

# THE CIVILIAN

VOL. II.

MARCH 26th, 1910

No. 24

## Civil Service Insurance Once More.

It is gratifying to announce that within an hour after the distribution of the last number of *The Civilian*, which dealt in a practical manner with the subject of government life insurance, two applications for policies were received by the Superintendent of Insurance. Since that time applications have been coming in continuously. At the present writing it has not developed to what extent the outside division of the service is taking advantage of the means placed at their disposal for this good work. This publicity campaign was planned particularly for the benefit of that part of the service non-resident in Ottawa, and several hundreds of free copies were mailed to the smaller towns of the Dominion where *The Civilian* does not at present circulate.

A fortnight ago *The Civilian* pointed out three groups of civil servants who were vitally concerned in the increase of policy-holders for their own particular interests: (1) those who desire to have the maximum increased from \$2,000 to \$5,000; (2) those who are under Superannuation Fund No. 1; (3) women employees. It would be a capital thing for these three groups to constitute themselves canvassers of non-policy holders, if not in an organized, at least in a casual and desultory manner.

The first two groups mentioned may realize their hopes, but on one condition only, viz.: that the number of policy holders is doubled or trebled before the government takes up the question of superannuation and insurance. This having been accomplished, the plea on behalf of the first two groups as incorporated

in the memorial of the Ottawa Association now before the government will appear more just and reasonable. The case of the women is not so hopeful, and is perhaps less understood.

It seems that when the C. S. Insurance Act was drafted, the case of the female civil servant was not contemplated. Provision is made in the act for an unmarried man, a widower or a married man, but no similar provision is made for the case of a female insurer. Notwithstanding this, in January, 1903, the Justice Department ruled that the application of a female civil servant at that time before the superintendent should be accepted. This decision was made subject to the provision that the Governor-in-Council make regulations prescribing the manner of apportionment, and the person or persons who shall be beneficiaries. This is the only instance of a woman becoming a policy holder under the act. The spirit and intention of the act is benevolent rather than in any sense an endowment. In this case the applicant was a widow with a small child dependent upon her, and insurance was granted without necessitating any change in the printed regulations.

Any woman in the service in similar case who desired to provide for a dependent child and who applied for insurance would be granted same. Further than this the act does not at present go. The point is that while the act does not debar female insurers it does not provide for them. Ladies, however, have a hope of benefitting by the workings of this act by making their policies payable

to their prospective children. In case of there being no children, the policy would become part of the estate at the death of the insured. *The Civilian* is able to say that the Superintendent of Insurance would entertain this proposition on the part of female applicants, though the matter would have to be referred to the Governor-in-Council for final decision. A further and more general extension of the act as far as women are concerned rests now in the hands of the women themselves. They should be heard from. But any consideration for extension in this or any other respect depends upon a more general use of this act throughout the service, and therefore the women, in their own interests, should become canvassers for men policy holders under the C. S. Insurance Act.

*The Civilian* is in receipt of a letter from a distant part of Canada, setting out as a reason for the small number of policy holders that the medical examiners charge excessive fees. In this particular case the physician charged \$5.00. This rate seems unreasonably high, as the charge made by the Ottawa examiner is only \$2.00. It is a matter, however, over which the department cannot well exercise control. The incident illustrates in a new way the importance of increasing the number of policy holders. A material increase in the number of examinations should in all reason tend to a reduction in the fee.

To once more put the means of applying for a policy in the hands of the service, the application form printed a fortnight ago is reproduced, and will be found on page 684. In the next *Civilian* a third and last appeal will be made to the service to be up and doing, and the application form will again be printed. A suggestion will then be thrown out having for its object the continuation of the campaign throughout the whole of Canada.

### CIVIL SERVICE SAVINGS AND LOAN SOCIETY.

Statement to 28th Feb., 1910.

#### Receipts:

Shares ... ..	\$ 6,018 00
Fees ... ..	55 70
Deposits... ..	1,285 90
Repaid on loans ... ..	6,773 99
Interest paid on loans ...	286 39

#### Expenditures:

Shares withdrawn ... ..	\$ 220 00
Deposits withdrawn... ..	245 00
Interest paid on deposits	20 64
Loans granted ... ..	13,616 48
Expenses ... ..	172 58
Dividends on shares (six months to 30th April, 1909) ... ..	29 96

#### Balance on 28th February, 1910:

Shares... ..	\$ 5,798 00
Fees... ..	55 70
Deposits ... ..	1,040 90
Amount on loan... ..	6,842 49

### THE NEW BRUNSWICK CIVIL SERVICE ASSOCIATION.

The New Brunswick Civil Service Association held its annual meeting recently and reported a membership of 225. The officers were continued in office for another year as follows: Hon. A. T. Dunn, Collector of Customs, president; Dr. N. H. Colter, Post Office Inspector, first vice-president; Mr. L. R. Ross, terminal agent, I.C.R., second vice-president; Mr. T. H. Belyea, collector of Inland Revenue, secretary; Mr. T. Burke, district inspector of Inland Revenue, treasurer; executive, Mr. D. L. Hutchinson (Marine and Fisheries), Mr. D. H. Waterbury (Public Works), Dr. R. C. Ruddick (Department of Agriculture), Mr. James Daley (Customs), Mr. P. C. Sharkey (Railways and Canals), Mr. S. P. McCavour (Finance), Dr. W. L. Ellis (Department of Interior), and Mr. A. J. Gross (Post Office).

## Conference on Civil Service Superannuation at Washington, D.C.

The conference called under the auspices of the United States Civil Service Retirement Association to meet in Washington, a short time ago, brought out somewhere in the neighborhood of one hundred delegates.

By some the conference has been referred to as a success; others have characterized it as a failure as far as carrying out the original intent of the conference, which was to discuss the subject of retirement.

### Address by President Taft.

After listening to addresses of welcome and on the subject of retirement by prominent speakers, the convention adjourned on the opening day to the "White House," to meet with and be addressed by President Taft.

It is needless to say the welcome of the President was cordial to the delegates, and his remarks, confined mainly to superannuation, were listened to with deep attention. President Taft spoke as follows:

"Gentlemen,—You are rather a formidable gathering. I am glad to note the interest in the subject of civil pensions and retirement. It seems to attract attention enough by those in the service to warrant the hope that somebody who has the power—I mean Congress—will have their attention directed toward this subject matter.

