**

By R. Cuthbert, Secretary.

At his home, 132 Farnham Avenue, Toronto, on Tuesday the 14th March, 1913, Alex. Patterson, Jr., after a lingering illness—tuberculosis—passed over to the great majority. For the past thirty years of his life he had been in the civil service, and at the time of his death was Chief Appraiser in the Drug and Fancy Goods Dept.

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at the port of Toronto. At the time of its inception, in 1910, he was one of the principal instruments in the formation of the Customs Appraisers Association of Canada, having its headquarters in Toronto, and filling in consecutive order the offices of vice-president and president. As secretary of the Appraisers Association I had much to do with Alex. Patterson both in his capacity as president and as appraiser. I invariably found him in all my intercourse and relations with him to be the modest, intelligent, kind, courteous, and considerate gentleman, with whom to work was a pleasure. The famous Lord Chatham, who was as remarkable for his good breeding, as he was for his eloquence, defined good breeding to consist of benevolence in trifles and the preference of others to ourselves in the little daily occurrences of life. I am happy to say from experience, that, Alex. Patterson, was a good illustration of Lord Chatham's defini-

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Quart bot., reg. 25c, for..... 20c

Pint bot., reg. 15c, for..... 10c

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tion of good breeding. He had splendid ideals of what an Appraisers Association should aim at being in the direction of intellectual, impartial and judicial efficiency. He wanted to see established in connection with our Appraisers Association the nucleus of a library—a repository of the best recorded thought, and to begin it with the latest edition of the Encyclopædia Britannica. A room in the examining warehouse containing such a mine of exact and scientific information to which every appraiser could have immediate access was our late president's laudable ambition. Those members of the association who survive him, cannot pay a higher tribute to his memory than by giving practical effect to that worthy and noble object. Alex. Patterson, Jr., was the only son of a loving and devoted father. The father's grief was most painful to witness, and pathetic to contemplate. Mr. Alex. Patterson, Sr., is well advanced in years, but he stands in an inverted order. Those who should have been to him as posterity are now in the place of ancestors. His son, throughout his long illness, up to the time of his death, had all the consolation which the tenderness of a loving and devoted wife, two sisters, and aged father, who survives, could bestow. In viewing his remains in their narrow bed, surrounded by numerous floral tributes — nature's silent expressions of thought purity, his placid and clear-cut intellectual features were radiant of thanks to God for His benevolent messenger death which permanently relieves from pain and suffering. However, the ties of nature may break and release, they do not fail to leave heart-breaks behind to those who sorrow and mourn. To the widow, father, and sisters of the late Alex. Patterson, the members of the Appraisers Association, tender their profound sympathy and condolence.

ENTRANCE TO SECOND DIVISION, INSIDE SERVICE.

The *Civilian* hereunder continues publication of the papers set for the examination as above which took place in Ottawa Nov. 11th to 16th, 1912.

Examination papers for entrance to the Second Division are divided into two groups, A and B. Group A is as follows:—Writing, spelling, composition, literature and arithmetic. Group B is as follows:—Algebra, geometry, physics, chemistry, geology, biology, French (for those writing in English), English (for those writing in French), Latin, German, history, political science, economics, geography, philosophy, English law, civil law. All the subjects under group A are compulsory. In group B candidates are not allowed to write on more than five subjects.

Those who were in the Third Division prior to Sept. 1st, 1908, and who are recommended for promotion by their Deputy Head, are required to take all the subjects under group A and three only under group B. In addition they have to write on two papers on duties of office.

ECONOMICS.

November, 1912. Time: 2½ hours.

(Candidates are required to observe the regulations strictly.)

NOTE. — Six questions only are to be attempted.

1. What important experiments in social insurance have recently been begun in the United Kingdom? Would it be advisable to adopt similar measures in Canada?

2. Explain the following terms: capital, franchise, overcapitalization, stockwatering, cumulative preferred stock, unearned increment, specific duties, boycott, syndicalism.

3. Discuss the single tax doctrine.

4. What do you consider (1 the chief advantages, (2) the chief disadvantages, of Canada in its endeavour to become an important industrial State?

5. (a) What determines the rate of interest?

(b) Comment briefly on the iron law of wages, the wage-fund theory, and the marginal productivity theory of wages.

6. Write brief notes on the following:—
Consumers' Co-operation.
Credit Co-operation.
The New Zealand Compulsory Arbitration Law.
The Canadian Industrial Disputes Investigation Act.

