

THE CIVILIAN

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A Symposium on Civil Service Ethics

That there is a gathering storm of discontent with the methods surrounding appointments and promotions, and the administration generally, in the Civil Service is evident on all sides. It may interest the readers of *The Civilian*, and, by the way, serve as a contribution to the cause of emancipation from an octopus that oppresses the Canadian Civil Service, and is a stain upon the fair name of Canada as a civilized country, if a collection were made of some facts recently occurring, and some comments recently made in the public press. The first item is taken from the pen of Mr. M. F. O'Donoghue, a noted figure in the Federal service of the United States:—

The forty-fifth article of Magna Charta has been aptly styled, "the first Civil Service Rule." By it the King engaged not to make any justices, &c., but such as know the law of the realm. The cause of Civil Service Reform has always been the cause of the "Common people." At all times corruption has prevailed in either the legislative or executive departments of government in the proportion that it has controlled patronage. Eliminate patronage and you minimize corruption. A perfect civil service is the republican agency of government. First "Pass" and later "Competitive" examinations.

The Montreal "Star," on Feb. 20th, discussed patronage editorially as follows:—

"Friends of the Government."

The frank admission of both parties at Ottawa that the various Government departments buy their supplies from "friends of the Government," no matter which party is in power, marks a condition of public morality in this country which should prepare us for graver and more shocking scandals. They appear to think up at the lively "political club" which we

maintain on Parliament Hill that a sin which is committed by both parties becomes, by that double benediction, a blessing. When the pot can call the kettle black, then dishonors are easy, and both are regarded as pure white.

What is the "patronage system" but a branch of the "spoils system;" and how can we really imagine that we will root out the one while tolerating the other? What is the difference, in principle, between kicking an office-holder into the street because he is of the wrong political complexion and giving his berth to "a friend of the Government," and striking a Liberal merchant from the "patronage list" and putting a "friend of the Government" in his place? In both cases, profit is taken from the friends of the defeated party and given to friends of the victorious party for no other reason than that the latter party is victorious. If this is not an application of the malign doctrine that "to the victor belongs the spoils," what is?

If Canada winks at this condition of affairs—under both parties—she will eventually pay very dearly for her slackness. This is a poison that will spread. If "friends of the Government" are to get profitable favours, they are very apt to view the necessity of keeping their friendly Government in power through the opaque lense of a gold piece. This is indistinguishable from taking a bribe to vote for a Government; and by what standard of ethics do we condemn the simple soul who takes his bribe in the form of a two-dollar bill and excuse the more astute citizen who gets his by inclusion in the fat list of "friends of the Government."

The Ottawa "Citizen" has an editorial in its issue of Feb. 27th to this effect:—

Civil Service Laws.

The latest copy of the Ottawa *Civilian* refers, in glowing terms, to Hon. W. T. White, as "Civil Service Minister." The able Minister of Finance, in addition to administering his big department with commendable efficiency, is at present engaged on a Superannuation Bill for the Civil Service. Also, he is occupied with the important task of revising the Civil

Service Act, in accordance with the pledges given by Premier Borden, to place the public service on a more efficient basis. Hon. Mr. White will confer a benefit upon the whole country if he can free the public service of some of its most serious weaknesses: particularly with regard to the heavy burden the present state of affairs imposes upon the several ministers of departments; also with regard to the making of appointments, promotions and dismissals. The blight of political patronage takes the heart out of the conscientious Civil Servant. Commenting on American Civil Service laws, an editorial in last week's "Saturday Evening Post" said:—

"If we had a law requiring that the secretary of the treasury be chained to his desk lest he loot the treasury vaults, disinterested observers would think it indicated an odd state of morals. Our Civil Service laws are somewhat like that. The time will come when they will not be necessary, because debauching the public service for political ends will be considered as infamous as stealing public money."

The country will look to Hon. Mr. White to free the Canadian Civil Service from conditions which are not creditable to modern enlightenment. The minister has the interests of the public service at heart. With an awakened public opinion behind him much good work could be accomplished.

The comment following is taken from Montreal "Star" editorial columns of Feb. 28th:—

Why We Need a Civil Service Commission.

We are in the curious position of electing men to govern us; and then doing our best to tie their hands so they can govern us as little as possible. The "Saturday Evening Post" calls attention to this tendency, as shown in the American Civil Service restrictions. It points out that the system of wooden examinations does not get the best men. It tends to "deadend and ossify the whole service." No private firm would permit itself to be hampered by it. But the nation submits to it because it takes the appointments to the service out of politics. Wooden as it is, it is better than the "patronage" system. It "prevents," says the "Post," "Cabinets and Congress, which are supposed to be the nation's special guardians, from looting the public service wholesale, as they would certainly do if their hands were not tied. Our Civil Service laws are a strange commentary on our political morality. If we had a law requiring that the Secretary of the Treasury be chained to his desk lest he loot the treasury vaults, disinterested observers

would think it indicated an odd state of morals. Our Civil Service laws are somewhat like that. The time will come when they will not be necessary, because debauching the public service for political ends will be considered as infamous as stealing public money."

This is all quite as applicable to Canada. If we could trust our politicians, we would not need a Civil Service Act or Commission. And we could trust our politicians all right, if we could trust ourselves—to punish them when they abused the power to choose Civil Servants. That is, we take a notoriously bad way of hiring our national "staff"—a way which makes us pay more for a set amount of work than we need—because we ourselves lack the public spirit to compel our public men to act in the public interest.

Well, we deserve to pay.

The Ottawa Citizen speaks editorially, in its issue of Feb. 28th in this wise:—

Public Service Blight.

One more scandal in the public service is being dragged into the light. An inquiry into the management of the Trent Canal has brought about the suspension of the outside superintendent and several of the staff. As ever, the cloven hoof of evil political machinery has left its mark. The unfortunate superintendent has admitted that certain canal funds have been diverted for alleged Liberal campaign purposes. Machine politicians have been paid with public money, it is alleged, by classing them as laborers, although no work was done by them. Accounts for political purposes—for liquor, telephone, railway transportation, and newspaper charges—are said to have been sent in to the department, disguised as legitimate expenditure over public works. Of course, the burden of responsibility has been placed upon a number of Civil Servants. They are promptly suspended, while the probe into political rascality is being continued. Every Civil Servant, and anyone who has ever seen the inside of the public service, must have some idea of the root of the trouble. From the Trent Canal scandal to the Transcontinental Railway steal, the blight spread over all has its origin in machine politics. Active politicians of the party in power do not hesitate to use the public service in every possible way, to strengthen the party's grip on the country. Capable and conscientious Civil Servants are humiliated time and time again by having to carry out work obviously for low political purposes. If every Civil Servant refused to perform any task at all marked with the cloven hoof of machine politics, how many would be left in the service?

Yet that would appear to be the only remedy. Political parties have been exposing each other ever since party government began, and proving what they set out to prove. But how has it benefitted the Civil Service? Until Civil Servants are so strongly organized as to be in a position to refuse to do work dictated by the political machine, until the public service is made patronage proof, exposures will go on as part of the party game; and the unfortunate public servants will suffer. Civil Service solidarity would appear to be the way to throw off the blight.

The President of the United States is "up against it" on account of "patronage." There are some 100,000 appointments in the Federal service of the U. S., outside of the merit system. To save the President and his executive from going mad, and also to enable them to do their work, an extraordinary plan has been devised. A statement of the plan will illustrate what a menace "patronage" is becoming:—

The appointment by the President at the beginning of his term of a commission of three persons, to be known as the appointing commission, to serve during the term of the President appointing them and no longer. This commission would receive and consider all applications and recommendations for appointments to Federal offices not controlled by the Civil Service laws, and recommend for appointment persons it might deem suitable, who might, however, be rejected by the President or the Senate. No member of the cabinet, senator, member of the House of Representatives or any other person holding office under the national Government "shall advise or recommend any person to said commission for appointment to office," nor shall any applicant solicit official assistance for the furtherance of his cause.

The lightning is striking in many places, and here in the Province of Ontario the rumbling thunders of public opinion are heard. Here is a resolution to be introduced into the Ontario Legislature:—

"That in the opinion of this House the patronage system is inimical to the highest efficiency of the public service, and to the best interests of the country; that public interests demand the creation of a non-partisan Civil Service Commission, with ample powers; and that all appointments and promotions in the public service should be by merit after competitive examination, except in those cases where the con-

ditions of the public service render this impracticable."

Canadian Civil Servants, for some reason, are usually very loth to express an opinion on this subject, involving a great ethical principle. Nevertheless, the internal heat generated in the soul of Civil Servants occasionally breaks through the crust of discretion in the case of some servants of the Crown. The subjoined letter closes this symposium on civil service ethics, and the collection indicates an awakening of public opinion; a fortunate outcome for the future which must bring either reform or oblivion.

The Editors *The Civilian*, Ottawa, Ont.:

Dear Sirs,—I beg to enclose herewith a cutting from one of the Vancouver papers, which reports a recent speech of a politician in Vancouver. In this speech he plainly publishes to the public the rank methods of the patronage system of corruption.

Every one who is at all acquainted with the workings of the patronage system is aware of the vast amount of plotting and intrigue that is a necessary adjunct of such a dishonest and corrupt method of both filling and creating vacancies in the Civil Service.

