

VOL. 4

JUNE 30th, 1911

No. 5



THE CIVILIAN

A fortnightly journal devoted to the interests
of the Civil Service of Canada.

NEMO SIBI VIVIT.

FEATURES :

Scientific Census Taking

Two Parties to Prices : by A. C. Campbell.

The Club at Ottawa.

Editorials.

Presentation to Dr. King.

Silas Wegg on the Lunch Hour.

Civilian Portraits: R. G. Macpherson,

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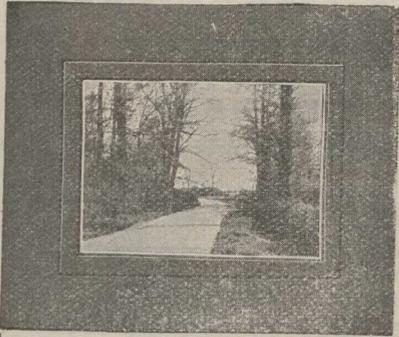
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THE CIVILIAN

VOL. IV.

JUNE 30th, 1911

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Scientific Census Taking.

Adapting the Card System to Recording the Facts Required in Taking a Census.

The taking of the census is a matter so specially referring to the civil service that *The Civilian* offers, in an educative way, some ideas which may be of interest. The branch of the service engaged in this immense work will find the following matter of great value. The service generally will be interested in the strides made in scientific census taking. The service in Canada is acquainted with the typewriter, the Burroughs adding machine, the Multi-graph, etc., but possibly few have learned that machines have been invented which enable 400 operators to do work "which 10,000 writers and mathematical experts could not perform with pen and pencil in twice the time required by the mechanism."

We therefore think we are rendering good service as a journal by quoting from an article published in the "Bookkeeper," a copy of which we received from a subscriber. The article deals with the methods adopted in taking the census in the United States last year, and excerpts from it follow:—

In considering the census, it is commonly spoken of as counting or numbering the people, which is a great task in itself. Yet the enumeration is but one of the compilations that must be made according to the law. Data is to be obtained also about age, sex, occupation, nativity of every human being found living in the United States on April 15th, 1910, as well as other facts. This is shown by the schedule given

the 68,000 enumerators who are to cover the various census districts from coast to coast. Each must fill in the information in taking the population census alone, as shown by the outline of the schedule. Each schedule has enough space to give the data for 100 persons and the cost of securing and recording it is at the rate of one cent for every five names.

Organizing the Census Bureau.

Here the question arises: how can the Bureau of Census attempt what seems to be a human impossibility? Only by careful planning, by using modern labor saving and time saving mechanism, by dividing and subdividing the corps of employees to perform properly and without waste of time every duty required.

The present decennial census is to give data relative to population, manufactures, agriculture, mines and quarries, the two last being grouped under one head. Consequently the Bureau at Washington arranges this work in divisions, each headed by a division chief. The agricultural division, which probably compiles the most data, may be cited as illustrations of the organization of employees. The 600 in the agricultural section are under the chief statistician when the division chief himself is absent or not on duty. They are separated into four "bodies" ranging in numbers from 75 to 100 each. These bodies are in turn subdivided into four equal sections, the bodies being under four chief clerks and the sections under

assistant clerks. The work is arranged in four parts—sorting schedules, preliminary examination of schedules, tabulation and comparative results.

Tabulating the Facts.

The tabulation division is a remarkable illustration of how the census is made not only possible but the results verified and its accuracy proved. Prior to the census of 1890 when the schedules containing farm data were received, to be summarized in tables and the totals of the items given, each one had to be read and its information copied or extracts made with the pen or pencil. So it was with the schedules of population and the other papers filled out by the enumerators. Now, however, machinery has taken the place of the human hand to such an extent that this transcription is no longer needed.

Here is what becomes of the schedule when it reaches the tabulation stage. Placed on a table beside a machine that looks something like a typewriter, the girl behind the keyboard glances over it and notes merely the spaces that are filled with items of information. As fast as she glances at an item she presses a key that looks like a typewriter key. It remains depressed until she has come to the last item. As she pushes down a little lever one hears a clicking motion and from a slit in the side of the machine drops a pasteboard card into a receiver. This card is ruled off into sections, and in some are single letters or single figures, sometimes two letters or two figures. There are just as many spaces or sections on that card as on the schedule and more, for it may be intended to give additional data. It is a form on which every item of information on the schedule is "copied" by merely punching a hole in the space on the card which corresponds to the space which the item fills on the schedule.

A fair expert girl with one of

these machines will punch 3,000 schedule copies in eight hours, while 500 cards an hour have been recorded.

The mechanical tabulator which completes the work begun by the puncher is very compact and simple in appearance, considering the variety of work it performs. The punched card is sent to the tabulating section. Some of the spaces marked with the holes bear symbols in letters or figures which means bushels of wheat in farmer's crop, number of cows in herd, value of last harvest, acreage of farm. As we have said, spaces have been arranged on the card for all of this and much more. If a table is to be made up from totals of the figures to go into the census reports, the cards corresponding to the state or section, or the millions of cards which give the figures of the whole country are brought to the tabulating room. Again the cards are set under pins connected with keys. One pin point is provided for every space on the card, but only the keys are pressed connecting with the pins that are over the holes punched. Another lever push and the pins drop through the card holes into tiny cups filled with mercury. In the machine are a series of recording dials with movable pointers. The forcing of the pins into the mercury moves the pointers upon the dials by the electric current. The dials are so arranged that one is provided for every hole or space on the card—for every item of information on the census schedule. Actuated by the electric current these dials actually count like the adding machine in a bank, only far more rapidly, registering every figure. To them are attached rolls of "tape" which are operated like the familiar stock ticker.

At any time the tabulator wants to know how much he has added, he presses the lever and the exact total of acreage or crop or value

so far counted, is shown on the tape. When the last card has been run through, all the totals are also recorded, summed up by the machine. By this plan a half dozen or more totals for tables can be figured out at the same time. If another set of statistics is to be compiled from the card data, the operation is repeated.

90,000,000 Cards Indexed Six Times.

The plan in the agricultural bureau is typical of those followed in the bureaus recording population, manufactures, mines and quarries. The final steps are to fill up the blank forms with the tabulator calculations and the book or pamphlet is practically ready for the printer, but what these machines do in the way of labor and the saving is shown when it is known that the 90,000,000 cards containing statistics of population and industry must be put through them six different times to compile all the necessary statistics for the four divisions to complete the census. 100 of the tabulators and 300 of the punching recorders are used in the present census, their 400 operators doing work which 10,000 writers and mathematical experts could not perform with pen and pencil in twice the time required by the mechanism.

The fact is that making this great record is merely creating an amplified card index system which has been such an economic factor in American business, as the cards will be filed for permanent reference, assorted and indexed by such a plan that any town can be found in the files as soon as the clerk reaches its compartment.

TWO PARTIES TO PRICES.