7. Define socialism. What do you con-

sider its strongest, and what its weakest points?

8. What are the distinguishing features of the Canadian banking system? What criticisms have been passed upon it of late?

9. State and discuss briefly the main arguments in favour of a protective tariff.

10. What are the chief causes of commercial crises and depressions. Are they likely to increase or to decrease in intensity?

POLITICAL SCIENCE.

November, 1912. Time: 2½ hours.

(Candidates are required to observe the regulations strictly.)

NOTE. — Six questions only are to be attempted.

1. What is meant by *Federal Government*? Discuss the extent of the powers granted under such a system to the central as opposed to the state or provincial authorities, showing what powers are of necessity so granted and to what extent others may be added. Illustrate your answer by reference to the facts in regard to any modern federal system or systems.

2. Write a short paper on the British Cabinet, naming ten chief officers of each, explaining the tenure of office of the Cabinet and its relation to the Sovereign and to each of the Houses of Parliament.

3. Write explanatory notes on the following: *Proportional Representation, Indirect Election, the Recall, the (British) Royal Veto, Colonial Autonomy.*

4. Give an account of the Senate of Canada, explaining how it is composed, its powers, its relation to the Governor General and his ministers, and its relation to the House of Commons.

5. Explain, in general terms, the typical framework of the government of a State of the United States.

6. Write a paper on the manner of electing the President of the United States, explaining the provisions of the Constitution and making clear the part played by the party machinery which has grown up outside of the Constitution.

7. Discuss the question of the right of Negroes to vote, giving your own ideas on the theory of the question, and citing facts in regard to it.

8. Name as many independent States as you can which are *limited monarchies*, and those which are republics. What are the chief arguments in regard to the merits and defects of these rival forms of government?

9. From what chief sources do modern governments draw their revenue? Discuss the merits and defects of the more important of these means of raising public money.

10. Write historical and explanatory

notes on any three of the following political theories: *The Social Contract, The Divine Right of Kings, The Equality of All Men, The Organic Theory of Society, The Theory of Natural Rights, The Right of Revolution.*

SUPERANNUATION

Contributory or Non-Contributory.

An important step has been taken in connection with the schism which exists in the United States federal service in regard to superannuation. That service is divided on the subject, one party desiring straight pensions, the other the contributory plan. Mr. O'Reilly, editor of the *Chief* invited the representatives of the two parties to a joint meeting in order that the convention of the federal service to be held at Washington April 4th and 5th might not be wrecked by the conflict of irreconcilable views. The meeting was productive of excellent results. While the Canadian service has no such problem on its hands, the following remarks by Mr. O'Reilly in introducing the subject may be of interest:—

In introducing the subject, for discussion, Mr. O'Reilly said:

"Gentlemen, *The Chief* has invited you to attend this conference today because of its desire to see the federal employees united on the great subject of retirement and not for the purpose of having you go on record for any particular bill which has heretofore been introduced in Congress or any proposed plan which has been suggested.

"A call has been issued for a convention of federal employees to be held in Washington on April 4th and 5th next and it is exceedingly important that every federal organization be represented at that conference. You gentlemen represent divergent views on how to obtain civil pensions but you are agreed that it would be to the interest of the government as well as the employees to have some sort of retirement law written on the statute books of the nation. In view of the fact, therefore, that the call for the Washington convention has invited men of every shade of belief on the subject to be present and that an opportunity is to be given for an honest discussion of every phase of the matter. *The Chief* feels that there should be very little difficulty in

reaching a decision to unite in one great meeting and there discuss intelligently every measure before Congress or any new bill which it is proposed to be introduced.

"*The Chief*, therefore, without undertaking to appear dictatorial has brought you together and it sincerely hopes that when you have concluded your deliberations, it may be found that a peaceful solution has been discovered and that the Federal Civil Service Society will decide to send delegates to the Washington convention. With these words of introduction, I now leave the matter with you, assuring you that *The Chief* has only your best interests at heart and stands ready to forward your cause, in every legitimate way, to a successful conclusion."

EXTENSION OF MERIT SYSTEM

Legislation for the purpose of introducing the merit system under an independent commission is pending in the States of California, Michigan, Minnesota, Nebraska and Pennsylvania and the cities of Boston and Minneapolis. The tenure of office of the commissioners under these measures is from three to six years. The permanency of the tenure of the Canadian C. S. Commissioners gives a greater measure of independence of action and should produce far better results.

PERSONAL.