This is the system that is responsible for the fact that both the Post Office and Customs Departments in Vancouver are heavily overstaffed, and in many cases men gain entrance to these positions that are totally unfit to act as the representatives of the Dominion especially in the frontier work of the Immigration and Customs Departments.

Merit and efficiency are of no avail in these days towards the bettering of one's position when any ex-teamster or bartender can gain the coveted positions by the aid of the necessary political pull.

We of the Outside Service are anxiously awaiting the day when this

branch will be placed under the Commission, and a revived Commission at that. The time, I suppose, will come, as will, also, come the time when debauching the Civil Service for political ends will be considered as infamous as highway robbery, but I'm afraid that it will be a long time coming.

With every good wish for *The Civilian* and its splendid efforts towards a betterment of the service,

I am, very truly,

DISGUSTED.

Vancouver, B.C., Feb. 19th, 1914.

THE CIVIL SERVICE COMMISSION.

The following letter appeared in the Ottawa "Citizen" of Feb. 9th:—

Editor "Citizen": That intrepid little Civil Service publication, *The Civilian*, has recently published a series of articles which make plain some hitherto undisclosed workings of the Civil Service Commission. Indignant protests from those most concerned have sometimes been heard in the candour of private intercourse, but until these articles appeared in *The Civilian* no indictment was ever drawn up in plain terms. The writer believes that *The Civilian* has made out a prima facie case, and that no mere shaking of wigs or sceptres should be allowed to stifle an inquiry which concerns not merely some office holder's fancied dignity, but the whole public service of this country. I ask your indulgence, Mr. Editor, while I, a plain citizen of Canada, having no connection with the Civil Service, but with some slight knowledge of the matter in hand, discuss the case from the standpoint of an observer.

Those of our Canadian public who take an interest in public affairs were delighted when, in 1908, it was given forth that henceforth patronage in the Inside Service at least should be no more; that merit, as disclosed by reasonable tests, and with allowance for imperfect (but disinterested) human judgment was to be the criterion; and that a tribunal called a Civil Service Commission, clothed with ample powers, buttressed with authority and ample day's pay, was to play the part of the Angel with the Flaming Sword that all these benefits might ensue, I say that all good men rejoiced, counting it a triumph more

worthy of commemoration than many another more talked of—rejoiced despite the non-inclusion of the Outside Service, and despite the murmurings of place-hunters and of reactionaries innumerable. "These academic tests," they said, "how jejune, how simple and trustful, yet unpractical!" Thus they, after their kind; but good men, I say again, rejoiced.

In order that a fair start might be made, a strong man, apparently, was chosen as head of the Commission. He was given the status of a judge. A powerful weapon was placed in his hands in the privilege, nay, the obligation, of reporting annually to the people of Canada as to how it fared with him in his high office—whether, perchance, any obstacles were placed in his way or direct effort made by those sitting in Caesar's chair to defeat his purposes. A trenchant weapon this, and the real key to the whole situation. With it, rightly used, he could appeal from Caesar to Caesar's master, with the certain knowledge of being sustained by public opinion. Well, and with what result? Read the last three or four issues of *The Civilian* and see; or, if you think that that is a biased view, consider these facts. The Civil Service Act of 1908 enjoined a reorganization of the service, without which no approach to juster conditions was possible. Did the Commission carry through or insist upon that reorganization? No. Did they report the fact or take any notice of it whatsoever? No. Again, within a few brief moons after taking office, a glaring attempt was made to railroad a place-hunter into the secretaryship of a certain department. Did the Commission object? Yes. They realized the importance of this, the first tussle, with the forces of reaction, and they did resist. Let that be said to their credit, and this to their discredit, that they finally yielded, and by yielding opened the door to much that has since transpired. Again, if *The Civilian's* story is not credible, look at the return recently brought down in Parliament of the scores of persons who have been appointed without examination where the spirit of the law is to the contrary. Again, cast your eye over the Commissioner's annual reports. Is there any discussion of principles there; any stories of contests with "gorgons and hydras and chimeras dire;" any appeal from Caesar to Caesar's master? No, positively not. All is dull, deadly dull, well starched and smoothed out with the official iron, stiff with routine and the seamliness of the small administrator. "In institutions," says Sir William Osler, "the corroding effect of routine can be withstood only by maintaining high ideals of work."

Now, Mr. Editor, we must not be unjust either. The Commission has done good work in certain respects. It has at least

STORY COMPETITIONS

The Civilian opened a prize story competition on the 28th November last, offering three prizes to the value of \$45. The competition closed on January 1st, and Mr. L. J. Burpee of the International Joint Commission has judged the stories and awarded the prizes as follows:—

First prize of \$25.00 was awarded to S. Lelievre, of the Senate, for story entitled "A Christmas Eve Episode in the Province of Quebec"; second prize, \$15.00, to C. B. Burns, Immigration Branch, for story entitled "Can It Ever Happen Again?"; third prize, \$5.00, to H. C. Hudson, Auditor General's Office, for story entitled "The Test of Courage." The stories will be published in *The Civilian* from time to time.—[*The Editors.*]

kept the place warm. It has done an immense amount of work in sweeping out Commission, in the large, general sense, some very untidy corners. But has the lived up to its opportunities? Has it taken its rightful position, not merely as the administrator of a statute, but as the custodian of the public honour and the encourager of better things in Civil Service practice? In other words, has this body, secure in its power, been what the world calls, and is usually right in calling, a success? If so, let them show it forth to men, for there are many of us, within or without the service, who are sincerely unable to perceive it.

As to *The Civilian* articles dealing with this matter, they are courageous and apparently just. They have no doubt ruffled the dignity of certain personages. But there is a false dignity which needs ruffling as well as a true dignity which calmly meets the issue; and there is also the public interest, which is no less important than the dignity of individuals, although from its lowly estate in this good land of ours, I place it last as wishing to avoid offense.

BYSTANDER.

During the past ten years many rock shelters, or shallow caverns, have been excavated near New York City, but in none of them were found traces of a culture differing from that of the historic Indians.

HEROISM IN THE RAILWAY MAIL SERVICE.

Thomas J. Stock, of Ottawa, and John T. O'Loane and John T. Molard, of Toronto, clerks of the Railway Mail Service, have been highly commended by their superiors for presence of mind and devotion to duty. This trio formed the staff of the mail car in a Canadian Pacific train which left Toronto for Ottawa on the night of February 13th. At 1.30 on the morning of the 14th, near Tapley, the car was discovered to be on fire, and the blaze beyond control. By their exertions all the registered and letter mail in their division of the car was removed, and saved undamaged, but they could not obtain access to the sealed section of the car where a large quantity of newspaper and parcel mail was stored, and all of that part of the mail was lost.

“ON SIGNING NOTES.”

By the Poet “Low-Rate.”

Old Periwinkle kept a store—
 He doesn't keep one any more,
 His face is thin and wan and drawn
 And all his clothes are put in pawn.
 Old Periwinkle had a heart
 As large as any two-wheeled cart,
 He filled it up with glowing cheer,
 Then spread it 'round both far and near.
 One day a fellow came his way—
 A friend of his—he sang a lay
 Of hardship—and of durance vile
 And deprivation, and a pile
 Of other woe, and begged a loan
 And started in to cry and moan.
 He owed one man for buttermilk,
 Another for a spool of silk,
 A third one for some canned sardines,
 A fourth one for a peck of beans.
 Old Periwinkle's heart came out
 And in that store hopped 'round about;
 I saw it—why it looked to me
 As large as any banyan tree.
 Back in his chest it hopped again—
 That open heart—and to this Cain
 Old Periwinkle threw a smile
 And chatted gaily for awhile.
 “I'll sign your note old pal,” said he,
 “To be in need must surely be
 A nightmare, and I'll help you out
 And see you thru all right, old scout.”
 The years have passed since it came due,
 That fellow never paid a sou.
 So poor old Periwinkle turned
 And, as his innards fiercely burned
 He rose in court and said “Well then
 I'll pay the bank sir, every yen.”
 He paid, and now he's herding goats
 Because he started signing notes.

THE MASHER.

A Reply to “Low Rate.”

I.

“Friend ‘Low Rate’ took his pen in hand,
 And forthwith wrote a ditty:
 About the Mashers on the street—
 Right here in our fair city.”

II.

“He tells us, first, in Ottawa
 Are scores of Mashers, free sir;
 And then suggests that all we girls
 Should ‘slug’ each one we see, sir.”

III.

“He tells us how the Mashers act,
And of their hats and clothing;
Of how they follow us, dear dames,—
Ugh! Ugh! says he, 'tis loathing.”

IV.

“But we're just women, weak of arm,
Our citadel is tears, sir.
And tears won't stop the Mashers' smile,
Nor can they stop his leers, sir.”

V.

“If I were but a man, ah, me!
What bloody deeds I'd do, sir!
I'd smash each bally rotter's 'phiz'—
Till it was black and blue, sir.”

VI.

“I'd break his good-for-nothing neck,
I'd punch each blooming rummy;
I'd scratch his face and pull his hair,
Then kick him in the 'tummy.’”

VII.