"I suppose you have been considering at some length the details of the proposition which is to bring about some means of retiring those who are aged in the service so as to aid the service by their retirement, and so as to make it possible in a way consistent with humanity to relieve them from public service. Now, whether that shall be by direct pension or by a contributory system, is a question rather more for experts than for one who occupies the position that I do; but some system must be evolved even if it carry the greater expense of a pension system. I believe from the showing made

that a contributory system would be considerably less burdensome to the government in the end, and it may perhaps be wise to unite what is really a kind of life insurance with the partial contribution by the government to the fund out of which the payments are to be made, so that when the person leaves the service under any condition he shall still have retained some interest in it.

"Something must be done in order to enable the government—and that is the standard from which I approach it—to carry on an efficient public service, and to do the just thing to the public in securing from each individual that service which the public is entitled to have for the compensation paid. Other countries have it. Great corporations are adopting such a system. They are usually regarded as soulless, and therefore we may very well say that the motive which has led them into the adoption of such a system is a motive prompted by a desire to improve the efficacy and the average efficiency of their employes. With that result, there is no reason why the government should not have a similar system and get the same benefit.

"I assume you have passed resolutions and that the result of your labor will be transmitted to Congress. I have done all I can in making my recommendations, but I shall still retain an interest in the manner, and, in so far as I properly can, shall take measures to influence the members of Congress in favor of some such system. It is a matter that Congress has to be educated in. There are other things in which Congress has to be educated. It is natural that it should be so. They come here and their minds are directed toward the particular necessities of the government, and then the discussion of the subject clarifies it.

"I beg you not to be discouraged because in one session it may be discussed a little and then dropped. It will continue to recur because it is a reform that is needed, and ultimately something will be worked out. The prejudice against it arising from the very heavy burden that we have had to carry in military pensions is something that we

have to overcome by arguments showing that it is a policy that will pay and will be profitable to the government in the end.

"We are now engaged in a movement which I hope will greatly reduce the cost of that framework of the government which we have to make permanent. It is proposed to appoint a committee or a commission to make an investigation into the departments and see where we can cut off unnecessary expenditures. In connection with that committee or commission doubtless questions of this sort will arise, but continued study and discussion and fair-minded arguments directed toward fair minds will ultimately win and bring about a system which you and I — I assume so from your being here — believe ought to be brought about, so that those who have earned the gratitude of the people by consistent hard work in the civil service may feel that at the end of their lives, when their powers have abated by reason of their long service, they shall have something from which to retire on.

"Gentlemen, I am very glad to see you. I wish you all good luck. We are all working for the same government, and I sincerely hope that our work may result in making the government better."

### Proceedings of the Conference.

The first business session was devoted to a spirited debate over the adoption of the rules. A storm raged about Rule No. 2, which read:

"In determining all questions of fixed policy of this Association, or the question of a bill to be supported by it, each member of the conference shall be entitled to vote the full number of actual members of his branch, department, independent bureau, commission, or organization."

The adoption of this rule among others at once placed control, as far as voting strength was concerned, in the hands of several postal organizations who were fully represented. Against this rule there was vigorous protest, but to no avail.

Before the adjournment was had, a motion to appoint a committee of fifteen by the Chair, to sit the same evening and before which the delegates would have the right to ap-

pear and make argument, the committee to report back Saturday morning, was carried.

On Saturday morning the committee reported, through their chairman, that they had considered three plans: A civil pension at governmental cost, a straight deduction plan, and a deduction plan coupled with an increase in pay.

Of the fifteen members, the chairman reported that eleven stood for civil pensions, two for a deduction plan, one for any plan that was at all fair that some immediate action could be had, and one member not acting.

Before any action could be taken on the committee report it became necessary to adjourn for the purpose of a hearing before the Committee on Civil Service and Retrenchment presided over by Senator Cummins. One hour was allowed in all, for the presentation of their case by the delegates from the various services.

Returning to the convention hall, the question of adopting the committee report was in order. In the debate that followed, it was stated that the committee had considered no middle ground plan, whereby a contributory plan on the part of both the government and the individual might have come before the convention for adoption or rejection. A motion to this effect was lost. In the end the conference declared for pensions at governmental cost.

Subsequently a new constitution brought in by the committee was reported and adopted with few changes.

The conference seems to have brought out a good deal of bitterness and log-rolling. The secretary declares the conference went beyond its powers in adopting a new constitution and electing officers to take the place of those elected last May to serve one year. He claims that the Executive Board of the Retirement Association never gave sanction to more than a conference for an exchange of opinion, and that the

other actions of the conference were illegal, and to determine the status of the old Executive Board, has taken the matter into the courts for adjudication. In the meanwhile the affairs of the Association are tied up.

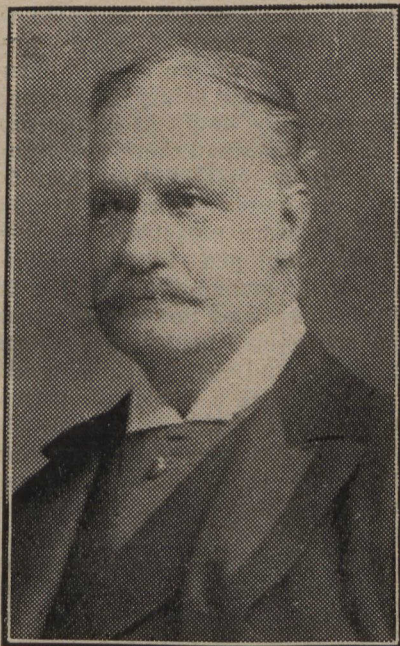
The officers elected were: President, M. P. ODonoghue; Vice-President, J. C. Robinson; Secretary, Edw. J. Cantwell; Treasurer, R. Stone Jackson.

---

### *Civilian Portraits.*

---

On January 1st, 1910, one of the most respected of Canada's civil



LIEUT.-COL. FREDERICK TOLLER.

servants retired from active official life, in the person of Colonel Fred. Toller, Comptroller of Dominion Currency. Colonel Toller was born at Barnstaple, Devonshire, England, on the 21st June, 1841. He was educated at Christ's Hospital School, and began active life by entering

the service of the Bank of Bristol. Soon after he joined the staff of the Bank of B.N.A. in London, Eng., and was shortly after transferred to Victoria, B.C., as accountant. He married in 1871 the daughter of Z Chipman, of St. Stephens, N.B. Leaving the bank, Col. Toller entered the Finance Department as private secretary to Sir Leonard Tilley, and afterwards became chief of the newly-formed currency branch of the department, with the title of Comptroller, which position he held until he retired on superannuation in January last, after spending thirty-eight years in the government service.