To the Editors of *The Civilian*:

There is no saying more common amongst us than that it takes two to make a bargain. But, when it

comes to the consideration of that general or typical bargain which is so much discussed under the name of "the cost of living," one would be led to suppose that the whole world took part in the haggling. When John Smith says to his butcher that the price of meat is unreasonably high, the butcher, instead of discussing the matter as though he were the only other party to the bargain, immediately drags in other people,—the packers, the workmen, the Western ranchers, the railways. And, if the discussion lasts for more than a few minutes, it is pretty certain the butcher will develop theories that he has read in magazines, or has heard on the street, about the influence of the politicians or the effect on values of the increased production of gold. It takes two to make the bargain about a roast of beef, but, apparently, when the reasonableness of the bargain is to be considered, one party to the bargain feels free to call the whole world to assist in justifying what he has done.

Personally, I am a lover of the science of political economy, and can take part in the discussion of the theory of prices with no little zest and enjoyment. But I do not admit that if my butcher can beat me out or stand me off in an argument on these matters, I am bound to pay his prices and look pleasant. It may be true that the development of the Porcupine gold region will somehow double the price of meat, or that the failure of some American merger will reduce it fifty per cent. And it may be that my butcher or his friends understand this whole matter much better than I do. But the point with me is that I do not go to the butcher shop to take a lesson in political economy; I go there to make a bargain about my dinner. If there is to be any discussion of the matter, I don't admit that it is for me to go behind the butcher's counter to examine his books and

consider the prices he has to pay for his stock, the wages of his assistants, and the rent charged by his landlord. Much less am I called upon to either approve or disapprove the action of the railways in classifying meat in such a way as to give the members of the trust new automobiles whenever they want them, or to work out to four places of decimals the relation between the production of gold and the birth-rate of cattle in Alberta.

After all talk about these outside people and things, it still remains proverbially and indestructably true that it takes two to make a bargain. In the particular bargain referred to the two are the butcher and myself. (This is not to be taken as a personal attack on my butcher.) He is a rich man and a good man. He feels for me. I believe he thinks that when he has pushed his responsibility for his prices over to the railways or the trusts he has done me a personal kindness and has made it easy for me to pay anything he thinks well to ask. No; this is not personal; the butcher in this case is merely typical of all dealers. The two parties to the bargain, I say, are the butcher and myself. And, so far as I am concerned, the discussion keeps to that line. I will not look at the butcher's books nor consider the details of his business. I am dealing with the trusts, nor am I making a bargain with the railways. I am there to buy meat, and it is for the butcher to supply me with meat of good quality at a reasonable price. If the meat is bad I am not to be satisfied with the explanation that the meat trust is experimenting with some new embalming fluid, or that a careless boy left the refrigerator door open. In the same way, if the price is not reasonable, my business is to kick,—and I do.

The answer of the butcher is apt to be that if I won't pay the price

the deal is off, but if I'm willing to pay the price I might as well pay it pleasantly.

My rejoinder is to tell the story of the frog in the cream; he went on kicking all night, as all the world knows, and crawled out on the butter in the morning. Like the frog, I may not know exactly how my kicking is going to do any good, but I have a mighty faith in the general power of a good, healthy discontent.

I am proud to know that some members of the service have made effective their kick against high prices by organizing a co-operative trading society and starting a grocery store. This is exactly in line with the logic of the case as I have tried to set it out in the foregoing. Just how that logic works out cannot be shown here, for this letter is already too long.

A. C. CAMPBELL.

TO PHILATELISTS.

Enquiry has elicited the information that much confusion has existed within the past few months on the part of those who are keenly interested in new issues of stamps, namely, the philatelic world, of which the number grows apace. The Department of late has had numerous enquiries, it is understood, respecting what is termed "Coronation" stamps, and as such an issue was never contemplated the reply has necessarily been to this effect. As a matter of fact, Coronation stamps have not been issued even by the British Post Office, and it has not been the custom to issue such stamps. With regard to the regular series to succeed the present one, the arrangements therefor are not yet sufficiently advanced to make a definite announcement as to the date of their appearance.

CIVIL SERVICE CLUB NOTES.

Mr. Wensley Thompson, whose portrait appears in this column, is the popular secretary of the Civil Service Club of Ottawa.

Mr. Thompson is a jolly and good-looking Irishman, who has been in the service since 1903, being employed in the Immigration Branch, Department of Interior. He is well



MR. WENSLEY THOMPSON.

known in histrionic circles in Ottawa and as a stage manager has no equal. He has also figured very successfully before the footlights. Mr. Thompson's services to the Club have been invaluable, and the only fear is that he may not feel called upon to retain the position and bear most of the burden,—which is the lot of all secretaries.

The members of the service who belong to the Civil Service Club do not know what they are missing in failing to take advantage of the excellent lunch menu which is provided in the Club dining rooms every day.

The following is a bill of fare taken just at random one day last week:—

Cream of Chicken.

Baked Whitefish.

Roast Sirloin of Beef.

Cold Meats:

Beef. Ham. Ox Tongue. Lamb.

Boiled Potatoes. Sweet Corn.

Rice Pudding. Jelly à la Russe.

Fruit. Rocquefort Cheese. Coffee.

All this for 35 cents. The cooking is excellent. It is doubtful if there is another place in Canada,—certainly not a Club,—where such a meal can be obtained for the price charged.

~ ~

Mr. Rodolphe Boudreau, Clerk of the Privy Council, has been elected a Director and placed on the Executive Committee.

~ ~

Mr. Frank Grierson, of the Finance Department, has been appointed Chairman of the House Committee.

~ ~

A very enjoyable little dinner of 28 covers took place in the Club dining rooms on the evening of June 23rd to the members of the University of Pennsylvania Cricket Club, who were playing in Ottawa.

THE LATE OTTO FABRICUS.

On the occasion of the death about a month ago of the late Otto Fabricus, a porter in the Ottawa Post Office, who was killed by an engine on the G. T. Ry. tracks, near his home, the staff of the Ottawa Post Office wishing to express their sympathy with the bereaved wife and family sent, not a wreath of beautiful flowers which is all very well at times, but made up a donation of \$80.00 in cash, which was deemed more suitable in a time of such great disaster.

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

Ottawa, June 30th, 1911

THE CORONATION.

Those who feared that the advance of democracy would inevitably sweep away the regard for form which makes for the stability of human institutions must feel reassured by the ceremonies attending the crowning of George V. Never has popular control of public affairs been so complete in any nation in the world's history as in the British Empire of to-day, yet never was a great national ceremony carried out with such anxious care for the reassertion of all that is of value in the history of the Empire as in the great series of celebrations which have formally and so auspiciously inaugurated the present reign.