Mr. L. W. Fortier, chief clerk of the Immigration branch department of the Interior for a number of years past, is being assigned to duty in the Maritime Provinces and will leave Ottawa about April 20th to take up his new work. He will reside in Annapolis Royal, N.S.

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\$800 MINIMUM IN UNITED STATES

That a man cannot live on \$720 a year and "keep up appearances" was the decision of the Senate Tuesday, February 28th when it overruled its Post Office Committee, voted out all \$720 salaries for postal clerks and mail carriers and accepted the \$800 minimum salary previously fixed by the House.

The decision came at the end of a fight in which the advocates of higher government salaries clashed repeatedly with those who declared the workingman of the country had "to pay the bill." Senators Curtis, Cummins and Kenyon led the fight for higher wages, while Senator Bristow, defending the Senate committee, declared he would never vote to raise government salaries until there was some means of protecting the laboring men outside the government service. The Senate adopted the \$800 salary by a vote of 31 to 17.

Senator Ashhurst produced figures during the debate to show that the average man in a responsible position could not maintain

his family for less than \$768.54. That includes nothing for a book, a theatre ticket, an excursion or anything that makes life worth living, he declared.

The average wage of American labor, Senator Cummins admitted, was not in excess of \$500 a year, but he said government employees must keep up certain appearances and the government should set the example of raising the minimum wage.

FAVORS PENSIONS FOR P.O. EMPLOYEES

Albany, Feb. 19. — The Assembly has adopted a resolution introduced by Mr. Cuvillier favoring pensions for Post Office employees.

She: "Yes, the ring is a perfect dear; but the stone has a flaw." He: "I know it; but love is blind." She: "Yes; but not stone-blind!"

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Opportunities in the Service.

By E. G., Ottawa.

The matter of opportunities in the civil service is, too often, considered solely from the negative side,—that is, the things that *are*, are forgotten when we fret for things that *are not*. Almost any civil servant will talk freely of the opportunities that are denied him, and his plaint will cover the old familiar themes of salaries, promotions, organization, forbidden participation in outside businesses, etc., etc., etc. It seems to me that these are things to be more seriously considered by the prospective entrant than by the man already in the service. Everyone knows of these disabilities before he gets “a government job,”—if he does not he must be deaf and blind. Let us, therefore, for the sake of a change, turn our faces to the sun and consider a few real, valuable opportunities which are open to civil servants by virtue of their position as employees of the Federal government, and by making wise use of which they may secure material advantage.

Most of these advantages have been secured to the service by the enterprise and hard work of certain men in the ranks, but there is one very important advantage which is the gift of the government. I refer to civil service insurance.

The government of Canada offers to each man in its civil service, who can pass the test for physical fitness, two thousand dollars of life insurance at a rate which no private company can approach. In fact, it is commonly said that civil service insurance costs just about one-half of what the insured would have to pay to a private concern for similar benefits. Civil service insurance is not an investment of a profit-producing kind, but it is a means of protection to the dependents and of peace of mind to the assured himself that no self-

respecting civil servant can afford to ignore. The means of entrance to the insurance benefits are simplicity simplified, the cost is amazingly small, and the method of payment so easy that the money is never missed,—yet the number of assured civil servants is most disappointingly small. During the past two years there has been some improvement in this regard, but yet the number of policies in force is but a small proportion of what it should be. Were such an opportunity thrown open to the public there would be a rush of business which would require hundreds of clerks to take care of. Were the privilege removed, what a howl would go up from the service! The opportunity is there, the service has it all to itself. The eligible candidate who has not taken full advantage of it shows little “executive ability” in his private affairs. The Civil Service Association has asked the government to raise the maximum of insurance from \$2,000 to \$5,000 and the (unofficial) answer is, “You don’t make use of the opportunity you have now.” Need any more be said?

The Civil Service Loan and Savings Society is open to all Ottawa civil servants. On deposits it pays 1% more interest than the banks, and so successful has been its management that, for two years past, members have received 5% on their stock. Few civil servants are so “well fixed” that a sudden misfortune in their affairs may not render use of a little “ready money” a source of great comfort and relief. Before, the organization of this society, a civil servant, facing such a situation, had to turn to his friends for aid or place himself in the hands of the money-lenders. The misery and despair which, in unnumbered cases, followed recourse to this latter resort, were

faithfully described by some of the victims during the investigation a few years ago. To many of the distressed, the new society brought immediate relief, and in scores of cases during each year of its existence it has extended that assistance which involved no danger or shame to the beneficiary. To those who would save, to those who would join in a worthy enterprise, and to those who need a friendly hand, the society offers an unusually attractive opportunity.