As Comptroller, Col. Toller had serious official responsibilities. He presided over a staff numbering thirty-five, and was the custodian of some \$150,000,000.00 in Dominion notes and securities. The staff of the Currency Branch parted with their late chief with many expressions of regret and appreciation of a long and pleasant association.

Col. Toller served his country in a military as well as a civil capacity. He joined the Bristol Rifles, England, in 1859. In 1865, on removing to British Columbia, he joined the Victoria Rifles. In 1875 he began a successful career in the Governor-General's Foot Guards, with which he was associated for twenty years, serving in important positions on the staff and as Brigade Major at various annual camps. He succeeded to the command of the regiment in 1892 and was transferred to the retired list in October, 1894. Colonel Toller is at present in England.

---

The new British House of Commons contains not a few ex-civil servants. Mr. Philip Snowden is one. Mr. John Redmond, the leader of the Irish Party since 1900, was for some years a Clerk in the House of Lords, and Mr. T. Gibson Bowles spent many years in the Inland Revenue Department, where he acquired some of the necessary apparatus for his able criticism in matters of finance.

# THE CIVILIAN

Devoted to the interests of the Civil Service  
of Canada.

Subscription \$1.00 a year;

Single copies 5 cents.

Advertising rates are graded according to position and space, and will be furnished upon application.

Subscriptions, MSS intended for publication, and all other communications should be addressed to

THE EDITORS,

THE CIVILIAN,

P. O. Box 484, Ottawa

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

Ottawa, March 26th, 1910

## CIVIL SERVICE SALARIES — A NEW PHASE.

The subject of civil servants' salaries has again been brought up in Parliament. The context is unfortunately not pleasant. On the 17th March, Mr. Beauparlant introduced an amendment to the Civil Service Act, the object being to make the salaries of civil servants liable to seizure. In justification of his amendment the mover instanced the case of three civil servants who refused payment on account of small amounts due to a poor man who lay sick in the hospital. The inference made by the mover was that the civil servants laughed at their creditor, and could do so on account of the protection afforded them by the non-seizure feature of the C. S. Act. Thus three men (let us hope there are no more) may bring the good name of the public service of Canada into disrepute. *The Civilian* postpones final judgment until the mo-

tion is debated and the objections referred to by Mr. Beauparlant are fully disclosed. In the meantime the incident in the House in connection with the introduction of the motions is here given in full, as follows:—

Mr. BEAUPARLANT moved for leave to introduce Bill (No. 175) to amend the Civil Service Act.

Some hon. MEMBERS. Explain.

Mr. BEAUPARLANT. Mr. Speaker, the object of this bill is to make liable to seizure any proportion of the wages earned by any person employed in any shape, manner or form by the government. There is something intolerable under the present system. A man earning a dollar and half a day as a labourer, doing sometimes the most painful work on the street or elsewhere, is liable to have his wages seized if he owes any person, while a public official earning a much larger salary in a much easier way may laugh at his creditors. A few days ago there was lying sick in the hospital a poor man to whom were owing three small bills. These bills were presented to three creditors, employed in the public service and earning from \$1,200 to \$2,000 a year, and not one of them would give even a penny to this poor man. I contend that the law should not prevent such a denial of justice. I am aware that there are some objections to this legislation, but notwithstanding those objections I believe that the principle of justice and equal rights to all should prevail. I have studied the question somewhat, and I intend to speak more fully upon it at the second reading. I contend we ought to end the present system, and in my opinion the best way to amend the Civil Service Act, chap. 15 of the statutes of 1908, is by adding section as 47a the following:—

“All moneys or salaries due or accruing due to any person employed by the government of Canada shall be liable to attachment in each and every province in the Dominion of Canada according to the laws and

rules of procedure in force in such province."

Motion agreed to, and Bill read the first time.

---

### ATHLETICS IN THE OTTAWA SERVICE.

---

It is much to be regretted that for the well-being of the service at Ottawa there seems to be no hope at the present moment of a civil service athletic field. For some time negotiations have been going forward between a committee of the Athletic Association and one of the departments in reference to a field for athletic purposes. It seems that for immediate purposes at least these negotiations have failed, with very little or no hope of their revival.

Those who have had the matter in hand are inclined to believe that the service is neither in a state of mind or of pocket to undertake the expense of an athletic field in the ordinary way of business. Certainly there have been no demonstrations of enthusiasm on the part of the service that would lead the president and executive of the Athletic Association to think otherwise. The outlook for future civil service athletics in Ottawa is far from bright.

There seems to be but one ray of hope and that is that the C.S.A.A.A. might make an arrangement with the Ottawa Cricket Club, which with its present small membership, would benefit financially and athletically by such an arrangement. Negotiations looking to this end should be easily brought to a conclusion as a great number of the members of the Cricket Club are civil servants.

---

### A HIGH AUTHORITY ON SUPER-ANNUATION.

---

The Postmaster General of the

United States is the latest authority in high places to come out squarely for superannuation. The following is his pronouncement, in the last annual report of his Department:

"In recent years the subject of making provision for the retirement of superannuated employees in the civil service has received much consideration. It is believed that the interests of the employees and of the Government alike demand legislation to this end.

"The work of the postal service, like that of every great business institution, public or private, requires special training. Years of experience are necessary for the attainment of a high degree of proficiency in the discharge of the duties devolving on postal employees. The Department's policy is therefore to recruit its force from young men, and to retain them until such time as their usefulness is impaired by old age.

"In view of the increased cost of living, the salaries paid are barely sufficient to enable the employees to meet current needs, and opportunity to make provision for old age is small. These conditions suggest the adoption of measures that will insure Government employees against want after they pass the period of active service. Private business establishments in this and foreign countries find that such a course brings practical returns in the increased loyalty and zeal of employees.

"Experience has shown that in default of such provision administrative officers hesitate to recommend the dismissal or the reduction in salary of superannuated employees who have spent their lives in the Government service. The drain on the national finances by their retention at full pay after they have become incapacitated for efficient service is far greater than would be the cost of a reasonable system of civil pension."

## *At the Sign of the Wooden Leg.*

As I sit "taking mine ease in mine inn," and using my knees as a desk, thinking the while, all in an easy way, what message I have for *Civilian* readers this turn, I am surprised at the meagreness of the fund of thought that a fortnight's experience has yielded. This will sustain the conclusion of the writer in the last *Civilian* who said that Wegg's philosophy appeared to be derived from other sources than trial or experience. His observation is no doubt true, and, after all, trial and experience give us only hints of possible causes for events, from which we accept one and let our philosophy go at that. We see a segment of what appears to be a circle, although a fuller knowledge may suggest that it is a part of a parabola whose limits are lost in the grayness of space.