Every class throughout the Empire, no doubt, has its own special reason for rejoicing in this ceremony which is at once a manifestation of the solidity of British institutions and a milestone in the progress of the Empire. But surely we of the civil service of Canada are not least

among those to whom these events must directly appeal. The coronation was not merely the enthronement of a British king; it came as the culmination of conference and celebration which marked a distinct advance in the unification of the whole British world. And, by common consent, Canada is the leader of the sister nations whose loyalty to the Mother Land is the basis of the glorious hope that British unity and British freedom shall be the great influences in bringing in the days of peace and brotherhood for the world. We of the Canadian civil service do our work directly in the name of the King; we are his servants, and are engaged in the administration of laws which he enacts. In a very direct and special way we are building up that throne which is the strongest and most glorious in the world because "broad-based upon the people's will."

The King is not only commander of the military forces, but the head of the civil administration the mechanism of which, for this part of his Empire, is committed to our care. In the solemn ceremony of installation which has awed and thrilled the world, we, in renewing to George V the fealty and service we owe the Crown, may well resolve that we will do our part, each of us, keeping ever in mind that, however humble our separate task, it is part of a very real work for the Empire and the race.

The part taken in the coronation by the Queen and the royal princes emphasized anew the fact that the very foundation of our national organization is the family. It is with special gladness that all people of British allegiance acclaim the coronation of Her Gracious Majesty the Queen. None lives who is not benefited when the Mother is honoured.

The sermon preached before their Majesties at the coronation had for its text: "I am among you as he that serveth." To be the leading

servant of his people is the highest honour of the King.

And we, the King's subjects and servants, his fellow-servants of the Canadian people, join in the cheer of loyalty and devotion that swelled from Westminster's storied walls, and cry with one voice: "God save the King!"



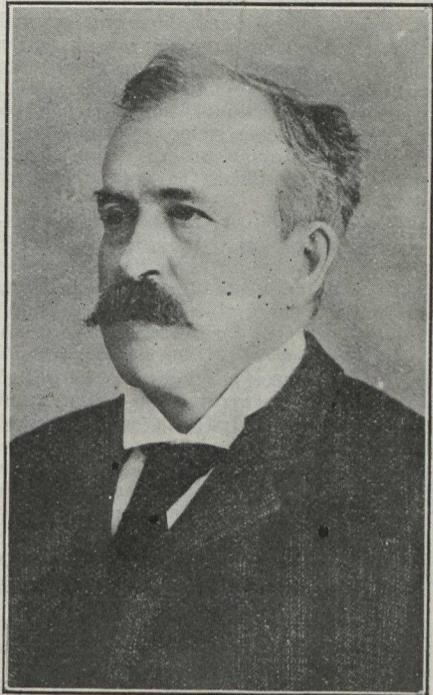
SPEAKING OF A HOLIDAY.

The Ottawa and Quebec civil servant, taking thought of holidays, might do worse than consider the ancient and beautiful province down by the sea. (For one thing, a letter to the Railway Department from his Deputy Minister will give him half rates over the Intercolonial; but that is a detail). He will wake up on the first morning of liberty in a new world—where the brown and rushing Metapedia distills the whole essence of the Gaspé hill country. He will breakfast perhaps where it joins the Restigouche, truly a noble river even for such a land of noble rivers as ours. All morning he will follow the new stream's course as it widens into Chaleurs Bay, past sleepy little towns looking out over dreamy blue sea-water dotted with sails to the misty northern headlands that finally melt into the sky. For the rest of New Brunswick he will have rough inland country to cross, during which he may take time to reflect on the comforts of travelling by "the people's railway" (which he manages himself) and of tasting fish as he never tasted it before. But his first real smell of the sea will come with Nova Scotia, where they still speak of "Canada" as a place apart. Here it matters very little what direction he chooses—all is so quiet and fair to see, in the way more particularly that he had been used to call old-world. Valleys like those of Wales, lakelets that smoke of Killarney or Loch Katrine, rolling farmlands like no place so much

as England in her brighter parts, hillsides where the little spruces grow with a daintiness they have nowhere else, coast lines bleak and rocky or smiling with verdure and islands,—he can find them all. And he will come back filled with a hundred sweet memories and with a wondrous peace and content born of the very air,—a broader Canadian and a better servant of Canada.

PRESENTATION TO DR. KING.

A very pleasing event took place recently at the Dominion Astronomical Observatory, when the Director,



DR. W. F. KING, C.M.G.

Dr. W. F. King, C.M.G., who is also H. M. International Boundary Commissioner and Superintendent of the Geodetic Survey of Canada, was presented by the members of his staff with a sterling silver loving-cup and an address, as a token of

their loyalty, esteem and affection. The occasion was the anniversary of the Director's thirtieth year of permanent service in the Department of the Interior.

The address, which was read by Mr. J. J. McArthur, D.L.S., Assistant International Boundary Commissioner, was as follows:—

"We, the officers of the Observatory, of the International Boundary Surveys and the Geodetic Survey of Canada, wishing to give expression to our sincere appreciation of your uniform kindness and friendly personal interest in us, one and all, have selected this, the thirtieth anniversary of your entry into the permanent service of the Government of Canada, to present to you this loving cup, as a token of our loyalty, esteem and affection.

"The enviable record of your activities, achievements and honors engraved thereon, from your first service as junior assistant astronomer on the original 49th parallel boundary commission, with which, and other international boundaries, you have been so intimately connected, is a history of continuous progress that should inspire all your officers to greater energy and effort.

"The Dominion Astronomical Observatory, the survey and delimitation of the International boundaries and the Geodetic Survey of Canada stand as monuments to your genius, energy and strong personal influence, and will form lasting memorials of your untiring effort for your country's good. We deem it an honor to be called upon to aid in carrying on these great works, and we pledge you our continued and loyal support.

"We desire to express, as clearly as we can, our appreciation and gratitude for your watchful care over our interests, for the kindly manner in which necessary instructions have been given, and for the confidence that you have always shown that such instructions would be conscientiously carried out. We hope that, on our part, such confidence has not been, and will not be, abused.

"Our sincere hope is that you will long be spared to direct the different branches of the work that owe their existence and efficient condition to your genius and energy in the same quiet, unassuming and yet most effective manner in which they have been administered in the past.

"We hope that you will accept and consider this cup as an evidence of our sincere affection—a real loving cup.

"That God may guard and watch over you and yours is the prayer of your loyal officers."

Although quite a few of the officials are, at this season of the year, absent from Ottawa in connection with the different Boundary and Geodetic surveys, their good wishes were none the less well expressed.

Dr. King, who was quite evidently taken completely by surprise, after thanking his staff for their expression of good-will and affection, and the kindly spirit that had prompted the presentation, unfolded to those present a few of the guiding principles that had been adopted by him, as a result of personal experience, in respect to his relations with his staff.

The ceremony was concluded by the singing of "He's a Jolly Good Fellow" and a rousing cheer.