“But, what's the use! I'm just a girl—
So I can't cuss or fight, sir.
Were I like 'Low Rate'—*Big and Strong*,
Why then, of course, I might, sir.”

—*Gwendoline Isabelle Smithers.*

THE CONGREGATION.

(et al).

O, trifling tongues and trivial wits!
Say, what's to you the parson's preaching?
D'ye follow what he hopes he hits,
And are you troubled by his teaching?
More like it seems your airy brains
Are filled with Fashion's favourite follies,
With worldly and not heavenly gains,—
You whispering, shallow-pated dollies!

And you, sleek sirs, in blameless black,
Your thoughts profound are fixed on heaven?
Or are they turning fondly back
To “profits” six days out of seven?
And *I*, alas! * * * * Say, what's the time?
The parson's precepts that encumbered
His prosy plea, in dreaming rhyme
I've missed them all. . . . *I, too, have slumbercd!*

W. H. T.

SUB SILENTIO.

(To L. M. B.)

I go to church, if but to see her pass
In surplice white, an angel in the aisle;
Though she must never know my sinful guile,
This virgin priestess of my heart's high mass.
And when she stands where I may glimpse awhile
Her beauty in the choir,—O, then the brass
Of altar cross is gold, and from the glass
Of chancel windows Gospel seems to smile!

But when she kneels, absorbed in silent prayer,
With quenchless gaze I drink soul deep the wine
Of light, through amber glories of her hair,
That round her head a halo seems to shine.
And while she kneels, my little Christian, there,
I, pilgrim pantheist, worship at *her* shrine!

S. O'S.

THE CIVILIAN

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THE EDITORS,
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P. O. Box 484, Ottawa

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

Ottawa, Mar. 6, 1914

"The law pertaining to the civil service should be honestly and rigidly enforced, to the end that merit and ability should be the standard of appointment and promotion, rather than service rendered to a political party."

* * *

"Entrance to the civil service should be at the bottom, and the custom of securing men from outside the ranks and placing them ahead of old employees should be discouraged, and only resorted to when public interest demands. Civil service protects employees in their positions, but it holds them there in stagnation unless a method be found to not only secure the time of its employees, but to stimulate and reward their ambition."

THE HIGHER PLANE.

The day will surely come in due course, in the light of higher education and conceptions, when our ministers and members will be relieved of the nightmare of applications for Government positions. The protestations and lamentations of office seekers fill the baskets of the members of the Government and the representatives in parliament. The difficulty of performing any great task under such conditions is apparent. At the present time hundreds of positions are filled by political nomination each year in Canada.

The deterring effects of patronage as regards the efficiency of the ministers is no less marked with respect to the efficiency of the civil servant. A newly arrived appointee to the Ottawa service prior to the Act of 1908 was heard to make the proud boast that he had been appointed because he had manipulated the voting at the polls of sixteen dead men.

It is impossible and undesirable to attempt to represent the disorganizing effects of such a condition of affairs. It is worse than the high cost of living, worse than low salaries, worse than no salaries at all. Much of this sort of thing has been eliminated in the Inside Service.

In the Outside Service, however, about 8,000 positions are at the mercy of a system that may reward criminals by endowing them with a position in the service of the king. May we not as patriotic Canadians and also as loyal servants of the Crown, pray to be delivered from the odium and contamination of an atmosphere created under such conditions of service.

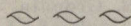
A prominent supporter of the present Government has expressed the hope that the ministry will shortly remove the stigma of patronage from the personnel of the King's civil service. He argues that as, since Confederation, each party has participated in the "profits" of the system for almost an equal number of years,

therefore each party might well agree to consign the practice to the limbo of forgotten vices. Even though this be not done at once there is a reform that may be hoped for in the new C. S. Act, and perhaps that hope may not be in vain.

The reform referred to is the introduction of a fixed classification in the Outside Customs and Inland Revenue by the firm attachment to it of a statutory increase. Without the statutory increase in these services, and indeed in all outside services except the Post Office Department, the conditions as regards increases are often reduced to the standards of appointment. Readers of *The Civilian* will remember the statement appearing in these pages some months ago and well vouched for, of the Customs officer who was reduced to the necessity of offering to do a dishonest deed for a merchant in order to get his endorsement and support for a long deferred increase in salary.

May conditions of this nature be too often or too emphatically brought to the attention of the Government? *The Civilian* thinks not. The standards of pay must be measured by the increases of salary, and the increases in the Labour Department's record of the cost of living. But the standards of honor cannot be measured by the multiplication table or the law of averages. Like the "quality of mercy," "it is enthroned in the hearts of kings; it is an attribute of God himself."

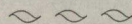
May the new Civil Service Act bring to the suffering unorganized sections of the service, "*Peace with Honour.*"



ORGANIZATION.

Organization is in the air. While in Ottawa the movement is numerically greater owing to "natural causes," there is also good news from abroad of that sturdy interest, that in its highest development spells or-

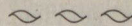
ganized study of Government tasks and problems. The two cities, Sydney and Guelph, have reported to the secretary of the Federation the successful launching of two new societies. Reports from other centres are encouraging. Within the next six months the middle West should contribute 1,000 or 2,000 to the membership of the Federation. These bodies, with all other C. S. bodies, will in time be given their proper status, which is no less than that of large sub-committees of the cabinet on the special, technical business of administering the affairs of our beloved Canada with the lofty ideals that should animate the Canadian people.



THE WOMEN'S BRANCH, OTTAWA.

The report in our news columns this week of the final consummation of the Women's Branch of the Ottawa Association will be hailed with pleasure by friends of organization. *The Civilian* desires to congratulate the ladies upon the event, evincing as it does in a practical form the desire of this large section of the service to meet and talk of their duties and responsibilities in relation to each other, to the service and to the Government.

An arrangement is about to be made between *The Civilian* and the Women's Branch, by which the Women's Column will be conducted in future by one of themselves. By unavoidable delay on the part of the editors, this arrangement had not been perfected in time for the present issue, but in the following number, it is hoped, the ladies will begin to speak for themselves.



CO-OPERATIVE SUCCESS.

Reference is made elsewhere in this issue to the success of the Civil Service Co-operative Society of Melbourne, Australia. After only ten

years in business, the society has acquired sufficient financial strength to erect new premises at a cost of nearly \$70,000. Like the Ottawa civil service store, the Melbourne society commenced business "out of the area of general public trade," but finally it has adopted the policy of "definitely catering for public trade." The development of the Melbourne society has its analogy in Ottawa. The Ottawa civil service store was opened away from the regular business area, and its policy was to confine its membership to civil servants. As the business grew, arrangements were made to admit the general public to full participation in profits on the basis of capital contributed. Latterly, the question of purchasing a site for new premises has been up for discussion, and it has been urged that these new premises be located on a business thoroughfare. The historic parallel between Melbourne and Ottawa is quite evident. The Ottawa store will this month complete its third year of existence. Will the Association measure up to the success of the Melbourne enterprise in seven years more? With faith and works—which means more patronage—the Ottawa Civil Service Co-operative Association can accomplish wonders.

GRADED HOLIDAYS.

Editors *The Civilian*:

Re graded holidays: Here is a suggested amendment to "Doitnow's" proposal, which might have some chance of being adopted:—

1 to 5 years' service, 2½ weeks.

5 to 10 years' service, 3 weeks.

10 to 15 years' service, 3½ weeks.

15 to 20 years' service, 4 weeks.

20 to 25 years' service, 4½ weeks.

Over 25 years' service, 5 weeks, or 30 working days.

In "Doitnow's" suggestion the holidays for juniors are too short, and those for seniors are likely to be considered too long.

CIVIL SERVANT.

MONTREAL CUSTOMS ATHLETIC AND SOCIAL CLUB.

An enjoyable smoker concert was held by the Montreal Customs Athletic and Social Club on Saturday evening, February 28th, at the Sailor's Institute Hall.

An excellent bill was offered to the big attendance, the programme being composed of eight boxing exhibitions and two wrestling bouts. Many officers appeared as contestants. The committee deserve to be complimented for having staged so many high grade exhibitions.

PROGRAMME.

Song—"Thora" Mr. J. A. Kennedy

Duet—"Sympathy"

Messrs. M. E. Norris and A. Ryan

Mandolin Selections

Messrs. W. Ryan and B. Simpson

Clog Dancers Messrs. Shea Brothers

Character Songs Mr. Wullie Broom

Trio

Messrs. G. O'Brien, E. Moynihan, J. Alleyn

Accompanist Mr. P. Netten

Boxing Exhibitions.

105 lbs.—L. Smith (Customs) vs. E. Joseph (Customs).

115 lbs.—F. Elliott (Shamrocks) vs. W. Coughlin (Shamrocks).

125 lbs.—J. H. Ducondu (Customs) vs. H. Nelson (M.A.A.A.)

135 lbs.—R. Beck (Shamrocks) vs. F. Chisnell (Shamrocks).

135 lbs.—H. Hill (Shamrocks) vs. E. Robinson (Shamrocks).

145 lbs.—S. Hartney (M.A.A.A.) vs. Hugh Logsdail (M.A.A.A.)

Heavyweight—G. Marshall (Highlanders) vs. W. Peters (British Army).