Yet each day should deliver up to us some truth, be it a fact or a feeling, that will help us do our next day's work with a little more confidence, or, at least, a little more cheerfulness. Books yield us truth predigested and ready for the table; the truths of experience must go between the millstones of reflection before they can be of service either to us or to others. And this is why my fortnight has been barren, and why so many years are barren for all of us. We have experiences enough, for we are in touch with things, the meanest of which have the cosmic qualities of the poet's flower in the crannied wall.

"If I could understand  
What you are, root and all, and  
all in all,  
I should know what God and man  
is."

We do not try to know. There are times indeed when we cannot help being taught. We pass then, as it were, through the tail of a comet, and whether we wish it or not we

breathe the new gases of which it is formed. They may be death-bearing gases, they may be the basis of the elixir of life, but we must inhale them. These are the exceptional times. Ordinarily we must climb the high hills to breathe the ozone; at any rate we must open our windows, and some require much prying.

Now this sounds as if I were dealing with subjects very remote from the plain business of life in which we are engaged, but I am trying to be practical. We are told that the same forces that keep Jupiter from crashing into Saturn, and Saturn from colliding with Uranus, also keep our chairs from soaring through the roofs of our houses. And so, when we speak of deriving profit from experience, we may find that the same laws hold good in regard to the saving of our pennies as to the saving of our souls. Thus, to plunge deeper still into this commonsense mysticism, we come to see what Carlyle meant when he said: "The thing a man does practically lay to heart and know for certain concerning his vital relations to this mysterious universe, and his duty and destiny there, that is in all cases the primary thing for him and creatively determines all the rest. That is his *religion*."

We are at the end of another fiscal year. What have we to show for it? Yes, there is the statutory increase of fifty or a hundred dollars that comes every year without our prayer or thought, as the grass comes in the springtime; and there is the special hundred-and-fifty dropped like a meteoric diamond into our hat out of the head of a comet whose periodicity we cannot yet determine. Some also have received, after great or little importunity, advances from II to I, or from B to A. Add now a little casual revenue from odd jobs on the side and we can close the cash book without need of any violent adjustments. Let us examine our stock account.





# NEWEST STYLES

## in Baby Carriages

Mothers who are looking for something novel, uncommon and out-of-the-ordinary in Baby Carriages will be delighted with our spring stock of Baby Cabs, Carriages and Collapsible Go Carts. They possess so many new and important features that it is impossible to describe them within a limited space, but inspection will prove that they are charming and an expert attendant will demonstrate all their new points.

We expect to do the Baby Carriage business of the city this season with this splendid stock.

 CASH OR CREDIT. 

## S. A. LUKE

Housefurnisher

'The Metropolitan'

SOLE AGENT FOR WHITE SEWING MACHINE

59-61 RIDEAU STREET

Here the auditor is in a maze. Debits and credits are hard to be distinguished from each other. What one regards as an asset, a new sphere of work for instance, another regards as a liability. Then there are "concealed assets," too, which the owner grudgingly admits as if he were in a bankrupt's court. In fact I cannot audit your books, — can you adjust the balance yourself? Has any of us the honesty and courage to review the last year's personal transactions, debiting ourselves with the opportunities that have come to us, and crediting ourselves with the use we have made of them? Let us keep the account within limits, dealing with our life between nine and five. Of course this is impossible in practice, for no one can incorporate himself into John Doe, Limited, for office purposes and keep that enterprise distinct from his other concerns. We can invest our money with restrictions as to our liability, but we cannot so invest our time. Still we will look at our of-

fice life as if it had no connections with the life outside, and see if we can balance last year's business.

John Doe must credit Opportunity with eight hours a day, including lunch time, for every working day of the year. This steady stream of golden minutes has been emptying itself into his exchequer. Let John Doe now give account of them. The account must be read in John Doe's character. Is he wiser, does he know more about his work? If he does, there is one entry for the other side of the page. Is he more contented than last year with his lot, not indifferent about it, but finding more zest in the task of the day? If so, there is another credit item. Then, if he shows less jealousy of those who have been advanced, more consideration of those who are lower in the wage scale than he is, these items must be entered in his favour; because it may be laid down as a safe rule that a man who uses his time to good advantage is the man who will leave little scope for envy and its

fell crew, and will appreciate the hopes and trials of his neighbors.

I have sketched out this little system of bookkeeping, but each must strike the balance for himself as best he can. I am afraid that the most of us, like the old Scotch accountant, will have to add in the year of our Lord before the figures can show to our advantage. "I am debtor," said Paul, "both to the Greeks and the Barbarians," — a statement that shows how widespread are one's obligations when they are diligently searched out. Yet we should not be overawed with the greatness of our indebtedness, but rather adopt the motto of the man who wrote: "I will do my best to do my best, and what I want in power supply in will. Thus, while I pay in part, I shall not be a debtor for all. He owes most who pays nothing."

SILAS WEGG.

---

### ***From a Woman's Standpoint***

---

Although *The Civilian* has already referred to the work done by the women's auxiliary of the Massachusetts Civil Service Reform Committee, when one reads the reports of the society it seems as if this work deserves more than passing notice. At the very outset it is interesting to learn that such work has been undertaken at all by women, for with us feminine interest in this subject has been limited almost wholly to individual requirements as civil servants.

The women of Massachusetts, however, have had a wider outlook. Their interest has not been aroused simply because they themselves wished to profit personally from the redress of existing abuses, but because they saw that civil service reform had become one of the vital questions of the day. The fact that patronage was creeping in, step by step, until it had entered every de-

partment of the public service, seemed to them one of the greatest of modern evils, and one which could only be successfully combatted by influencing public opinion against it. They determined to try to perfect the Federal service, and to persuade all the states and cities to adopt the merit system as opposed to the patronage system, in making public appointments, following the example of the Federal government, in some of its departments.

When the first woman's auxiliary was organized in 1901, it had three objects in view — to spread information concerning civil service reform; to influence legislators through attendance at hearings and appeals to legislators; and to raise money.