The loving-cup, which is a rarely beautiful example of the silversmith's art, is 15 inches high on an ebonized pedestal of 22 inches. The weight of the cup itself is 93 oz. It was supplied by Messrs. A. Rosenthal & Sons after a sixteenth century design, with Louis type handles affixed to the top of the elongated bell-shape bowl and ending upon the semi-globe above the foot. On the bowl section is engraved a record of Dr. King's appointments, achievements and academic and other distinctions, from the date of his first service to the 18th May last, when he was elected President of the Royal Society of Canada. The semi-globe section is festooned with maple, oak and laurel leaves, in relief, tied with flowing ribbons. The foot or base, of the cup flares gracefully from its junction with the middle section to the pedestal, which latter carries the presentation inscription, reading "Presented to Dr. W. F. King, C.M.G., on the thirtieth anniversary of his permanent appointment in the Department of the Interior, by the Members of the Staffs of the Dominion Astronomical Observatory, International Boundary Surveys and the Geodetic Survey of Canada. Ottawa, 13 June, 1911."



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Secondly, we want a bigger trade because the more we buy the cheaper we can purchase, so that every dollar you spend with us is helping you to buy cheaper next time.

Thirdly, we have to clear all reserve stocks before stock-taking, for it is our plan to start every season with an entirely new stock.

But besides clearing our stock we have bought for cash both in the home markets and in New York where trade has been very bad this season. During this event we shall offer for sale goods in season and out of season. When we see an opportunity to buy a winter stock at a ridiculous price we shall buy it and offer it for sale. Some extraordinary big bargains which will be sold in this sale in the various departments and which will be advertised in the papers nightly.

Make it a point to read our advertisement every night in the daily papers throughout this Ottawa Valley Summer Sale.

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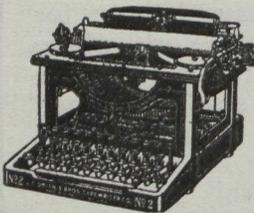
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At the Sign of the Wooden Leg

By "Silas Wegg."

The Lunch Hour.

Even as there are calendar months, and lunar months, and sidereal months, varying in length but approximating to a certain mean, so are there the ordinary hours of commerce and lunch hours. The common or garden variety of hour is sixty minutes long, each minute "studded with sixty diamond seconds," according to the copy book which I used to deface. Lunch hours are of all lengths and are studded with coins of the realm. I have known lunch hours as short as ten minutes in those old days when I served as an assistant surgeon to the Public Accounts. That would be around the end of the fiscal year, and the lunches would consist of sandwiches with alternate layers of bread and figures. We added with our mouths full of crumbs and chewed with our heads full of decimals. It is not wise to speak of the long lunch hours I have known, when I have lingered over the wine and almonds, that is to say, the lemonade and peanuts, and the tower clock has called three strikes and out while I was at the plate.

There are four main kinds of lunches:—

- (1) The lunch at home, which the barbarians call dinner;
- (2) The lunch with neighbours, which is known as luncheon on Sandy Hill;
- (3) The quick lunch;
- (4) The other kind.

Judging from the first and third of these it seems that lunches were made for man, but with one's mind

on the other two it is as clear that man was made for lunches. One is not invited out to eat lobster and lettuce, but to pay homage to a salad.

"To feed were best at home;
From thence the sauce to meat is ceremony."

The quick lunch, likewise, is the caterer's tribute to the value of one's time, but the other kind displays the caterer in all his arrogance, keeping us waiting at the outer door of desire as if we were applicants for admission unto some shrine of mystery and he were in doubt as to our worthiness.

He takes our orders and retires to his sanctum to meditate upon them. He returns, after many minutes, with a napkin. He retires again to pluck the entrails of some sacred bird, not on the bill of fare, to see if the omens are propitious. He returns with a glass of water. Again he retires to read our characters in the heavens, and returns with knives and forks which he lays upon the table as if preparing for a sacrifice. He leaves us again for some final appeal to the oracles, probably to look us up in the Civil Service List. Then, at last, he comes back, fully satisfied it would appear with our credentials, bearing an invalid's portion of soup. And so on. Truly it may be said of such lunches that man was made for them and not they for man.

The man who lunches at home takes a sporting chance. There is no excitement about dining *à la carte*, except it be in guessing the size of the waiter's check, but the *table d'hôte*, especially in one's own

home, has all the stimulus of a lottery or a day's fishing. Pot luck is what the ordinary man with the ordinary wife finds thrilling in the midst of the daily routine. His walk or ride home is rife with speculations on all the possibilities between sirloin and hash, or between strawberries and prunes. And that fellow spoils the game, for himself, who takes something for lunch home with him.

Quick lunches are the means of grace to many a proud soul. Behold a quick lunch counter with its elbow-touching row of "paragons of animals" feeding as at a trough! Is there one who takes his place there and orders his ham sandwich who does not regard himself as a cannibal? "A quick lunch and an early grave," says Perkins to me, and he is not astray to any great extent. So far as this poor body of yours is concerned, Perkins, the quick lunch is convicted on the first count. But you are not all stomach, my friend. You have an immortal part, and it is in ministering to this that the quick lunch counter achieves its grand purpose. It is a pulpit from which one sermon is reiterated from daylight to dark, and from dusk to dawn. Other priests leave their altars and the sextons lock the vestry doors. "We never close," say these Frankfurter brothers of the white surplice, these holy friars of bacon and eggs. And their sole text is, "Why should the spirit of mortal be proud?"

It is in the quick lunch dispensaries that one feels most that solitude which, it is trite to say, is found only in crowds. There we are the primitive cave men around the carcass, each intent on his own knuckle-bone. Above the doors of each of these places should be inscribed a legend like this,—

Lunch and the world lunches with you;
Lunch and you lunch alone;
For the chap who is sitting beside you
Has sorrows and soup of his own.

Occupying a ground midway between the quick lunch and the other kind is the Chinese lunch. If the quick lunch teaches us humility, the Chinese lunch gives exercise to our faith. The childlike simplicity with which we entrust our digestions to the care of these inscrutable Celestials, a simplicity beside which the trust Jones has in a homeopathic doctor is like rank agnosticism, assures me that the world's heart is still fresh. A Chinaman, whose knowledge of English does not extend beyond his menu card and the table of currency, becomes yoked to us as a brother within an hour. It is wonderful. Two continents and two civilizations joined by a narrow isthmus of culinary speech! The quick lunch counter is a communion table of pessimists. The booths at Hong Lee's joint are the chapels of optimism.

"The soul's dark cottage, battered and
dismayed,
Lets in new light through *Chinks* that
Time has made."