Special Bout—Kid Hubert vs. Jim. Ryan.

Wrestling Exhibitions.

135 lbs.—H. Clement (Customs) vs. L. Bernier (La Casquette).

Special Bout—Frank Saxon (England) vs. Jack Crowley (Scotland).

Chairman—Mr. R. C. Irwin.

Referee—Sergt. J. Sharpe.

Timekeeper—Mr. T. Yates Foster.

Committee—Messrs. J. Foley, D. W. Scully, A. L. Barlow, C. A. Singleton, J. H. Ducondu.

Secretary—G. B. Grondin.

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THE SCHOLASTIC TEST.

"How did your daughter pass her examination?" asked one mother of another. "Pass!" was the answer. "She didn't pass at all. Perhaps you wouldn't believe it, but they asked that girl about things that happened long before she was born!"

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The New Spring Blouses From Paris and New York

EXTREME beauty of fabric and womanliness of style characterize the new Blouses that have come to hand from Paris and New York. Sheer, limp, and lacey, they furnish a forcible illustration of the law of opposites when contrasted with the stiff, starched, mannish shirtwaists that held sway during past seasons. Nor do they appear with that similarity of line that distinguishes tailored or mannish Blouses or Waists. There are hosts of styles. Some of them are made from White Voiles, as sheer as Mull in texture, and richly embroidered with mercerized threads that have the lustre, sheen, and effect of silk without any of its "yellowing" propensity through repeated washings. Motifs, medallions, and floral or conventional sections of beautiful laces have been cleverly inset into them with charming results. Cobwebby shadow and Chantilly laces that seem fine and sheer enough to have been wrought by fairy fingers, comprise many of them. The soft shimmer of pearl buttons, and the billowy rise and fall of the foamy-like net and lace ruchings that trim the neck, front and sleeves of some models give them the essential qualifications of women's garments—becomingness, and a tendency to impart softness and youthfulness to the face. Voiles and crepes are the favorite materials, and vests of satin that will wash as satisfactorily as a handkerchief are a pleasing feature of some examples. The prices are \$3.50, \$4.00, \$4.50 and up to \$12.00.

Extra special values at such inexpensive prices as \$1.00, \$1.48, \$1.95 and \$2.95.

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At the Sign of the Wooden Leg

By "Silas Wegg."

Thermometers and Furnaces.

Silas Wegg, Junior, does some strange and unexpected things with the odd cents he works out of his father at times. I do not do unexpected things with my money, perhaps because I have more dollars and less sense than my lad. Paying a grocer's bill, for instance, is no strange thing to do, "though by your smiling," as Hamlet says, "you seem to say so." Silas Junior has a smaller income than I have, since Euclid has declared that the whole is greater than a part, but he has greater freedom in the disposal of it. That is why, I suppose, he came home last week with a thermometer that he had bought at the ten cent store out of two months' savings.

"Now, daddy," said he as he displayed his treasure, "you won't have to use as much coal, for the thermometer is set at seventy and we will just keep it at that."

To the boy's immature mind the thermometer was the creator and not the recorder of warmth, being, as it were, the very guy who put the heat in Fahrenheit. Of course I never confuse cause and effect, or disease and symptom, and so I took the lad aside and explained to him that, if I neglected the furnace, the mercury would not stand at seventy.

"But, daddy," said he, "what is the good of a thermometer if it doesn't make the house warmer in winter and cooler in summer?"

I told him that it served its purpose in showing how warm or cold the rooms were, and that we could regulate the fires accordingly.

"Humph," said he, "we know if it's warm enough without a thermometer. I wish I had bought licorice drops with my money."

After thinking it over in the cellar I came to the conclusion that many of us are trying to keep the temperature up by setting our thermometers at seventy and letting the furnaces take care of themselves. We adopt our standards, our maxims and our mottoes, map out our schedules, and forget our duties. "A man of maxims only," says a quaint writer, "is like a Cyclops with one eye, and that eye placed in the back of his head." Let us add that the Cyclops comes to regard his eye as not the organ of sight only, but as his brain, his heart and his hands. He is like the man who gave a promissory note to his creditor when a bill was presented, exclaiming, "Thank God, that's paid," forgetful of the fact that obligations mature as sure as chickens come home to roost.

It is time now to introduce Banquo's ghost at the feast, that is to say, we must consider the thermometer in relation to the civil service. Now comes my fit again. For six years I have been bond-slave to the civil service analogy. I cannot escape its tyranny. The Editor expects me to see each and every fact of life from the civil service standpoint, to extract attar of roses for the service from the thistles in my pathway, to find nuggets of pure gold for the service in the mountain passes I have to travel, to seek diamonds for the service in the valley of shadows and to wade in the valley of shadows, and to wade hope of discovering pearls to cast be-

fore the service. Please excuse this outbreak.

Well, there are legions of thermometers in the Government offices, and some of them are on furnace duty. Whenever and wherever you come across an office run by "General Rules" you may rest assured that the furnace is full of clinkers and the chiefs are trusting to the thermometers to maintain the heat. Now the Attendance Book is an excellent thermometer in its way, and the wayfaring man, though a fool, may not err in reading its recorder. There is the freezing point somewhere below 9.15, and summer heat at 9, and the boiling point of enthusiasm at 8.30. But the Attendance Book is not the office furnace. It may shed light on some of our habits; it does not furnish the heat for the day's work. The Attendance Book marks time. So does the chief who entrusts the regulation of his office to it. The error which such a chief makes is this—he forgets that the Book gives only the temperature at the beginning of the day. It records the facts that A, B and C began work at normal, that D, E and F were at blood heat, and X, Y and Z were below zero. Beyond that this thermometer cannot be of use. It is up to Mr. Chief to use other tests to find at what temperatures each and every man from A to Z continued his work. Shall we say that it is Mr. Chief's duty to be the furnace that maintains the heat in A, B and C and restores it to X, Y and Z? That is asking too much, perhaps.

The Attendance Book is one of the thermometers, and there are many others worthy of consideration, but the daddy of them all is the Quarterly Report. The Report is to the Book as history is to the newspaper. From the latter we learn how men are faring from day to day. The former gives us a record of longer periods and indicates (don't laugh, please) the broad lines of development in Character. But the Report depends somewhat on the Book, even

as the historian makes use of old files of Journals and Advertisers. We must not forget, however, that for this week the Quarterly Report must be viewed as a thermometer, the grand central station thermometer, that gives not the accidental rise and fall of temperature, due to the sudden passing of the rays of the sun across it or the depressing effect of some chief's bilious chill — oh, no! —but the mean for the month, the well-honored Average, without which all science is at a standstill.

The Quarterly Report is a multiple-thermometer, recording not the temperature of the head only—see column marked Executive Ability—but of the feet as well—see that ominous column marked Punctuality. The temperature of the heart is indicated as well, by the column marked Conduct, and the temperature of the chest by the column marked Rank. The wayfaring man is at a loss when he consults such a complex instrument for guidance.

There is another peculiarity of this heat-guage which may be noted. It is a concealed thermometer, an official detectaphone, so to speak, that whispers to the Commissioners the things said in secret. You know what the Attendance Book says about you because you, willing or not, told it what to record. But the Report talks after sundown when it, like the moon, "takes up the wondrous tale, and nightly to the listening earth repeats the story of your worth." There is a statute to the effect that the clerk whose temperature is below normal, according to the thermometer, shall be allowed to check up the record, but there is no accredited instance of anyone except the makers and the preservers of the instrument ever having seen the record in question. Some say that no one can look upon it and live. Others, of the sceptic school, declare that there is no such instrument in existence, that the legend, as they term it, of the Quarterly Report was invented to scare the children

into good behaviour. Many more believe in its existence but doubt either its accuracy or its potency. According to some it records not the temperature of the clerk's head or feet but the heat in the chief's thumb when pressed against the bulb. To others it is a matter of indifference what the Quarterly Report records. "We are not judged quarter by quarter, like a dead ox," say they, "but by our pull even as live oxen are valued."

In the meantime, what about the furnaces? The thermometers may or may not exist, on view in the corridors or hidden behind the tapestries of the Trafalgar Building. They may be accurate or inaccurate, they may be read carefully or ignored. The main question is—Are we keeping up the fires?

I put up for a winter's night at a country inn which had a big base-burner in the hallway. The house was as cold as a Minister's anteroom although the stove seemed to be doing its full duty. The innkeeper was playing a low trick on us. There was no coal in the stove at all, but a lighted coal-oil lamp which threw a ruddy glare through the isinglass in the stove doors. Some officials are of that class. There are others who have heat within them, but are as canny about dispensing it as if they were members of a Conservation Commission. Others, of a purely scientific mind, having learned that there is no such thing as absolute zero, that there is heat in everything, imagine that all they have to do is to do nothing and the pot will keep boiling. "There is heat, even in snow," said the lecturer. "How many snowballs will it takes to fry a beefsteak?" asked a doubter. The cook who needs the fire above 200 degrees Fahrenheit is not encouraged by knowing that the thermometer registers eighty in the shade.

Perhaps I have not done justice in this article to the thermometer. It has its good points—68 for instance.