They accordingly made arrangements for the publication of a series of pamphlets on civil service reform and sent out appeals to the High and Normal schools of the State, offering to supply these pamphlets, free of expense, to all teachers who would agree to distribute them to their pupils, and to make these pamphlets the subject of a lesson. To many the plan seemed impracticable, but the succeeding years showed the contrary to be true. Schools in every State of the Union availed themselves of the offer, so that their aim to ground every child in the United States in the principles of civil service reform has seemed to these women less and less extravagant. The auxiliary's suggestion that this subject be made the subject for debates and essays in the schools, was readily acted upon, and led to their awarding a medal, expressly designed by them, in schools and associations for the best essays written on the subject.

In the field of influencing legislators, the auxiliary has been very active. Some branches, beyond collecting from the newspapers and other sources of information, data concerning the movement, have made arrangements to receive weekly bulletins from the State Legislature,

which will give due notice of any hearing in connection with civil service reform. In addition, it has been their custom to oppose any bill introduced in the legislature which is detrimental to the cause of reform. For instance, for years they waged war against a certain bill — the Spanish War Preference Bill — which kept reappearing in the legislature. Their reports from year to year on the question are not without a touch of humour, as they tell of their annual vigorous onslaught against their old enemy. On the other hand, the women worked equally hard endeavouring to influence public opinion in favour of a new measure which aimed to include the higher municipal offices under civil service law. They also attacked dangerous bills which sought to exempt from this law certain official appointments — as in practice liable to return to the system which admitted influence and graft.

To these women, however, civil service reform has a wide significance. To teach people that the welfare of society is largely dependent on the proper conduct of the great departments of civilized life, that civil service reform is closely connected with all manner of industrial

reform has been their aim, and as such their efforts are well worthy of emulation.

FREA CANNAIAD.

Funeral of Miss S. Rolph.

The funeral of the late Sadie Rolph took place on March 12th, from her residence, 74 McDonald street. The services were conducted by Rev. Dr. Cameron of the First Baptist church of which the deceased was a member; assisted by her brother, Rev. R. C. Rolph of Eglinton, North Toronto. Among the floral offerings were a cross from the Interior department, deputy minister and staff; a star from the Interior department, commissioner and staff; and a wreath from the Interior department, lands patents branch. Interment was made in Beechwood cemetery. Miss Rolph was one of the most efficient and most esteemed members of the Interior staff.

CUSTOMS ASSOCIATION OF QUEBEC.

An association of the Customs officers of the City of Québec has been formed with the following officers:— President, A. Gaumond; vice-president, J. Timmons; secretary, P. Hamel; treasurer, J. A. Belleau. The membership numbers about fifty.

**CIVIL SERVANTS**

**PHONE 3397.**

Special Prices to  
Civil Servants



Anything in Sporting Goods.  
Edison Phonographs and Records.  
Agents for Spalding and D. & M. Goods.

**HURD & CO.**

Successors to **191**  
Hurd & McBride Sparks St.

**CORBY'S** "SPECIAL SELECTED"  
Rye Whisky caters to the "Civilian"  
Taste for Good Things. It is the  
"SPIRIT OF THE SERVICE".  
SOLD AT MOST GOOD HOTELS AND BARS.

Please Patronize Our Advertisers.

## Soft Snaps in Old England.

The very word sinecure carries with it to a large number the suggestion of a government job. There is a current delusion that all government jobs approximate to the sinecure. Well, there are some who know differently,—at least as far as the civil service is concerned. The sinecures where the government is the employer are seldom found in the civil service. They are much higher game than that.

England, no doubt, can boast the finest crop of genuine sinecures within easy view of the inhabitant of this Dominion. For the sinecure is a growth of ages. It does not arise in a young and democratic country like this. The best we can do in a parallel line comes under the heading of graft and is comparatively crude and vulgar.

To prove this it is enough to say that the very choicest sinecures in England are hereditary and require a title to maintain them.

An enterprising American newspaper writer, travelling in England, the other day sent an account back to the States of some notable sinecures he had stumbled upon. He called them "snaps" among the government officials of the British, by way of counterblast to some unkind remarks in the London press anent the American boodler in public life. The following are some of the interesting anomalies of the kind which lent point to his remarks, and which are described from the hard-headed Yankee point of view:

### The Lord Great Chamberlain.

The Marquis of Cholmondeley owns 55,000 acres, has a magnificent palace for a residence and enjoys the softest and best paid of all the many soft snaps that exist in the United Kingdom. For the Marquis of Cholmondeley is the hereditary lord great chamberlain of England. For filling that purely ornamental billet he gets \$22,500 a year, which is more than any state or federal official in the United States gets with the exception of the president. For his big salary the noble marquis does not begin to do one solid hard day's work in a year. When the king starts the legislative mills grinding he steps into the limelight as the nominal master of ceremonies, which really are arranged by minor dignitaries. But he has to put his name to a lot of pieces of pasteboard, for nobody is admitted to the show who does not present a ticket bearing his signature.

"It is only on those rare occasions when there is a coronation that the lord great chamberlain has to fuss around a bit and do some real stunts. On the coronation day it is his exalted privilege to carry to the king his gorgeous state raiment. For this he is allowed extra compensation. He is

entitled to claim the royal nightcap and nightgown, the bedstead and all the rest of the furniture of his majesty's bedchamber. He never really takes the things. In these sordid days he takes a tip of \$1,500 instead. Another of his exalted hereditary privileges is to serve the king with water in which to wash his hands before and after the coronation banquet. For performing this arduous duty he is allowed to retain the basin and the towels as his special perquisites. He isn't particular about the towels, but he always collars the basin, for custom prescribes that it must be of gold and worth at least \$1,000. He gets other perquisites, besides. The king has to provide him with 50 yards of crimson velvet with which to make himself a robe to be worn at the coronation. Of course, it doesn't take anything like that quantity of stuff to make the garment, but precedent demands it, and precedent must be obeyed or something awful might happen."

The hereditary lord great chamberlain, it will thus be seen, makes a very good thing out of the coronation in addition to his regular pay. His billet is superfluous, but for that very reason many years are likely to elapse before it is abolished. The more useless an office which represents an antique survival the more tenaciously do conservative English folk insist on its retention. The noble marquis enjoys another unique distinction. It is the possession of a name that nobody ever was known to pronounce correctly the first time he came across it in print. The correct pronunciation is "Chumley."

### Lesser Lights of the Royal Household.

There are many soft snaps in the king's household, for the existence of which his majesty is in no way responsible. In fact, he is the one man in the kingdom who has not the right to regulate his menage to suit his own notions. The various grades of exalted flunkies attached to the court are prescribed by custom, to which the king has to submit. He can't put down his foot anywhere and say: "This chap isn't earning his pay and I don't want him around. I'll give him the sack, abolish his job and save the money." Any such action on his part would cause all sorts of ructions that probably would shake the throne to its foundations. The best paid billets in the royal menage are regarded as political plums, subject to the rule, "To the victors belong the spoils," and they are filled by the government which happens to be in power. When the liberal party came in a lot of ornamental figureheads were bounced to make way for others of a different political faith.