But the real thing about lunch time is not the lunch. The accent should be on the second word. For thirty minutes, or sixty, or ninety minutes, we are on leave. We have an opportunity every day to recreate ourselves. Now, I don't go strong on the advice so often given to devote some of this time to reading Ridpath's History of the World, although some have done this and remained good citizens I believe. Very young men may so indulge themselves. But there are older men, especially men with families, one each, in the country, who need something more inspiring than history reading. Of course there is always some shopping for these semi-exiles, but shopping, inspiring as it may be to the women, is not what I should call a diversion, and a diversion of the mind is what is needed. A smoke on Parliament Hill, when one can get a seat near the river, is good in its way. Human companionship is better still, in fact the

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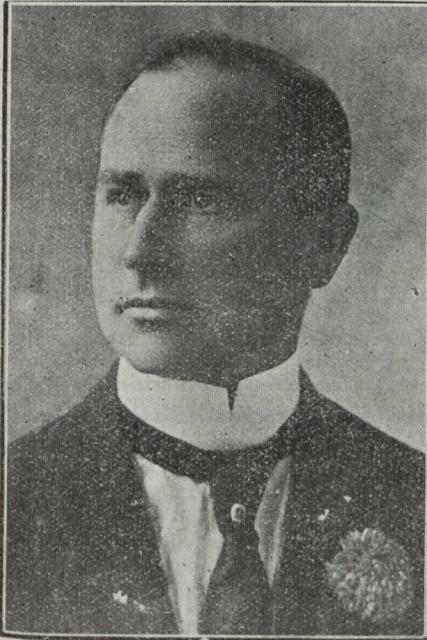
best diversion ever provided. It does any man good to let out a few reefs in his mental sails and to fly before the wind, even if the wind blows southerly from the shores of nonsense, over the seas of gossip. Only beware of the trade winds. Don't talk shop. You have to file away letters when you go back to the office. You should not pigeon-hole yourself at lunch hour.

Hæc fabula docet: a mixed metaphor may be as bad as a mixed drink.

Civilian Portraits.

MR. R. G. MACPHERSON.

Robert George Macpherson, Postmaster of Vancouver, B.C., was born in Ontario on Jan. 28, 1866.



MR. R. G. MACPHERSON

As a young man he proceeded to the West and engaged in the drug business in Vancouver. In that young city he may justly be regarded as a pioneer. He has had a large share in the public life of the

western metropolis, having served as alderman, member of the Legislature of British Columbia, and latterly as member of the House of Commons. In September, 1908, Mr. Macpherson was appointed to his present position of Postmaster, for which his urbanity and executive ability eminently fit him. During Mr. Macpherson's comparatively short term of office the volume of business transacted in the Vancouver Post Office has greatly increased, and it is safe to say that in a short time it will occupy a position not far behind the older cities of Montreal and Toronto.



MR. E. H. LASCHINGER.

Mr. E. H. Laschinger, Assistant Deputy Postmaster General, who now leaves the service for a com-



MR. E. H. LASCHINGER.

manding position in the world of finance, is a late example of the thorough-going training in executive work that the service offers and of the appreciation of that fact which increasingly obtains among the large men of business in Canada. Things

are not as they should be when the service stands to lose its best trained men in this way. It can never, perhaps, hope to pay salaries at the top which will compare directly with those of similar rank outside. But even in this respect it can do much better than at present, and it can undoubtedly add an attraction like that of superannuation, which all the banks and most of the other great corporations have, and which operates most powerfully in fixing men in their careers. No amount of native ability can make up for the experience won in years of service. Mr. Laschinger's future will be watched with kindly interest by his fellow civil servants who entertain no doubts as to the success that awaits him.

Personals.

John McDougal, Commissioner of Customs, is on a visit to the Maritime Provinces.

Mr. C. H. Burns has recently gone over to the Benedicts.

W. C. Gillis, of Survey Records, is absent from the city on business for the Department.

Miss Dora Barber, of the Immigration Branch, Dept. of Interior, has been transferred to the Immigration Office at Banff, Alberta, for three months, after which she will be located at Calgary.

Congratulations are being tendered Mr. Sidney Smith, Controller of Postal Stores, and Mr. Wm. Smith, Secretary, upon their Coronation honours, both these gentlemen being the recipients of the Imperial Service Order from His Majesty.

Dr. A. E. Belleau, Public Works Dept., has been ill for the past two weeks.

Capt. J. A. McKenna, Lieut. Nolan, and Sergt. Mace, of the Dept. of Agriculture, are in camp at Petawawa.

J. Beaudoin, Dept. Agriculture, who has been ill, is now improving every day.

Mr. M. A. R. Belleau, of Survey Records, has retired from the service on superannuation.

The Civilian joins in the sympathy extended by the service to Mr. C. M. Goddard, secretary to the Hon. Sydney Fisher, in the loss of his wife. Mrs. Goddard, when Miss Macfarlane, was in the service in the Agriculture Dept.

Correspondence.

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

Women and the Civil Service.

To the Editors of *The Civilian*:

A few months since your columns admitted a very useful correspondence on the Economic Independence of Women. This emboldens me to address you.

I read in a review the other day the following sentence: "The differentiation practised . . . in remunerating male and female labour rests finally upon the humane recognition that the majority of men are working to provide for women and children. . . ."

Now, if this were the case, we should hardly be expected to find, what is already so widespread in many callings, the constant displacement of men by women where the services of the latter can be secured at less cost to the employer. Humanitarian considerations carry but small weight in these matters I fear, and the tendency of salaries to hover in the region of the level of subsistence, or the bare standard of living maintained by the grade of labour affected, is demonstrably true.

Can you point to any class of the community whose remuneration is increased as family wants enlarge? Personally I know only a few cases where such a rule obtains. On the contrary, the number of family men who have proved that the increasing size of their families has handicapped them in very many directions, and especially from the financial standpoint, is legion.

Neither in industrial nor in commercial circles is the principle above quoted accepted as an axiom of business, and the gods who rule the public Treasury are but of the same clay as the private employer in their attitude towards the workers on this question. It is quite obvious that payment for services rendered is entirely divorced from sentiment, and, until a completely changed state of society is brought about, this present basis will remain, and civil service women may never aim above the third division.

Is it not absolutely clear that the principle of equal payment for equal services, regardless of sex, is likely in the long run to work out more advantageously to both sexes than that which now obtains in spheres of work where both labour side by side? I am hoping that the civil service organizations will make ultimately this one of their aims.

Yours, &c.,

WOMAN WORKER.

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On Democracy.

To the Editors of *The Civilian*:

As a newcomer to this country, I am very agreeably struck with the general absence of old-world ceremonial waste. The government, and even the civil service, afford examples; to wit:

When the lamented Queen Victoria died, four Special Embassies were sent forth, headed by the Duke of Abercorn, Lord Mount Edgecumbe, Lord Carrington and Lord Wolseley. Each of these was accompanied by a peer and two or three other eminent gentlemen, including a Foreign Office Clerk to act as secretary.