Another thing in its favor is its aesthetic features. When gilded or enamelled and set off with knots of pale blue ribbon it is a fitting ornament for boudoir, parlor or office. I have not much use for eye-glasses, but they do relieve the sharp contour of my nose. In some such way the Attendance Book, while serving my grosser necessities in no discoverable manner, appeals to me as a thing of delight, adding a touch of life and hazard to the dreary routine of the day.

THE PERILS OF LIVING BELOW THE POVERTY LINE.

The letter following herewith was published in the Edmonton Bulletin. It is the outburst of "A Civil Servant's Wife," who has grown weary of the daily struggle. This contribution to the discussion of "Living," and "The Cost," is respectfully submitted to those who rule over us.

The Case of Civil Servants.

Editor "Bulletin":

Sir,—Mr. George Watson deserves the thanks of the Civil Servants for drawing attention to the miserable scale of salaries they receive—salaries altogether out of proportion to the high cost of living.

The general scale of pay in the Government offices here is \$65 per month at the start; after three months it is raised to \$70.

Take the case of married clerks. What economy has to be practiced to spread \$70 monthly over the expenses of rent, fuel clothes, food, and the numerous necessary items always cropping up!

When the present high rents are considered—to get, say, a five or six-roomed house in a respectable locality, one must pay about \$40 rent, coal during the winter months costing on an average of \$12 monthly—these two items alone come to \$52, leaving the large sum of \$18 to cover expenses

for food, clothing, electric light, water rate, etc., for the family!

Truly, a considerate Government that would expect its employees to subsist on the above magnificent salary!

One hundred dollars monthly is the lowest salary that should be offered—and even on that one has not much margin for wild extravagance—considering the high cost of living in the West.

A labouring man, without any education can earn \$65 or \$70 monthly, clearing brush, sweeping the streets, or ploughing on the farm, and surely men in Government offices, who are expected to dress well, and keep up a respectable appearance, and who are well educated, are treated very badly when they are offered such a miserable living wage.

Thanking you, Mr. Editor, and also Mr. Watson, for giving publicity to this grievance, yours truly,

A CIVIL SERVANT'S WIFE.

Edmonton, Feb. 13, 1914.

THE HOUSEHOLD LEAGUE.

This League is for the welfare of the community. It belongs to no class, party, creed, or nationality, but is for the greatest good of the greatest number.

The League aims to attain this good by the education of its members, and by their union to promote cleanliness and moderate charges.

CIVIL SERVANTS IN NEW WESTMINSTER.

The annual meeting of the Civil Servants' Association of New Westminster was held recently, when the following officers were elected: President, J. W. Harvey; Vice-President, H. A. Wilson; Secretary-Treasurer, L. G. Sharpe; Hon. Treasurer, Peter Byrne; Executive, R. Bedger, N. M. Matheson, J. A. Lewis, Rev. A. E. Vert, A. P. Haliday, C. W. Worsfold and F. W. Chilver.

CIVIL SERVICE ACT, SASKATCHEWAN.

The Government of Saskatchewan recognizes the principle of publicity and education in its publication, "The Public Service Monthly," in which legislation passing through the House is reported with comments of an elucidating nature. The following extract from the last number refers to the C. S. Act of the province.

The Civil Service Act.

Wide powers are given under section 7 to the Civil Service Commissioner, who will attend to such matters as:

(a) The conditions under which persons may be admitted to the civil service;

(b) Classification of clerks, stenographers and employees;

(c) The salary to be paid to any group of officers or to any class of persons in the civil service, including the minimum and maximum salaries and annual increase;

(d) The promotion of members of the civil service and their transfer from one department to another;

(e) The examination of applicants for admission to the civil service;

(f) Such other matters and things as shall tend to improve the status of the civil service and the efficiency of the members thereof.

Clause (d) is one of the most important of these, as it not only provides for the recognition of merit by promotion, but also affords an opportunity for anyone who is not very successful in his or her present position to make good in another department.

Section 9 confirms this, as it states that, upon any vacancy occurring, the commissioner shall fill it *from the ranks of the permanent service, or from his list of applicants, and it is satisfactory to note that the permanent staff is mentioned first as the probable source from which a new appointee may be selected.*

Section 20 is encouraging to the staff and is given in full:

"Beyond any automatic gradations of salary which may be fixed by regulations under this Act, the Lieutenant Governor in Council may encourage efficiency by granting for past services such advance in classification or special gratuity or increases of salary as the merits of the case call for, when exceptional ability, zeal or invention has been proved by exemplary service to the province; subject always to confirmation by the annual voting in the estimates by the Legislative Assembly."

ANNUAL MEET DOMINION C. S. ASSOCIATION OF B. C.

Rev. A. E. Vert, Elected President.

At the seventh annual meeting of the Dominion Civil Servants' Association of British Columbia, held in the office of the Indian Agent at New Westminster, the Rev. A. E. Vert, chaplain of the New Westminster Penitentiary, who presided in the absence of the president, Mr. J. R. Greenfield, Post Office Inspector of B. C., was elected president for the ensuing year and Mr. Joseph E. Fagan, Chief Landing Waiter of the Vancouver Customs' staff, was elected delegate from British Columbia to the Ottawa Convention this year.

The member in the association is restricted to employees of the Dominion Government, resident in British Columbia, and has as its objects the encouragement among the members of the highest degree of efficiency in the service of the Government.

There are three branches of the Provincial Association, located at Vancouver, New Westminster and Victoria.

Delegates in attendance from the branches were: Vancouver, Messrs. J. E. Fagan, J. F. Murray, Norman J. DeGraves, P. McAllister, H. D'a Birmingham, T. Wooton, C. A. Whitehead, R. Adam, F. G. Allan; Victoria, Messrs. W. J. Dallain and D. McLean; New Westminster, Messrs. J. W. Harvey, H. A. Wilson, L. G. Sharpe, R. Bedgar, Rev. A. E. Vert and A. P. Halliday.

Encouraging reports were received from the secretary-treasurer, Mr. H. D'a Birmingham of the Vancouver Customs staff,

and the Rev. Mr. Vert, who was the British Columbia delegate to the Congress of the Federation of Civil Servants, held in Ottawa in December last year. Election of officers for the ensuing year resulted as follows: President, Rev. A. E. Vert (New Westminster); first vice-president, C. A. Whitehead (Vancouver); second vice-president, W. P. Winsby (Victoria); third vice-president, J. W. Harvey (New Westminster); secretary-treasurer, H. D'a Birmingham (Vancouver); executive, J. R. Greenfield, J. Thorburn, J. O. McLeod, R. Cosgrove, J. McMahon (Vancouver), A. J. Dallain, D. McLean, G. E. Hartnell (Victoria), H. A. Wilson, L. G. Sharpe (New Westminster).

Votes of thanks were tendered Mr. J. R. Greenfield, Rev. A. E. Vert and H. D'a Birmingham for services rendered.

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A QUESTION OF DEGREE.

A dignified country clergyman, returning to his parish after a holiday, noticed a woman at her cottage door with a baby

in her arms, and asked if the baby had been baptised. "Well, sir," replied the mother deferentially, "I shouldn't like to say as much as that, but your young curate came and did what he could!"

Please Patronize Our Advertisers.

CIVIL SERVICE DOINGS IN TORONTO.

By Wm. Christie.

A meeting of the Toronto Postal Branch, Civil Service Federation, was held on Sunday, Jan. 18, 1914, at which the report of delegates to the convention of the Civil Service Federation was presented.

Matters pertaining to the welfare of the service produced interesting discussion, followed by the annual election of officers: President, A. E. Crate; first vice-president, J. Snyder; second vice-president, Wm. Christy; secretary-treasurer, A. Murphy; executive, F. Ward, J. Naylor, E. Hynes, J. J. O'Connor, F. Graham, F. Davies, T. J. Christy.

* * *

Saturday, Feb. 21, under the auspices of Toronto Postal Branch, Civil Service Federation, there was held, at the well appointed quarters of the Metropolitan Club, King street west, a well attended and enjoyable smoking concert.

The abundant talent from Toronto Post Office produced entertaining songs, music, recitations, three boxing bouts and two wrestling bouts. Mr. Holmes of the Customs Civil Service was the guest of the evening. When called upon for a speech he complimented those present upon the largest turnout of civil servants he had witnessed at Toronto, dwelt upon the necessity and advantages of united effort of government employees as in other callings, and gave a short résumé of Federation doings. The absorbing attention given to Mr. Holmes' brief remarks at a concert of this kind was surprising.

After three hours of enjoyment the hearty singing of the national anthem was followed by dispersal, and the boosters for the next Post Office smoker are legion.

* * *

The presence of R. H. Coats, late energetic secretary of the Civil Ser-

vice Federation, and now member of the High Cost of Living Commission, in Toronto, afforded civil servants there an opportunity to meet him.

At the call of Mr. R. H. Holmes of the Customs service, a meeting was held in the Musicians' Temple, Tuesday, 17th inst., and considering the unavoidable short notice, was well attended. Mr. Coats, in his very interesting discourse, described the organization from its inception, the object and accomplishments of the Civil Service Federation. The various co-operative enterprises undertaken by Ottawa civil servants were described to the surprise of his auditors.