### The Lord Chamberlain.

Thus it came about that the Hon. "Bobby" Spencer was made lord chamberlain and created a peer that he might properly sustain the tremendous dignity of the position. The job is an easy one, but there is more work attached to it than to the office of lord great chamberlain, which is a good and sufficient reason, according to the English method of fixing official salaries, why he should receive less than half as much pay. He gets \$10,000 a year. He is supposed to be responsible for the smooth running of things upstairs in Buckingham palace, except in the royal sleeping apartments, where the first gentleman of the bedchamber holds supreme sway. Of course, the real work is done by the permanent underlings, who receive much smaller salaries. When the lord chamberlain does official stunts he carries a white staff and a gold key attached to his person by a blue ribbon. The gold key never locks or unlocks anything.

### The Lord Steward.

Below stairs, among the kitchen pots and pans, the lord steward is the nominal boss. He gets the same pay as the lord chamberlain—\$10,000 a year. The appointment is a political one, and when the liberals came in the Earl of Liverpool had to clear out to make way for Earl Beauchamp. As in the lord chamberlain's department, the real work is done by the permanent staff. Another virtual sinecure, and the best paying of the lot in the king's household, is that of master of the horse. The salary is \$12,500 a year. The Earl of Granard, who happens to be rather hard up for a peer, although he married an American wife, found it paid to be a liberal when he received the appointment. The master of the horse is supposed to look after the royal "mews" and the various equipages of their majesties. It is doubtful if he ever crosses the threshold of the king's stables. Anyhow, his pay would not be docked if he didn't. He is only required to show up on state occasions. When big functions are under way his majesty is in charge of the lord chamberlain until he leaves the palace door. Then the master of the horse assumes responsibility for his sacred person until the place of ceremonial is reached, where the earl marshal takes him in hand.

### The Yeomen of the Guard.

Another easy court billet is that of the captain of the Yeomen of the Guard. The salary is \$6,000 a year, which is first-class pay, considering that the duties of the office are purely ceremonial and involve nothing that by any stretch of the imagination could be regarded as hard work. The Yeomen of the Guard in conjunction with the Gentlemen-at-Arms, constitute the bodyguard of the sovereign. Their costumes and weapons are those of the period of King Henry VIII., who

created them. Their functions are entirely ornamental, for the real safeguarding of the king is attended to by sleuths from Scotland Yard, who above all things are inconspicuous.

Custom requires that the captains of these picturesque but useless warriors should be peers. When the liberal administration came in the Duke of Manchester was appointed captain of the Yeomen of the Guard. The duke, it will be remembered, married Miss Zimmerman of Cincinnati, and it is supposed that he took the job to show his father-in-law, who had been urging him to set to work in America, that he could make more money over here and far easier. At the beginning of every session of Parliament the Yeomen of the Guard, under the leadership of their noble captain, explore the underground precincts of St. Stephen's, with old-fashioned horn lanterns and antique halberds, in search of a possible Guy Fawkes, with "engines of hellish thunder." Of course, they never discover any dynamite or other explosives, but the pretense of looking for them has to be kept up because it is an ancient custom. For some reason that never has been divulged the Duke of Manchester resigned his soft-snap billet after leading one such expedition and doing his best to look solemn over it. It is said the King expressed the opinion that a nobleman who had the good fortune to marry an American heiress was under no necessity of adding to his income. Anyhow, the berth was bestowed on Lord Allendale, who needed the money. The captain of the Gentlemen-at-Arms, who gets the same pay, is Lord Denman.

### Lords in Waiting.

The lords-in-waiting also get shifted whenever there is a change of administration. There are seven of them—one for every day in the week—so that except on big state occasions, when they all have to show up, each of them has to be on duty only one day in the week. For that they get \$3,510 a year each, which is more than \$67 a day for such apologies for work as they perform when they are in attendance on the King. Nobody will deny that their jobs should be classified among the soft snaps. The gentleman of the cellars in the King's household, T. Kingscote, has an easy billet. He gets \$4,000 a year for keeping an eye on the wine department and seeing to it that when drinks are called for the supply never runs short. A few years ago Hugh Cecil Lea, who sits in Parliament for East St. Pancras, startled the House by openly charging that Kingscote, not content with the generous emoluments of his office, made use of it to greatly increase his income. He said that Kingscote acted as chief agent and tout for one of the biggest champagne firms, that he excluded all other brands from the royal palace and by representing it as the favorite wine of his majesty enormously increased its sales. Mr. Lea had spent several years

in America, where he had acquired the habit of plain speaking, regardless of whom it hurt. But it didn't hurt Kingscote. It only served to prove the strength of his "pull," for he is the son of Sir Nigel Kingscote, the paymaster of the royal household. The charges never were denied, but no investigation followed, and Kingscote still retains his billet, as also the post of honorary gentleman usher, whatever that may be.

#### Some Others.

Not only are the holders of real soft-snap jobs far better paid in England than in America, but they are much less liable to get the sack, no matter what they do. There are many minor easy billets in the king's household, with the host of grooms-in-waiting, extra grooms-in-waiting, gentlemen ushers, state pages, pages of the presence and back-stair pages, etc. The pay roll of the lord chamberlain's department alone is \$295,000. But there is no space to enumerate them. It may be remarked, however, that inasmuch as the last of the royal barges that was built is exhibited now as an ancient relic in South Kensington museum, the gentleman who fills the post of royal bargemaster must find time hang rather heavy on his hands.

#### Junior Lords.

Some queer billets exist outside the king's household which also are included among the spoils of office. Of these the positions held by the junior lords of the treasury afford a striking illustration of British official anachronisms. There are three of these junior lords, who may or may not be real lords. They are paid \$5,000 a year each for work that they don't do and nothing at all for the work they do. They never show up at the treasury department except to draw their salaries. The work they do for which they get no pay consists in assisting the chief whip to muster votes for the government when important divisions take place, and in various other ways helping their party in Parliament and at elections.