Last summer the same number of Special Embassies were sent round to call at the Courts of Europe with letters from King George. At the head of the Embassies were Lord Northampton, Lord Granard, Lord Roberts, and Lord Rosebery. The last-named, who was accompanied by Lord Grenfell, Sir Edward Seymour, Lord Annaly, and his son, Mr. Neil Primrose, M.P., visited only one Court—the Court of Vienna—but the other three had to do between them all the remaining courts of Europe. With regard to Germany, visits were paid not only to the Kaiser at Berlin, but also to the smaller rulers—the Regent of Bavaria at Munich, the King of Wurtemberg at Stuttgart, and the King of Saxony at Dresden.

The programme in each country seems to have been pretty much the same—the presentation of the letter from King George to the crowned ruler of the country (or President in the case of France), a gracious but somewhat stereotyped reply, and afterwards a luncheon or dinner, or both, to the members of the Embassy.

There is no objection to a certain amount of ceremony if thereby a useful purpose is served; but what useful purpose, for instance, was served by Lord Rosebery's Special Embassy to Vienna? He handed King George's letter to the Emperor Franz Josef on September 11. But the contents of that letter—the announcement that one King of England was dead, and another reigned in his stead—could hardly have been news to the old Emperor. Had not he sent his nephew and heir to represent him at the funeral of the dead King quite four months before?

In the case of the United States, King George's letter was sent to Mr. Bryce, our Ambassador at Washington, who handed it to Mr. Taft. That was all. If that sufficed in the case of a great country such as the United States, a similar procedure ought to suffice in the case of some of the petty little Kingdoms of Europe.

If these Special Embassies were dropped altogether, there would be few to regret them, except perhaps the Foreign

Office Clerks who are attached to them in the not very onerous part of secretaries, and for whom they seem to provide a cheap and agreeable Continental trip in very excellent company.

Yours, etc.,

ENGLISHMAN.

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Is Great Britain a Bureaucracy?

An interesting analysis of the British civil service system on which the Canadian system is based. — The great powers of the "Permanent Officials" in London. — Two recent political issues that raise the whole question of the relations of the civil service to the Government. — The cure discussed.

They are accustomed to congratulate themselves in England that their public life is free from the evils of the spoils system. In the main that satisfaction is justified. Cabinet offices, of course, are reserved for members of the party in power. This is a natural corollary from a constitutional system which makes ministers directly responsible to Parliament, and which so closely associates legislative and executive functions. Each department, too, has also on its staff a Parliamentary under-secretary who represents his department in Parliament in the absence of his chief, and who similarly goes out of office if his party is defeated at a general election.

But with these exceptions, all the departments are manned by "permanent officials," as they are justly called, to whose position the ebb or flow of politics in the country makes no difference at all. Most of them gain their appointments by open competition in examination. In a few instances, as in the Foreign Office—where certain of the duties are believed to be of so delicate a nature as to require in the candidates special personal qualifications, apart from intellectual ability — the practice of open competition is suspended, and vacancies are filled by nomination, followed by a test which insures the reaching of a certain educational standard. But by whatever door the civil service has been entered, when a position is once gained, it is secured for life—limited, of course, by the proviso of efficiency and good behaviour. The issue of writs for a general election causes not the least tremor to any British

civil servant. The result of the election may completely transform the party complexion of the House of Commons, but if you turn to the "Civil Service" section of Whitaker's Almanack in the following year you will find (except for the Cabinet ministers and the Parliamentary under-secretaries) precisely the same names attached to precisely the same offices. There could be no parallel in England, therefore, to the clean sweep recently made of existing Congressional officials when the Democratic majority organized the new House.

Advantages of the British System.

The advantages of this non-partisan system are obvious. In the first place, it gives the heads of the administration the benefit of the accumulated experience and practised skill of their subordinates in every bureau. Whether a Liberal or a Conservative party is in power, it has equally at its service the expert knowledge of a trained staff. Whatever political opinions a civil servant may hold privately, he is expected to advise his chief in such a way that the administration of the department will be proof against Parliamentary criticism, and that the bills the department introduces into the House will properly represent the policy of the government and will be free from any defects of draftsmanship. As Mr. Winston Churchill has eloquently put it in his biography of his father: "Concealed from the public eye among the deeper recesses of Whitehall, seeking no fame, clad with the special knowledge of life-long study, armed with the secrets of a dozen Cabinets,

the slaves of the Lamp or of the Ring render faithful and obedient to whomsoever holds the talisman. Whatever task be set, wise or foolish, virtuous or evil, as they are commanded, so they do."

Secondly, the security of official posts attracts to the public service men who would never enter if it offered only employment for a few years instead of a permanent career. Further, members of the Legislature are thereby relieved from appeals for the exercise of patronage. A member of Parliament is by no means exempt from various kinds of pressure on the part of the constituents, but he is not expected to find berths for his supporters.

Disadvantages of the System.

But no system is perfect, and this one suffers from a drawback which has lately provoked much discussion. A permanent staff tends inevitably to develop a regard for traditions and precedents. It dislikes innovations. It looks unfavorably upon any disturbance of the routine of administration to which it has become accustomed. If it has to advise concerning a projected change, it is naturally inclined to emphasize the difficulties that will arise in carrying it out. In short, without deliberate partisanship, the opinion of the office tends to be a conservative force. And, of course, it is Liberal governments that are most handicapped by the resistance of this official temper. Supporters in the country are clamoring for immediate and radical reforms, but the realization of the policy that has been proclaimed upon a thousand platforms strangely lingers. The reason may be that, to quote once more from Mr. Winston Churchill, the ardent minister is confronted within his department by "padded walls of innumerable objections, backed by the masonry of unanswerable argument." It needs a man of strong personality and deep-rooted convictions to overcome the resist-

ance that may thus be offered by subordinates whose very skill, experience, and loyalty give their opinions an authority that cannot easily be brushed aside.

Two Recent Cases in Point.

It is alleged that in two departments particularly, the Admiralty and the Board of Education, this bureaucratic opposition has recently impaired the carrying out of governmental policy. Mr. Reginald McKenna, the first lord of the admiralty, has been severely criticized on his own side for blundering on the question of the naval estimates. Only the diversion caused by Sir Edward Grey's speech on an arbitration treaty with America saved the governmental from a serious revolt on the part of many of the sturdiest Liberals in the House of Commons. There seems good reason for the charge that in this matter Mr. McKenna failed to stand out as he should have done against the pressure of the experts. More recently the debate of the Archer-Shee case—where the department was convicted of both bungling and injustice in the matter of a naval cadet who had been dismissed on a false charge of theft—supplied another evidence of the insufficient control of the office by its responsible head.

The Minister of Education, Mr. Walter Runciman, has become the centre of an even more angry agitation. The hubbub began when he was questioned in the House of Commons respecting a circular which was sent out by the board to some of its officials in April of last year. The circular had to do with the qualifications of the local inspectors of schools, and expressed a policy which is alleged to be contrary to that to which the Liberal party is pledged. When the matter was raised in the House, Mr. Runciman denounced his questioner for making public a confidential document, and suggested that the waste-paper baskets of the office had been raked in order

to find it; he attempted to ride off on a technicality as to the manner in which the circular was issued; and, lastly, he confessed that he knew nothing about it until a short time ago, and threw the whole responsibility for it on the official who prepared it and who had retired from the service last year on reaching the age limit.