Mr. Coats spoke for an hour and a half, delivering the most entertaining lecture at which Toronto civil servants have ever gathered. The next time he passes this way and is so disposed he should be favored with a monster gathering.

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CIVIL SERVICE NEWS FROM THE WEST.

A new civil service organ has arisen in the West. Its name is the "Grab Bag," and Calgary is its home. It will be heartily welcomed as another cog in the wheel of C. S. publicity and education. *The Civilian* takes the liberty of clipping some items of news from the pages of this rising champion of civil rights. The items follow:—

P. O. Dept. First Annual Smoking Concert in Calgary.

A very enjoyable smoking concert was held in Calgary on Jan. 29th, under the auspices of the Alberta R. M. C. Association, the Letter Carriers' Association and the Postal Clerks Association. The chair was taken by Mr. G. D. Davidson, Supt. of R. M. Service, supported by Mr. Holden of the P. O. Dept. and H. R. Williams of the R.M.S.

A letter from Postmaster King was read, regretting his inability to be present, and enclosing a box of cigars. Some 120 were present. The concert was the outcome of a suggestion of President Eason of the Alberta R. M. C. Assn., and of 47 clerks running out of Calgary some ten appeared to support their Association. The credit for arranging such an excellent programme is due to Messrs. Toyo and Venables of the P. O. Dept.

Mr. Walker of the Cal. and Van., arrived late in the evening on train 14, and provided the only talent contributed by the R. M. S. He brought the house down with two clever humorous songs in both of which his fine voice was heard to advantage.

Mr. Davidson proved an excellent chairman; he made one of the shortest speeches on record—like a soft voice in a woman, a capital trait in a chairman. That the audience appreciated his kindness in presiding was evident from the hearty manner in which they sang "He's a Jolly Good Fellow."

G. D. Ross and H. R. Williams formed the Alberta R. M. S. Association entertainment committee.

Western Railway Mail Clerks' Federation.

Minutes of the Third Meeting held in Moose Jaw Jan. 21st, 1914.

Present: Manitoba, W. A. Haney; Saskatchewan, H. Penton; Alberta, J. B. Aitken; British Columbia, absent.

Minutes of meeting of Nov. 17th, 1913, read and confirmed.

The following letters were read and discussion: Letter from the Controller in reply to lettergram from the Hon. the Postmaster General, letter and resignation from H. R. Williams.

Election of officers, 1914:—President, W. A. Haney, Manitoba; vice-president, H. Penton, Saskatchewan; secretary, W. B. Aitken, Alberta.

Moved and carried that the British Columbia delegate be elected treasurer and that the secretary act as such *pro tem*.

Since the above meeting the British Columbia Association have appointed, or, rather, re-elected Mr. R. J. Herbert as their delegate. Mr. Herbert will, therefore, continue as Federation treasurer.

Alberta Railway Mail Clerks' Association—Officers 1914.

President—A. R. Eason.

Vice-President—J. E. Johnson.

Secretary-Treasurer—E. C. Ironside.

OTTAWA EMPLOYEES OF PUBLIC WORKS TO ORGANIZE.

The Public Works employees of Ottawa held a very important meeting in the workshop at the corner of Queen and O'Connor streets on the evening of Feb. 28th. The occasion of the meeting was the visit to Ottawa of Messrs. Mathison and Enright from Toronto, who represent an association of Public Works employees of that city. There were present: Mr. John Shearer, superintendent of Dominion buildings, and his assistant, Mr. Wylie; Mr. B. Nolan, electrician; Mr. F. Jakes, steamfitter; Mr. D. Sullivan; Mr. D. A. Hewitt, of the architects' branch; Mr. R. Briggs, mason; Mr. Jas. Devine, foreman of telephones and bells; Mr. J. Lafortune, foreman of carpenters; Paul Reinhardt, clerk of works.

The meeting chose Mr. T. Ferguson as chairman, who called on Mr. Mathison, and he delivered an address of thirty minutes, full of earnest enthusiasm, on behalf of the principle of organizing in order to properly represent to the Government the actual

conditions of labor and living among Public Works employees.

TORONTO'S SUCCESS.

He showed how the association in Toronto had gained the attention and sympathy of the Minister of Public Works, who had recognized certain deficiencies in the conditions existing and had applied remedies. He eloquently showed how organization made for better men, better work, a more fraternal spirit among the men concerned, and a greater consideration and appreciation at the hands of the Government of Canada. Mr. Mathison showed himself an orator of no mean order, full of interest in the lives of the wives and children of the thousands of Public Works employees in the Outside Service of that Department.

At the conclusion of Mr. Mathison's speech, Mr. Enright made a brief address along similar lines. Mr. F. Grierson offered his services to the meeting as secretary of the Civil Service Federation of Canada to aid in the object in view, so that representations on their behalf might be made through the one channel and with the support of a body containing 6,000 members of the Government service.

After a few words from Mr. Hewitt, the meeting elected Mr. Jos. Menier as secretary pro tem, with authority to call a future meeting at an early date for the purpose of organization.

Three cheers were given for the visitors from Toronto and for Mr. Shearer, who had made a capital speech, expressing keen interest in the welfare of the men and the success of the movement about to be launched.

A NEW CLUB IN MONTREAL.

The civil service employees of the city of Montreal have founded a Social and Athletic Club, and a committee has been elected to organize amusements, and every kind of sports.

Following are the names of the committee:—

Mrs. F. Pauze, president; O. Lorange, 1st vice-president; J. A. Marchand, 2nd vice-president; A. Pilon, secretary; C. Bolte, asst. secretary; J. E. Hurtubise, treasurer; J. W. A. Chartrand, assistant treasurer; directors: E. Daoust, Jas. Belanger, L. Paradis, J. E. Pepin, A. Millaire, E. Poetelance.

MODERN DANCING

PROF. LAING has opened his Dancing Academy at St. Patrick's Hall, and is prepared to give Private Lessons by appointment. Special club rates given on application for old and new dances—Tango, Tango (Maurice), Tango Parisienne, Maxixe, Evelyn Schottische, Hesitation Waltz, One Step, etc. Phone Q. 2036

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The Story That Won Third Place in Short Story Competition

"THE TEST OF COURAGE," by Harold C. Hudson.

White Swan Feather's heart was heavy. He paced up and down before the lodges of the encampment, and sullenly bewailed the fate that had allowed him, a haughty Iroquois, to be captured by his tribe's worst enemies—the Nipissing Algonquins. Spared from the cruel torture-stake on account of his splendid physique, he was treated with scorn and derision by those who were now nominally his fellow-tribesmen. Particularly bitter did ridicule and derision seem to him when uttered by the graceful Wachita, or worse still, his rival, the favoured Flying Hawk.

Wauchita was the daughter of the chief of the tribe. She was a typical example of the Indian woman at her best. Of medium height, her figure was attractively proportioned by a perfection inherited from her sturdy ancestors, and developed by her own active out-door life. White Swan Feather had been instantly attracted by her beauty, and had only borne the taunts and insults of the band in order that he might be near the one who had taken his heart by storm. His love she had haughtily scorned, however, with the stinging rebuke that he must demonstrate before all that he possessed undoubted courage, before daring to approach the daughter of the mighty chief, Ohonta.

"O, Manitou of the waters," White Feather implored, "grant me but a chance to show that I am mighty of heart, and worthy of the fair Wauchita!"

The mighty falls of the Ottawa roared on, apparently unconscious of the appeal of the wounded spirit. The band was encamped just a few hundred yards from the cataract of the Chaudiere, which Champlain had

seen for the first time but a few years before. The roar of the waters served as a guide to the forage parties as they roamed the Gatineau hills, and the proximity of a struggling settlement of French from Trois Rivières assured them of food and protection in times of famine and danger, for by this time the bitter feud of white man and savage had smouldered itself out. An irregularly-placed row of birch-bark wig-wams, three smoking camp-fires, and several utidy piles of firewood comprised the principal inanimate objects of the encampment. Several busy squaws, and numerous half-clad and repulsive looking children represented the life of the place. The hunters were away and White Swan Feather was left in charge of the camp—the least dignified and most tiresome of occupations imaginable.

But if man's handiwork was not pleasing, Nature's efforts in the surrounding country still retained their pristine charm and beauty. The winding river, ever-narrowing and deepening for its plunge over the precipitous falls of the Caldron, glittered like a band of silver in the afternoon sun. To the east rose the massive cliffs, which two centuries later were to be crowned with the administrative buildings of a great nation, but whose only adornment now was a towering forest of sturdy evergreens and hardy maples. Away in the distance to the north, undulating hills, carpeted with the delicious greenery of the early summer season, seemed to lead into a veritable Promised Land.

But White Feather was in no mood to appreciate the beauties of the scene on which he gazed. His atten-

tion was turned from his own sullen thoughts, however, by the sight of the young daughter of the Frenchman, Pierre Viellard, who had emerged from the bushes near the river's edge, and was playfully examining the two canoes that had not been taken by the foragers. Even as he watched her, little Violette suddenly yielded to a childish impulse, stepped into the canoe, and in so doing shoved it off the submerged ledge which served as a wharf, and was floating in a little lagoon, used as a landing-place by the tribe.