#### Mr. Speaker.

It would be a gross exaggeration to describe the post of speaker of the House of Commons as a soft snap. But his work is not nearly as arduous as that of the speaker of the House of Representatives, for he has nothing to do with steering legislation. He merely has to see to it that the rules of the political game are observed strictly. He is paid \$25,000 a year and provided with a handsome suite of apartments to live in and a special flunkey to attend him when he moves about in his official gown, to keep his legs from getting tangled up in it. When he tires of the speakership he can jump into a genuine soft snap right off — a peerage with a pension of \$20,000 a year for the rest of his life.

But there are many easy jobs attached to the House of Commons. The sergeant-at-arms has little to do except tote the mace to the table and back. He gets \$6,000 a year and a suite of apartments in the House, rent free. He is garbed in a black court suit, with knee breeches, silk stockings and silver buckled shoes, and wears a little sword at his side. To assist him and keep him from feeling lonesome there is a deputy sergeant who gets \$4,000 a year, and an assistant sergeant who is paid \$3,250.

#### Black Rod.

The softest snap among the officials of the House of Lords is that of the gentleman usher of the black rod, so called because his staff of office is a little ebony wand. He is a species of glorified messenger and is invested with no end of fictitious dignity. When he passes through the corridors between the two houses the police call upon all strangers to do him homage by removing their hats. He gets \$5,000 a year, and his chief duty is to summon the speaker and the Commons to the upper House on ceremonial occasions. When he appears at the door of the House of Commons a curious procedure takes place. The sergeant-at-arms always slams the door in his face. This is supposed to signify that the Commons will brook no interference with their rights and privileges by the peers. When the door has been closed Black Rod knocks humbly upon it three times. Then the sergeant-at-arms opens a little wicket gate, and, peering through it, asks what is the meaning of the row, or words to that effect. Black Rod explains and is admitted.

When the present incumbent of the office, Admiral Sir H. F. Stephenson, G.C.V.O., and various other things, had the door slammed in his face for the first time, he was so flabbergasted that he could not recall a word of the ancient formula he was charged to deliver in Norman French. There are some easy jobs attached to the lord mayor's office. The functionary who carries the lord mayor's ancient swords—there are four of them, but he has to carry only one of them at a time—is paid \$3,500 a year. The man who shoulders the mace receives \$2,000 a year. The city marshal, for wearing a gorgeous scarlet uniform and shouting, "Make way for the right honorable the lord mayor of London" gets \$1,500 a year. Some day, presumably, most of these utterly superfluous and highly paid officials will be abolished. But there are no signs of it yet. The soft snaps are cherished institutions. About the year 2001 there may be a change—perhaps.

## Civil Service Association of Vancouver, B.C., Holds Annual Banquet.

"If the growth of our own association is any criterion of the general spread of the organization throughout the Dominion," said the secretary of the Civil Service Association of Vancouver, at their annual banquet on March 12, "then its prospects are very bright, indeed; for the British Columbia association, which two short years ago had two branches with a membership of 250, now has three branches with an aggregate membership of 390."

The whole function was of a very pleasing character, and the enthusiasm and community of feeling which have supported the organization during its brief existence, were reflected in the large attendance and the prevailing spirit of cordiality. Many of the higher officials were present, including Colonel Worsnop, surveyor of customs; F. E. Harrison, assistant postmaster; J. F. Murray, assistant postoffice inspector of British Columbia; E. B. Parkinson, collector of inland revenue; W. A. Blair, cashier of customs; Dr. Tamblin, Dominion veterinary inspector; W. H. Waddell of the postoffice inspector's office; A. B. Sowter, customs department, and G. A. D. Meilleue, from the dead letter office. J. R. Greenfield, the oldest civil servant in Vancouver; Mr. E. S. Busby, inspector of customs (who was to have responded to the toast of the civil service), and Mr. J. E. Miller, inspector of inland revenue for British Columbia, had intended to be present, but being unable, sent letters of regret.

After the customary loyal toast and Canada, the latter of which was responded to by Mr. Sowter, the secretary, W. F. Trant, replied to the toast of the association, tracing the early attempts and failures to organize down to two years ago, when the necessity for higher wages,

in consequence of the increased cost of living, finally brought them together.

"Organizations similar to our own sprang into existence almost simultaneously in every province of the Dominion," he said, "and since that time the movement has grown; and at the civil servants' convention, held in Ottawa last spring, 36 delegates representing 23 separate associations met together and welded themselves into a federation, which, there can not be the slightest doubt, is destined to play an important part in the future history of the Canadian civil service. (Hear, hear.)"

"I look forward to the time when we, as an association, having proved our usefulness, not only to ourselves but to the government, shall be called upon, as a branch of the Civil Service Federation of Canada, to assist the civil service commission by offering suggestions on matters affecting our own interests and welfare. But, if this end is to be attained, we must be broad-minded in our policy, moderate and dignified in our demands, and persistent and patient in the pursuit of our ideals."

In conclusion, he appealed to them to support *The Civilian*, a journal which it is hoped to make the official organ of the federation.

Later proceedings took a humorous turn. Mr. Blair, in responding to the toast of the customs, put forth the claim that his branch of the revenue producing agencies of government had an historic ancestry that eclipsed all the other branches of the service. Old as were the systems of inland revenue, which dated back to 1715; and the postoffice, which dated back still earlier—to the 14th century—these, in the language of the West, were mere chechacos compared with the ancient practice of collecting customs. For was it not re-

lated in Holy Writ that Matthew sat at the seat of customs and collected tolls? (Laughter.) The old kings of Greece levied customs on peoples as far east as Persia; and the Roman emperors also collected customs from the people whom they conquered. So that, throughout the ages, customs had been the main bulwark of the government. The customs were established in Canada at Quebec in 1789. There was a surveyor there, and he received £400 per annum. There was a collector at Montreal, who received £300 — which is more than the minimum tidewater receives to-day.

"The surveyor at Quebec 120 years ago," he said, "received more than he does at the present time. There is more work for the association," he commented, smiling. "And the amount collected at Quebec in those days was only £4,500 a year. Whereas, in a morning in our office in Vancouver, I sometimes take that amount. The whole revenue from customs has reached the enormous total of \$60,000,000 a year. To show you how arduous were the duties of an officer in those days, I may mention that he was allowed three shillings a day above his ordinary salary; and there was no officer in any year that received more than £3 extra. (Laughter.)"

"Vancouver was made a customs port in 1887; and in the first year the total received was \$67,000. This year the total will be \$4,000,000, or one-fifteenth of the whole customs revenue of Canada; Vancouver contains only one-eightieth of the population of Canada; and it takes but a simple arithmetical calculation to show that when we are 300,000, which we are likely to be in ten years, we shall take one-fifth, instead of one-fifteenth."