This singular defence at once placed the minister between two fires. The friends of this official — and, indeed, members of the civil service generally—were indignant that he should be publicly made the scapegoat for an act which was performed in the normal course of his duties, which had been censured by none of the higher officials within the department, and which the traditions of the service prevented him from publicly justifying. On the other hand, those who were aggrieved by the contents of the circular roundly denounced the unlucky minister for allowing himself to be thwarted by the machinations of permanent officials who wished to make his own policy futile.

The member of Parliament who brought the matter to the attention of the House had, therefore, good reason for saying that it raises two important questions: "First, how is Parliament to supervise administration if ministers refuse responsibility for their officials' conduct? Secondly, what becomes of ministerial control when the president of the Board of Education is, during the whole of his tenure of office, ignorant of the policy that his officials are, wisely or unwisely, propounding?"

The last stage, so far, in the history of this incident is a statement by Mr. Runciman declaring that there is not the slightest ground for the charge that any officials of the board have been disloyal to him.

"There has been no trace," he says, "of either direct or indirect insubordination, and not the least failure to abide by directions given by me on any subject. As the result of

three years' personal experience, I am able to say that no civil servants could have devoted their intellect and energy more fully to the furthering of the policy for which I have been responsible or more actively devised means for carrying out my wishes and instructions in the spirit as well as in the letter."

No more handsome testimonial could be given by the head of a department to his staff, but one may safely predict that it will only add new fuel to the agitation. Mr. Runciman will now have to meet the charge from many of his own political associates that, if he has not suffered himself to be over-ridden by the permanent officials, he has committed an even worse offence—he has become corrupted by his environment, and has himself been unconsciously converted to bureaucracy.

The Cure — "New Blood" in the Service?

Whatever allowance may be made for exaggerations in the outcry that has followed the publication of this circular, it cannot be doubted that the influence of the permanent official does tend to the stereotyping of existing methods and to the hampering of schemes for reform. How is this difficulty to be overcome? The close atmosphere of the government office may perhaps sometimes be improved by the admission of a breath of fresh air from outside. Now and then it is wholesome to appoint to special duties a man of expert qualifications who has not been imbued with the traditions of the department. For example, Sir Hubert Llewellyn Smith, the present permanent secretary to the Board of Trade, did not enter the civil service as a young man. He had made a reputation as an authority on labor questions before he was invited to undertake certain temporary and advisory duties in connection with the board, and the work that he did in this capacity led to his being offered a responsible appointment on

the permanent staff. In the same way, the Board of Education has largely recruited itself from the outside. When it established its Bureau of Special Inquiries and Reports — a bureau corresponding largely in its functions to that of the United States commissioner of education — it appointed as its first director the well-known educationist, Dr. Michael E. Sadler, who was at the time secretary of the Oxford University Extension Delegacy. As the assistant director it appointed another outsider, Mr. (now Sir) Robert Morant, who had spent several years in organizing public education in Siam and in social and educational work in East London. Sir Robert Morant has retained his connection with the Board of Education ever since, and is to-day its permanent secretary.

Disadvantages of Bringing in Outsiders.

But this expedient is far from a solution of the problem. For one thing, the bringing in of outsiders, however well qualified they may be, is regarded with no little jealousy by the existing staff, and puts a strain upon their loyalty. It is a natural discouragement to them, if, after they have toiled in the service of their office for many years they are debarred from promotion to better-paid posts which they had looked upon as their appropriate reward. Again, the authority possessed by departmental heads of going outside the office when there are appointments of a special character to be made has to be carefully watched, or it will mean the bringing back of the old patronage system in a new guise. It is obviously open to the objection that it is anti-democratic, and that the only fair basis of administration is the admission of no one who has not won his place by open competition with his rivals. Further, the expectation that a few importations from the outer world can break the traditions of an office has proved illusory. It may not take

very long for the new men to acquire the bureaucratic temper themselves. It is worth noting that the alleged reactionary tendencies of the Board of Education are mainly attributed by the critics of the board to the influence of Sir Robert Morant, who, as already mentioned, entered the office comparatively late. Nor does it make very much difference what class of society a civil servant comes from, or what political opinions he may have professed before his appointment. Whatever his antecedents and whatever his rank in the service, there is a certain official tone, a "red tape" habit of mind, which he can very rarely escape contracting.

The Cure Lies in a Strong Minister.

The only effective safeguard is the placing of a really strong cabinet minister at the head of the department. What a strong man can do may be learned by observing what strong men have done. Bureaucratic and expert influence is at least as powerful at the War Office as at the Admiralty, but it has not prevented Lord Haldane from carrying through a great and intricate scheme of army reform. Mr. Lloyd George's budget of 1909 was an innovation on the established routine if ever there was one, but no conservatism of permanent officials delayed it at any of its stages. Mr. Winston Churchill is showing a keen interest in the humanizing of prison management, and there is no indication that he is finding the traditions of the Home Office insuperable. The suggestion has been made by one of Mr. Runciman's critics that he has devoted too much time to platform speeches and too little to the supervision of his department. But he has certainly not been more active on the platform than either of his three colleagues just mentioned. There is a notion in some quarters that the qualities of an effective public speaker and an efficient administrator are incompatible. The

recent history of British government gives little countenance to such a theory. From Gladstone downwards, the men who have appealed most powerfully to great audiences in the country and who have most skilfully defended their policies in Parliamentary debates have seldom come short in impressing their mark upon the departments they have been appointed to administer.

The biographer of the late Henry Cecil Raikes voices somewhat the same criticism as is contained in the above as follows:

"The outside world have but a limited conception of the authority concentrated in the hands of the permanent officials of the various departments of the State. These are the real powers behind the throne, and with them it generally rests to make or mar the reputations of the administrators who loom large in the public eye.

"The ordinary Parliamentary without special training, when confronted with a man like the late Sir Arthur Blackwood, for instance, at least his equal in ability, and ten times his superior in knowledge, has little chance of obtaining his own way unless it happens to coincide with the policy of his perceptor.

"Some ministers remain in ignorance of this fact throughout their term; others are content to acquiesce in a state of things which is not without its advantages. The members of these two classes are generally known as "safe" men. Others, again, endeavour spasmodically to assert their authority, but their want of knowledge, as a rule, stands in their way, and after one or two experiences their views are imperceptibly directed into the desired channel."

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MR. F. G. ALLEN TRANSFERRED.

About three years ago F. G. Allen, a clerk in the Ottawa Post Office, took advantage of an extended holiday to visit Vancouver and was so favorably impressed with the west that he obtained a transfer to the Vancouver Post Office, to which place he went on 11th May, 1911, but before "shaking" himself free from his fellow employees, the staff of the Ottawa Post Office presented Mr. Allen with a very fine gold chain and locket as a token of their high regard for him, and acknowledgment of his valuable services in forming the local Post Office Association, of which he was secretary-treasurer till he left the city.