Just at that moment some of the braves, including Flying Hawk, appeared from the forest, and Wauchita stepped out of her wigwam and realised in a glance the child's peril.

"Flying Hawk, my brave one," she called shrilly, "save the child of the pale-face, lest she be carried over the mighty falls!"

But Flying Hawk saw that the canoe was already in the grip of the current, and that the rescue involved grave danger to himself. He turned away quickly, and pretended to be oblivious to the maiden's appeal.

"I will save the little one! My prayer has been answered!" called White Feather to the agonized girl, as he hurried down to the water's edge.

Pushing off from shore with a bound, White Feather started in frantic pursuit of the other boat with its precious burden. It was a struggle between the forces of Nature and the forces of man. Straining every muscle, the brave Iroquois drove his paddle with lightning speed into the shining water. Even from the shore could be seen the supple play of the magnificent muscles of his back and shoulders, and the danger of the situation did not suffice to prevent even the taciturn chief from uttering a cry of admiration.

Wauchita watched with tense features the thrilling race. As he pad-

dled out into the centre of the river, taking advantage of every current and eddy, she could see that White Feather was master of the situation if his strength could only hold out.

"Would that I could help him!" she exclaimed, half aloud, and it may be that her wish was granted in the thoughts that rushed through White Feather as he foresaw death or victory of the sweetest kind. Revenge meant more to him than life itself, and he felt that a brave deed performed in the view of all the tribe would more than retrieve him in their sight, and especially in the sight of the one who had taunted him but a short time before.

Spurred on by these thoughts, he drew nearer and nearer the ever-hastening canoe with the now frightened Violette crouched in its bow. With one final, supreme effort, he reached forward, and managed to grasp its thwart. Quickly fastening the two boats together with a piece of raw-hide that he had fortunately found in the bottom of his canoe, he turned in the direction of the shore, and commenced the hardest struggle of all—the task of reaching land before the current carried him the remaining three hundred yards to the brink of the fall. Once there, he would be lost forever, he knew, and he paddled with renewed efforts, as he thought of it. Inch by inch he fought his way to shore. His muscles seemed to be tearing apart, and his eyes were almost bursting out of their sockets with the strain his whole body was undergoing. He was still able to see, however, that Wauchita was signalling him to turn in toward a little promontory to which she had run, and where she was now standing, waist-deep, ready to grasp him as he drew near.

"I can't do it! I can't!" he gasped, but even as he said it, goaded to a final effort by sheer force of will, he reached out with his paddle, which Wauchita was able to grasp,

and hold the two craft from being drawn into the main current again. Willing members of the tribe rushed to the maiden's assistance, and Violette was soon restored to her father's arms, while White Feather lay prone on the shore, almost overcome by his terrible struggle.

How his bravery, contrasted so vividly, as it was, with the cowardice of Flying Hawk, won him the admiration of the whole tribe, and how his name was changed from White Feather to Strong Heart would make another story, too long to be told here. Suffice it to say that it was not the acclaim of the tribesmen that the heroic Indian desired as the reward for his bravery.

Breaking away as soon as he could from the elaborate ceremonies prepared at once in his honour, Strong Heart went in search of Wauchita. Crouched by the water's edge, in tears of thankfulness, he found her, and, taking her in his arms, he told her unrebuked the old, old, ever-new story. The sun sank in splendour behind the distant hills; the rushing waters gave no sign of the struggle they had participated in, and only the two seated by the noisy cataract realized the deep significance and far-reaching results of the incident that had taken place.

LETTER WRITING.

In the famous letters to his son, Lord Chesterfield gives the following valuable hints:—"When you write to me, suppose yourself conversing freely with me by the fireside. In that case you would naturally mention the incidents of the day, as where you had been, whom you had seen, what you thought of them, etc. Do this in your letters; acquaint me sometimes with your studies, sometimes with your diversions; tell me of any new persons and characters that you meet with in company, and add your own observations upon them; in short, let me see more of you in your letters. Tell me what books you are now reading, either by way of study or amusements, how you pass your evenings when at home, and where you pass them when abroad."

NEWS OF THE OTTAWA ASSOCIATION.

The Executive have held many meetings in an endeavour to arrive at a satisfactory solution of the various and difficult problems which confront them this year. The knowledge that civil service legislation is pending during the present session, and the necessity of urging upon the Government much needed civil service reforms, have been largely responsible for the present activities of the Association and the very satisfactory progress made.

The Women's Branch Association is now fully organized, its constitution accepted, and in accordance with section 28, has been given representation on the Executive. The two members are Miss Tremblay of the Department of the Interior and Miss Darcey of the Post Office Department.

The interest of the service at large is absorbed in the hope that some effective measure of relief will be introduced to offset the high cost of living, the effects of which are so much felt by the civil servant. This matter has been before the Executive for some time and it has been decided to make representation to the Government for some such measure of relief. Whatever form this relief may assume, the Executive recognizes that provision must be made so as to permit of all classes of civil servants deriving the benefit which it is intended shall be given. An equitable revision of the salary scales would appear to be the only way by which this may be effected.

Of even greater importance to the service as a whole is the question of promotions. The Executive have had this matter under discussion for a considerable time, and as a result has adopted the definite policy of promotions under the direct supervision of a Promotion Board, constituted with all necessary power. This policy, in somewhat greater detail, on being submitted to a special convention of the Departmental Advisory Boards on February 20th, received the hearty approval of this body, which is representative of all classes in the service.

In view of the rumored reforms to be made with regard to the old Third Division problem, the clerks of this division recently held a mass meeting in the Y.M.C.A. hall, when a memorial, setting forth their just demands, was adopted for presentation to the Executive. This memorial was subsequently considered by the Executive, approved and ordered to be presented to the Government at the most favourable opportunity. This action of the Third Division clerks is highly appreciated and the Executive are always glad to avail themselves of suggestions emanating from those who have



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borne with certain unfortunate conditions prevailing in the service.

A communication was received from certain clerks of the Public Works Department asking the Executive to urge upon the Government that temporary service should receive recognition in superannuation without necessitating contributions, on the ground that the loss to such clerks—and the gain to the Treasury—by reason of annual increases not given during such period being greater than if annual increases had been given and contributions made to the fund. The Committee on Superannuation, while sympathizing with the applicants, advised that no action be taken at present, as it would be unwise to try to discuss details of a measure before it is submitted.

The Treasurer reported the membership at over 2,050, with several Departments yet to hear from. Two Departments—Agriculture and Post Office—have qualified for an extra representative on the Executive.

Personals.

The following list includes changes in the personnel of the service from October 1st to Dec. 31st, 1913, as far as obtainable. The term Division (Div.) applies solely to the Inside Service.

Appointments.

Finance:—P. P. Aeland (Treasury Board).

Indian Affairs:—E. S. Gauthier, agent, River Desert; O. J. Grain, medical insp. agencies and schools; Thos. A. McCallum, agent, Chippawa; John Cameron, agent, Antigonish; N. J. Dilworth, agent, Blood Agency.

Interior Dept. (Inside Service):—E. J. Foley, messenger; P. V. Neville, Accounts Branch; Miss G. L. R. Robins, Ry. Lands; R. M. Cram, Topo. Survey; Robt. Callander, E. G. Timbrell, O. G. Gallaher, J. A. S. King, A. H. Miller, John Lawrence, Topo. Survey; Miss May Brennan, sorter; W. H. Lloyd Roberts, Immigration; A. J. Smith, packer; A. R. Chevrier, messenger; F. W. Carson, Stationery Brch.; Chas. J. Tulley, A. S. Thomas, Forestry Brch.; E. R. Owen, Topo. Survey.

Interior (Outside):—D. J. Rose, agent at Prince Albert; Robt. Jefferson, agent at Grouard.

Inland Revenue:—A. H. Barnard, dep. coll., Wetaskiwin; Jos. Prevost, ex. off., Montreal; J. M. Davis, w. and m., Brock-

ville; R. Beaulieu, excise, Montreal; Ernest Lovell, gas and elec., Hamilton; Ed. McNally, ex. off., Prescott; Jos. E. Barrette, ex. off., Joliette; Jos. O. Prevost, ex. off., Montreal; Geo. Y. Rainey, ex. off., Winnipeg; Wm. Billings, dep. coll., Stratford; S. N. Hart, gas and elec., Regina; Wm. H. Hall, dep. coll., Toronto; Thos. N. Campbell, dep. coll., Prince Albert; Geo. T. Pankhurst, insp. gas, Winnipeg; A. E. McKeen, dep. coll., Sydney.

Justice:—Miss Rose Gahagan, sorter, Inside; Miss Rachel Curran, Div. 2B.

Mines Dept.:—Wm. Campion, Div. 2B; Clifford McAdam, Div. 2B.

Militia and Defence:—L. G. Smith, Div. 2B.

Marine and Fisheries:—T. F. Murdock, clerk, Prescott; Leslie Maclaren, draughtsman, Prescott; Henry F. Holmes, messenger, Inside; D. J. Murray, inspector, Halifax; G. A. Blandvandenbergh, clerk, Toronto.

Promotions.

Interior Dept.:—Miss A. H. Irish, Miss L. E. Blunt, Miss D. M. Casselman, Miss L. M. Blake, Miss B. M. Barber, to Div. 3A.