"Cost of living" is the problem of the day. Most of those who seek to solve it would do so by raising wages. This solution is most desirable, but not easily achievable. While we argue and memorialize and amass statistics to prove our contentions, the prices of butter and eggs and beef-steak soar serenely and threaten to gain such distance that to overtake them seems hopeless. There is another solution to this problem,—not quite so attractive in prospect and not quite so instantly effective as that of the increased salary, but having the enormous advantage of being available all the time. This is Co-operation. If we cannot raise salaries to the level of the cost of living we can bring the cost of living down to the level of salaries. Co-operation shows us how. It has been practised and tested and found true in many places and under varying conditions. In England it is a boon to millions. Co-operation produces, distributes and sells. Its farms cover hills and valleys, its factories roar with industry, and its ships plough the salt seas,—co-operative in hull, cargo and crew. In Canada co-operative effort is in its infancy,—but it is a lusty infant. Wage earners in many cities are practising it to a greater and greater extent, and many who are not participating in the movement long for an opportunity to do so. To Ottawa civil servants this opportunity is ready. The Civil Service Co-operative Supply Association affords the means by which the benefits of the system may

be secured. Over six hundred civil servants are already enrolled in that organization. The member helps himself, the association and his fellow-members by every cent he spends in the store. Groceries are the big item in the cost of living, and any measure of control of the price of groceries means material aid in the solution of the pressing problem. Already something has been accomplished and added members and added business alone are needed to secure and make certain more marked success. The passing of a federal act will extend the benefits of co-operation to every town and hamlet where a civil servant resides.

Finally, there is the Civil Service Association itself. It stands for co-operation in finance and business, increased remuneration, better protection for the dependent, juster conditions and wider opportunities. It means co-operation of the most comprehensive sort. "Each for all and all for each" might well be its motto. Every member is a co-operator in the great work.

These are, in brief, some of the opportunities peculiar to the situation of the Ottawa civil servant. He who does not take the fullest possible advantage of every one of them is cheating himself. If any one of these benefits were to be removed the re-action would be very apparent. Not only would the participators suffer loss, but the whole body of civil servants would be sensible of the ill-effect. "Providence helps those who help themselves." The civil servants can help themselves in many ways. If they neglect to do so, who is to blame?

Whether in Ottawa or elsewhere engaged in this great Canadian service, have you joined your local association or other society connected with the personnel of which you are an important unit? Are you giving at least your moral support to those movements for a better understanding and organization of the business in which you are engaged?

Gentle reader,—are you doing your part?

Personals.

The following is the concluding list of changes that have taken place in the personnel of the service to Dec. 31st, 1912, as far as obtainable:—

Transfers.

Geo. F. Buskard from Interior Dept. to Public Works (Inside Service), to be Private Secretary.

N. C. Brough from Port Burwell to Toronto Pub. Works Dept.

F. G. Goodspeed from Edmonton to St. John Pub. Works Dept.

Alfred Fortey from Outside to Inside Marine Dept. to Div. 2B.

F. J. Boulay from Marine Inside to Marine Service, Quebec.

A. E. Atfield from Post Office, Ottawa, to Militia Dept.

Chas. a Ewan from Militia Dept. to Post Office, Ottawa.

V. L. Lawson from Interior to Railways and Canals, Ottawa.

Miss Emma Palmer from State to External Affairs.

Superannuations.

Trade and Commerce—Geo. Belerive, Culler's Office, Quebec.

Resignations.

Interior—Malcolm McIntyre, Immigration Agent, Birmingham, Eng.

Justice—Miss Mary Quain.

Labour—Wm. J. Macdonald, Ottawa.

Mines—Miss B. Russell, Ottawa.

Marine and Fisheries — H. Desmarais, Miss D. Harvey, Miss Jos. Brais, Ottawa.

Naval Service—Geo. P. St. Pierre (Hydo. Sur.); Miss Ellen Whyte, E. L. Lapointe.

Dept. Public Works—A. E. Charon, G. P. Dunn, Ottawa; Geo. E. Cushing, Govt. Telegraph.

D. A. McArthur, Miss Maud Greaves, Archives Dept.; Miss G. Braceland, C. S. Com.; Miss Lea Keir, Trade and Commerce; A. W. Donly, Trade Commissioner, Mexico.