Always affable, and painstaking, prompt and persevering in his duties, his long service was one of unknown merit, and in his going the Ottawa Post Office loses a valuable man.

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Athletics.

One of the events of interest in the near future is the championship meet of the Canadian Lawn Tennis Association, which is to open in Ottawa on July 24th. This will bring together all the noted tennis players of the Dominion. The present champion, Capt. Foulkes, of Vancouver, a former resident of Ottawa, and a member of the civil service, will be on hand to defend his title.

Miss May Sutton, of California, ex-lady champion of the world, is also expected to attend. This little lady is a marvellous player—and by the way is a native of Canada.

As has been mentioned in these columns, there is in Toronto a large and flourishing civil service baseball league. This organization is anxious to send a picked nine to Ottawa to play one or two games with a team from the inside service. This should be a great contest, for what a nine the service at Ottawa could put in the field! It would comprise the pick of the City League of Ottawa.

The Henley "eight," accompanied by coxswain, spare man, trainer and a number of Ottawa friends, have reached England, and are now training for the big event. They are in fine shape and will at least be "in the race" on the historic Thames course. Everyone in Canada hopes they will win. The civil service, with its five representatives in the boat, will be on the qui vive until the result is announced.

The desire for speed and record-breaking still continues to bring with it an almost daily list of fatalities in the aviation and automobile branches of sport. Motors exploding in mid air, with an occasional defective car axle, lend a gruesome variety to the form of death. Some of the flower of the French army have recently been killed — but still the fascination attaching to aeronautics and motor racing holds the public mind. Happily in Canada the toll has not been heavy. The French Senate recently had a debate on the subject, in which restrictive legislation was suggested.

Another record has come to Canada recently. George Goulding, of Toronto, on June 10th, walked a full mile on the Island track in 6.32. This is a truly wonderful performance. In doing so, Goulding defeated the crack walkers of England and the United States, and may lay claim to the world's amateur championship. It also establishes an amateur record for the world. Previous to Goulding's feat the Canadian record was almost

one minute slower.

Last year the amateur single scull championship of America went to a competitor from across the line, although in 1909 O'Neill of Halifax captured it. He did not, however, compete last season. This year all Canadian lovers of boat racing will be pleased to learn that O'Neill is again on the water, and intends to regain the laurels he relinquished, if possible. *The Civilian* hopes that he will be successful.

How are the mighty fallen! Twenty years ago the great lacrosse battles of the year were between the Capitals of Ottawa and the Shamrocks of Montreal. What record crowds they drew and what great games they put up. These were in the good old amateur days. Now these two teams are at the foot of the list, the former with no wins and the latter with but one. Shades of Tommy Crown and Hugh Carson — of Barry and Tansy! But the "Caps" will "come back." Another season will see a different record; but do let us have men belonging to Ottawa in the team and not imported players such as we have in hockey and baseball. Clubs composed of this style of players soon lose their local significance, and the interest of the public is bound to be lessened.

At the recent American University games the mile was run in 4.15½, breaking the world's amateur record. The professional record of 4.12¾ was made by the English runner, W. G. George, over 20 years ago, and has stood unbroken all these years. And well it might. A record of 4.12 means that each quarter mile is run in 63 seconds, on an average,—which is a remarkable pace to maintain for four consecutive quarters.

Criquet, throughout Canada, is having quite a boom this year. Time was when Toronto was the centre of this grand old game, and Montreal had but one team. To-day the latter city can boast of two leagues, each containing half a dozen clubs, representing the senior and junior elements. The Ottawa XI, under the captaincy of Mr. Harry Ackland, of the Interior Department, has had great success this year, defeating the Montreal and McGill teams, and last week that of the University of Pennsylvania.

The City League of Ottawa is putting up some splendid baseball. Last Saturday's game between the Y.M.C.A. and Mascotte nines was the equal of any amateur work to be seen anywhere. Clarke's pitching for the former team was a treat to the spectators.

The Foot-path to Peace.

To be glad of life because it gives you the chance to love and to work and to play and to look up at the stars; to be satisfied with your possessions but not contented with yourself until you have made the best of them; to despise nothing in the world except falsehood and meanness, and to fear nothing except cowardice; to be governed by your admirations rather than by your disgusts; to covet nothing that is your neighbor's except his kindness of heart and gentleness of manner; to think seldom of your enemies, often of your friends, and every day of Christ; and to spend as much time as you can, with body and with spirit in God's out-of-doors; these are little guide-posts on the foot-path to peace.

—Henry van Dyke.

Here and There among Public Servants.

The Postal World disagrees as follows with certain doctrines lately enunciated by the Postmaster General:

"In discriminating against the rank and file of the service, the Postmaster General has taken a retrograde step. Why not extend the civil service to all the Post Offices? The public demands it, Members in the House ask for it, the Pastmasters request it, and the clerks have no incentive to become efficient, competent servants without it.

"The classification of the Post Offices and the extension of the civil service to the Postmasters and clerks would do much towards increasing the efficiency of the Postal service. A system of promotion is absolutely necessary to maintain the service warranted by the great increase in the volume of business. The policy of the Postmaster General, in extending the civil service to portions of the system and withholding it from others, has opened up a wide breach in a system which should know no cleavage of any kind, its success depending on no one class but on the combined efforts of Postmasters, clerks, railway mail clerks, and the clerks in the Department at Ottawa."

* * *

The question of a Civil Service Club is being taken in hand in Dundee, where a spirit of *camaraderie* seems to exist which is distinctly hopeful to the success of the project. "Metropolitan and other centres," says the *British Civilian*, "are badly in need of an association of this kind, and we are glad to hear of active

steps being taken in some places to promote such a worthy object."

* * *

At Gettysburg, Pa., last week, Mr. P. V. DeGraw, Fourth Assistant Postmaster General of the United States, addressed the State convention of Pennsylvania postmasters, defining the attitude of the department as to the organization of employees. Speaking as the representative of the Postmaster General, he said that to receive the sanction of the government organizations must have for their object the betterment of the service with which the membership is connected or be in character fraternal or beneficial. He recognized that every employe should be treated and advanced on merit. Mr. DeGraw stated in this connection that it was very gratifying to the postal administrations of the United States that the postal organization had been conducted along lines which had proved to be unselfish and for the uplift of their membership through co-operation with their superior officers. "So long as this continues," he added, "I feel safe in predicting that Congress and the department may be depended upon to lend every proper endeavor to meet the requirements of employees."

The civil service in Toronto have a 10-club league of baseball. At present the Post Office nine are putting up a splendid game. Some day a C. S. club will be amateur champions of Canada. Think of what a nine could be got together in Ottawa from the service.

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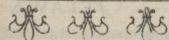
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