Inland Revenue:—Jas. Thorburn to dep. coll., Vancouver; Fred Deeley to accountant, anconver; Jules Lemoine, dep. coll., Quebec Div.; C. E. Rouleau, dep. coll. Quebec Div.

Indian Affairs:—F. H. Paget to Div. 1A; Martin Benson to Div. 1B; D. C. Scott to Dep. Supt. General.

Justice:—W. S. Edwards to Div. 1 (Secretary of Department).

Naval Service:—Fredk. Anderson to Div. 1A; P. R. Marshall to Div. 2A.

Transfers.

Miss M. Kinisman from Forestry Brch. to Insurance Dept.

Miss C. Dumouchel from Interior Dept. to Trade and Commerce.

Miss J. C. Macdonald from Auditor General's Office, Winnipeg, for period of one year.

Lieut. J. H. Knight, R.N., from Ottawa Naval Service to Vancouver.

F. H. Gisborne from Justice to House of Commons to be Parliamentary Counsel.

Superannuations.

Miss R. G. Ellis, Timber and Grazing.
Jos. G. Standish, Inland Revenue, Belleville.

H. E. Rose, Inland Revenue, Prince Albert.

J. B. Halkett, Marine and Fisheries, Inside.

Resignations.

Interior Dept. (Inside Service):—Miss H. A. Morgan, Dom. Lands; P. A. Devlin, Topo. Survey; A. S. Murphy, messenger; T. B. Ternan, Ry. Lands; R. Laferriere, messen-

ger; H. W. Cheney, Irrigation; Geo. O. Vogan, Topo. Survey; Miss R. S. Geddes, Immigration; Miss M. C. Ramage, Accounts Breh.

Interior (Outside):—Miss Jean Clark, Dawson; J. V. McMillan, Medicine Hat.

Inland Revenue:—J. F. Power, dep. coll., Vancouver; J. H. Walker, dep. coll., Westaskiwin.

Indian Affairs:—W. J. McCaffrey, agent, River Desert; J. B. McDougall, agent, Chip-pawa; W. C. Chisholm, agent, Antigonish; Frank Pedley, Dep. Supt. General.

Insurance:—Miss L. L. Moorman.

Justice:—Miss L. M. Pillar, Inside.

Labour:—Miss M. L. Delaney, Inside.

Naval Service:—Miss K. M. Gamble.

Marine and Fisheries:—Jas. B. Christie, Inside; M. T. Binks, Inside.

General.

Civil servants often win municipal honors. Now a municipal official becomes a civil servant. Alderman Rowe of Ottawa has been appointed an officer of the Customs.

James D. Bradley, of the Department of the Interior, was married by Rev. M. J. Whelan in St. Patrick's church, Ottawa, on February 25th, to Marcella Elizabeth, daughter of Patrick Teevens.

Mr. and Mrs. Thomas Fawcett have sailed for the Mediterranean.

After forty-one years' faithful service in the Toronto Customs House, Mr. John Cowan, has relinquished his position as chief computing clerk to retire into private life. Mr. Cowan first entered the Government service in 1873, and has filled every position on the staff from junior to the highest post from which he retired on pension at the end of last week. His retirement from the institution at the foot of Yonge street removes one of the most familiar and popular members of the staff, and he will be greatly missed by brokers, merchants and the public, to whom he was ever ready to render assistance.

Mr. J. R. Roy, of the Department of Public Works, has been laid up with a bad cold. He is recovering.

Mr. R. C. Douglas, of the Department of Railways and Canals, has also been under the weather for the same reason.

Miss Peachey, of the Immigration Branch, was recently married to Mr. John Murphy.

Mr. W. D. Scott, Superintendent of Immigration, has gone to England in connection with immigration matters.

Mr. H. T. Gussow, of the Experimental Farm, is attending a scientific convention in Rome.

OBITUARY.

Miss Anna McLaughlin, of the Department of Agriculture, was bereaved of her

father, John McLaughlin, who died on February 23rd.

Alexander Ross, engineer in the employ of the Department of Public Works, died on February 24th, aged seventy-five years.

Donald J. Casey, of the Money Order Branch of the Post Office Department, died on February 19th of pneumonia, aged 27 years. He was ill but a few days. Mr. Casey was well known in labor union circles in Ottawa, particularly among the theatrical and electrical workers. He had been in the civil service since 1908. He is survived by his widow.

T. J. Kerr, who was postmaster at Fene-lon Falls for twenty-five years, died on February 27th after a stroke of paralysis.

Jessie Prevost, wife of Oliver Griggs and daughter of Louis Prevost, of the Department of Customs, Montreal, died in that city on February 27th.

John Ward Millar, late appraiser, Department of Customs, Ottawa, died at Belfast, Ireland, on January 28th. Mr. Millar, who removed from Montreal to Ottawa a year ago, suffered a breakdown of health and went abroad in the autumn. He had planned to sail for home on the day on which his death occurred, the early fatal termination of his illness being entirely unexpected. Interment took place at Carmorroy, Ireland. The widow, one son and one daughter survive.

Theophile Joncas died at his home in Ottawa on February 26th. Mr. Joncas, who was sixty-two years of age, was formerly in the Government service, but was forced by ill-health to retire some months ago.

CO-OPERATIVE NOTES.

The Civil Service Store at Melbourne, Australia.

In the last issue of *The Civilian* an excellent descriptive article was quoted, giving information concerning the new premises of the Civil Service Co-operative Society of Melbourne, Australia. The "Public Service Journal," of Victoria (Australia), gives a fuller account of the history and present equipment of this enterprise, from which the following extracts are quoted:—

"The building occupies a site 40 feet by 158 feet, and is of four stories, carried out on the most modern lines with regard to ventilation, lighting and general convenience, at

a cost, including electric elevators, of about £14,000.

"In 1905 the Society erected a building at 114-120 Flinders street, beyond Russell street, but experience showed that this site was inconvenient to the majority of Civil Servants, and quite out of the area of general public trade. It was, therefore, decided, about two years ago, to sell the premises formerly erected, and remove the business to a fine position opposite the Central Station giving the utmost facility to members of the Society, and, at the same time, definitely catering for general public trade."

* * * * *

"The Society, like nearly all co-operative institutions, has had its period of difficulty, but with the removal to one of the best business sites in the city, and the adoption of methods that will commend themselves as fully to the purchasing public as to the members themselves, there is no apparent reason why success should not be immediately re-established.

"Stores bearing the name of the Civil Service are amongst the most prosperous in many cities throughout the Empire, though they all appear to have had their infantile troubles. The Sydney Civil Service stores, though over forty years in existence, still retains on its Board of Management a majority of Civil Servants, and is one of the most prosperous institutions in the Commonwealth. The Brisbane Civil Service stores has been increasing its trade and profits for many years past, and in Great Britain the great success of the Civil Service stores has given them a worldwide reputation."

* * * * *

Co-operative Sales.

The sales at the Ottawa Civil Service Co-operative Supply Association continue to show a gratifying increase. For last month the increase was nearly one thousand dollars over

February of last year. The total sales for the eleven months of the fiscal period amount to \$49,220.19, an increase of \$3,088.91 over the same period last year. The sales for February were \$5,227.20. The fiscal year of the Association ends with the 31st of this month.

* * * * *

Some serge and fancy worsteds, manufactured in the co-operative woollen mills of England, were ordered from the Co-operative Wholesale Society by one of the directors of the store and have recently come to hand. Cloth of very fine quality is turned out by these mills, judging by the samples submitted. It might be of advantage to those who can wait a sufficient time to select from samples to have the manager of the store secure samples of suitings and dress goods. A substantial saving can be effected in this way. The Association hopes eventually to stock woollens and dress goods.

Department of the Interior Rifle Association of Ottawa.

The annual distribution of prizes took place at the Civil Service Club, Ottawa, on the 17th Jan.

The Grand Aggregate Trophy, a large and beautifully designed silver cup, was won by Mr. W. R. Latimer.

The President's Trophy, a handsomely chased silver cup, was won by Mr. R. M. Easton.

Four water color drawings of English scenes, painted by Mr. J. H. Brigly in his best style and mounted in gilt frames, were presented by him.

Two of these were won by Mr. Wensley Thompson and two by Mr. J. H. Corry.

There were five possibles made during the season and spoons for these were presented by Capt. A. A. Pinard. The winners were: Messrs. D. R. Latimer, A. W. Joanes, A. A. Cohoon, E. Turcotte and J. H. Corry.

Spoons for highest weekly scores were won by the following: Messrs. A. McCracken, 1; W. R. Latimer, 3; J. M. Roberts, 2; E. Turcotte, 3; A. W. Joanes, 3; A. A. Cohoon, 3; D. A. Purdy, 2; A. E. Shore, 1; Wensley Thompson, 3; P. A. Wood, 1; C. A. E. Clendennin, 1; G. N. Clarke, 1; J. H. Corry, 3; A. J. Smith, 1.

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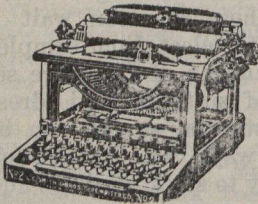
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