Athletics.

One thing has been noticeable in hockey this winter, viz., that the amateurs can put on almost as fast and interesting a match as the pros. Some day it will come back to amateurism.

The presence of artificial ice rinks this year will prolong the season somewhat. It is a distinct advantage to know when a season will end definitely.



Curling among ladies has had a great vogue during the past winter. At the big bonspiel in Winnipeg—the curling event par excellence, of the world—over 10 rinks of ladies competed. These contests were of course, inter-club, and not against the men. The latter numbered 125 rinks—or 600 curlers,—the matches going on all night, like the Naval debate in Ottawa.



One of the greatest sportsmen in England, or in fact, in the world, Lord Desborough, has resigned from the Olympic Committee. This is a distinct loss. He is succeeded by the Duke of Somerset, who is not so well known as Lord Desborough, but has been closely identified with field events.



The Civilian has received a letter which will be of particular interest to the Ottawa bowlers. The letter is from Mr. E. R. Douglas, whose promotion in the Customs service necessitated his living in Toronto for the present. Mr. Douglas is qualified to speak on his subject. Mr. Douglas is one of the pioneers in C. S. bowling, and was one of the very best bowlers in the service, winning the high aggregate in 1911-12, and also has the distinction of being the only person who ever secured a possible or perfect score on the present O.A.A.C. boards. The letter follows:—

To the Editors of *The Civilian*:

I note among the athletic news in your issue of March 7th that some

good Samaritan is again advocating the breaking up of Departmental teams in the Civil Service Bowling League in Ottawa and choosing teams of more uniform strength in order to arouse enthusiasm and sustain interest in the game.

I saw the "hand-writing on the wall" over two years ago and advocated at that time a scheme similar to what is now referred to.

It would be a splendid experiment for one season's trial at least. In past years, several Departmental teams entered the league, practically beaten from the start and it was only the good sportsmanship of several individual bowlers who bowed to the will of the majority at the time, that the league was kept intact.

It cannot be expected that this state of affairs can continue and I trust that bowlers on the stronger teams will fall in line with the proposal.

Too much recreation, amusement and healthy exercise will be lost to the Civil Service bowler should they allow this splendid league to break up on account of lack of interest and keen competition.

If a committee found it necessary to divide the league into two sections A. and B. better competition would be the result and would serve the purpose much better than to attempt to continue the Departmental teams as at present.

E. R. DOUGLAS.



The Y.M.C.A. basketball team of Ottawa is almost a service team in its line up as will be seen by the following:—

Gordon Simpson from the Mines Branch, Dave McCann, of the Interior, Wm. McLoughlin, Finance, K. Cassells of the Post Office, and J. Wardell of Topographical Survey.

Manager H. R. Sims, of Public Works, states the team play in Montreal on March 22nd and next fall dates are taken with University of New York and Polytechnical School, Brooklyn, when the "Y." team will

play also at Albany and Troy, N. Y.

This team returned from playing St. Lawrence and Clarkeson Universities across the border not long since where the university boys won out by a small margin.

A Useful Card.

"I was travelling from Scotland to London last year," said Mr. Andrew Carnegie at a luncheon recently, "and had chosen a seat in a non-smoking carriage. At a wayside station a man boarded the train, sat down in my compartment, and lighted a vile clay pipe. 'This is not a smoking-carriage,' said I. 'All right, gov'nor!' said the man. 'I'll just finish this pipe here.' He finished it and then re-filled it. 'See here,' said I, 'I told you this wasn't a smoking-carriage. If you persist with that pipe I shall report you at the next station to the guard.' I handed him my card. He looked at it, pocketed it, but lighted his pipe nevertheless. At the next station however he changed to another compartment. Calling the guard, I told him what had occurred and demanded that the smoker's name and address be taken. 'Yes, sir,' said the guard, and hurried away. In a little while he returned. He seemed rather awed. He bent over me and said apologetically, 'Do you know sir, if I were you, I would not prosecute that gent? He has just given me his card. Here it is. He is Mr. Andrew Carnegie!'"

UN FAUX PAS!—A young gentleman living at X— was invited by his rich aunt to visit her in town. While walking with her along Victoria street he saw her bow to a gentleman in clerical attire. "Who was that, aunt?" he inquired. "That!" exclaimed the lady. "Why, that is the Vicar of X—!" "Strange!" remarked the nephew thoughtlessly. "I believe this is the first time I have seen him." "He has been vicar ten years!" was the grim reply.

ANOTHER VETERAN GONE

Another veteran of the Civil Service of Canada passed away on Sunday, March 9th, in the person of Joseph Pierre Michel Le Court. Deceased was born in Quebec in 1824 and was consequently in his eighty-ninth year. When he entered the Civil Service in 1855 he had already established an enviable reputation as an architect and civil engineer in his native city. In 1865 he was transferred to Ottawa and in 1873 was placed on the staff of the Department of Public Works. About this time he was sent to Manitoba and was there engaged in the erection of public buildings for nine years. The Parliament buildings, post office, customs house and other public structures in Winnipeg were erected under his supervision, as was also the Stoney Mountain penitentiary. During his residence in Ottawa, Mr. Le Court was identified with different movements of a religious and philanthropic character and several churches in the Capital and in Hull were erected from his designs. He married in 1848, Eulalie Paquet, who predeceased him after sixty years of married life. Two sons, J. Eugene LeCourt of the Department of the Interior, and R. J. Le Court of the Department of the Secretary of State, and three daughters survive. The funeral was held in Ottawa on the 12th inst., Mass being celebrated at the Basilica and the remains taken to Beechwood cemetery.

HOME RULE AND CIVIL SERVANTS.

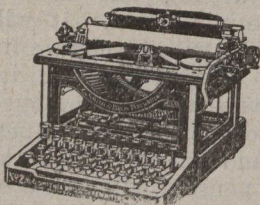
Under the Irish Home Rule Bill, existing established civil servants who are removable at the present time only for misconduct or incapacity are to continue to receive the same salaries and to have the same status as before. Civil servants who wish to resign on the operation of the measure may do so, and will receive compensation. The Lord Lieutenant has power to remove officers, but no removal can take place without compensation to the disposal official. The main principle of the civil service provisions of the Bill, which are non-contentious, is that vested interests are to be respected. A civil service committee, to be formed of a treasury official, an Irish minister and the Lord Chief Justice of England, is to deal with

difficult cases arising out of the transfer of administration. It will determine all questions relative to existing Irish officers, as, for instance, those who will be employed in the double capacity, both Imperial and local, and will ascertain the amount of the pension, allowance or compensation of the officials retiring voluntarily and those to be displaced. The case of unestablished officials presents features of difficulty, but the government promise that the civil service committee will decide all such questions in a spirit of generosity. "If prophesies and promises are to be taken at their face value," says the *British Civilian*, "the Irish Civil Service has little to fear."

At the conference of the various Educational Societies at the University of London some days ago, Phoebe Sheavyn introduced the subject of "The Educational Issues raised by the Report of the Royal Commission on the Civil Service." "Very few posts," said Miss Sheavyn, "are open to highly educated women—a few under the Board of Education, a few in the Board of Trade, and one or two in the Home Office. I believe this to be a real loss to the public service. Highly educated women often possess a gift for administration. They possess knowledge and the means of obtaining more knowledge not commonly found in men and not without its importance in a world where half at least are women. Moreover, a given salary—not quite the highest—will at present attract a higher type of woman than man. Again, owing to chances of marriage, possibilities of promotion would be to some extent increased by the employment of a certain number of women. Further, some of the difficulties amongst younger women in the lower posts would be greatly mitigated by the presence of older women on the staff, even though not specially engaged in superintending."

A theological student was sent one Sunday to supply a vacant pulpit in a western town. A few days after he received a copy of the local weekly paper with the following item marked—"The Reverend — conducted the service at the parish church last Sunday, and the church will now be closed three weeks for repairs!"

THE CIVILIAN



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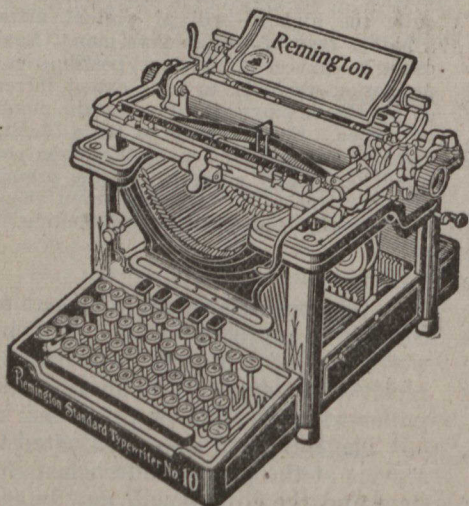
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