Mr. R. G. Macpherson, in responding for the postoffice, challenged the customs' claim to prior ancestry. "I find," he said, "in the 31st verse of the 51st chapter of Jeremiah—1,500 years before Matthew sat at the seat of custom—that they sent letters by post. Again, if I read my Bible aright, I find that in II Chronicles, Ahab sent letters by post. Yet my friend talks about the ancient origin of customs. Gentlemen, I am told that it was not customs in those days; it was highway robbery. (Laughter.)"

"The postal system in vogue to-day goes back to the time when they plied down the Euphrates in skin boats to Ninevah. In the British museum you will find some of those same letters, with postage paid on them, too—long before any decent system of customs was thought of."

The right place to have clothes pressed right. — All clothing pressed is sterilized.—No extra charge.

## Martin's, My Wardrobe & My Valet

NEW METHOD, \$1.00 PER MONTH.

224 SPARKS ST.

PHONE 25.

## GATES-HODGSON

New Address: 128 Sparks St.

Phone 750

as  
**WALKERS**

**Candy, Ice Cream,** OUR  
Specialty

Any Favor Appreciated.

Please Patronize Our Advertisers.



(Laughter.) So that we are the most ancient and honorable of all the arms of the service."

In his serious remarks, Mr. Macpherson expressed the hope that they might be able to present their claims in no uncertain way. (Applause.)

Dr. Tamblyn, who replied to the toast of the department of agriculture wound up the humorous competition, claiming that before customs, inland revenue and postoffice were, agriculture undoubtedly was. It was the backbone of the Dominion; and his department had rendered good public service in stamping out contagious diseases among cattle.

Mr. Parkinson, in speaking for the inland revenue, said he remembered when there were only seven officers employed in the Vancouver division; now there are 49. He remembered when there were only about 1,000,000 cigars made in the whole of British Columbia; now there are in the neighborhood of 11,000,000. He remembered when the consumption of malt was only 200 tons; now it is 4,500. He asserted that British Columbia can grow the finest tobacco in the world; and said that inside of twelve months there will be a malt house established for the manufacture of malt.

G. A. D. Mailleue responded for the inside service, and proposed absent friends, coupling with it the names of Messrs. Busby, Neavis and Greenfield.

Mr. Waddell responded to the toast of the ladies. During the evening musical items and a recitation were given by J. P. Beckett, G. Reid, L. Holland, H. Cartwright, D. Stokvis and H. Round.

## Correspondence.

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

### The Quarterly Report System.

To the Editors of *The Civilian*:

In connection with the present discussion relative to the quarterly reports, it is suggested that you republish the letter of H. McD. Walters on the subject, which appeared in *The Civilian* of July 31, 1908. In this letter, published before the new C. S. Act came into force, Mr. Walters foretold exactly what is now happening in connection with the carrying into effect of these quarterly reports. There is a feeling in the service that an appeal to the honour of officials to be faithful to their duties would be far more effective than these reports which, *ipso facto*, suggest distrust of the whole body of civil servants, many of whom have served with fidelity for years, and it is a well known fact that those chiefs of branches, who are really gentlemen, abhor the very idea of acting as informers on subordinates. Better that ninety-nine guilty should go free than that one innocent should suffer, and as Mr. Walters states, it is time enough to report on a man when he becomes objectionable to his chief or applies for promotion, and this seems the only honourable way of ascertaining the merits of clerks which will not cast reflection on the honour and fidelity of the civil service, which these quarterly reports suggest.

During the course of a speech in Parliament, the Hon. Mr. Fisher made the following statement in regard to the civil service: (See Hansard of Feb. 2, 1909.)

"I have had an opportunity, during the past year, of studying closely the systems of the United States and Great Britain, and I venture to say that to-day the public service of Canada is carried on more econom-

ically and more efficiently in proportion to numbers employed than the service of either of these countries."

This complimentary statement by a Minister of the Crown would seem to indicate that the quarterly reports are hardly necessary.

#### CIVIL SERVANT.

Mr. Walters' letter follows:—

"Checked like a bondman; all his faults observed,  
Set in a note-book, learn'd, and conn'd by rote,  
To cast into my teeth."

—*Shakespeare: Julius Caesar.*

Section 40 of the Civil Service Act reads as follows:—

40. A record of the conduct and efficiency of all officers, clerks and employees belows the first division shall be kept in each department.

(2) Such records shall be established by means of reports, to be furnished to the deputy head at least every three months by the chiefs of branches.

(3) At the end of each year, and oftener if required by it, copies of these reports shall be sent to the Commission by the deputy head.

Let us consider this wise (?) provision of our new Act. It sounds like a return to the day when we were boys and had to take our bad reports home to be signed by our dotting ma, and had pa sign our good reports with expectant grin, and hand-out for a tip.

Given a perfect humanity, and Anarchy would suit as well as the most perfect system; given a perfect civil service under ideal Deputies and Chiefs and the above section would harm no one. **BUT** the civil service is not even hand-picked, but chosen from ordinary humanity, and although we have a very fine lot of Deputies and Heads, it is quite certain that they all differ in their ideas and opinions of what is right and honourable, and it is a question if any two Deputies or any two Chiefs will read the same thing in Section 40 and agree as to the method of carrying it out. A Chief cannot keep the required reports single-handed, without giving up much valuable time to it; he must have one or two of his clerks do this *nice* work and thus open the door to favouritism and

fawning, to the wreaking of petty vengeance and spite, to all manner of things nasty.

Typewriters must write these reports, messengers must carry them, they must be discussed and gossiped about and their contents will become more or less well known.

One Chief may look upon Section 40 as of mighty importance, and being a methodical man with care to detail, there may be no limit to which he may go in these reports if he is small-minded; while another Chief, wide-minded and generous, with eyes and mind only for big and broad things will make his reports if he must, but they will only be perfunctory and he will know what to do when promotions are necessary.

It is easily seen that the Section cannot work justice under all kinds of chiefs and will help the mean and small-minded to be more mean and small-minded.

It may be asked what would happen if Section 40 were eliminated; for somebody must report on the fitness of a clerk who is in the line of promotion or who desires a raise in salary. The answer to my mind is clear: the fault in the Section is not in the fact that a clerk before promotion or increase in salary must have the approbation of his Chief, but in the fact that the reports on clerks is made a statutory written record at stated times and seasons.

It seems to me it is time enough to report on a man, either verbally or in written record, when he becomes objectionable to his Chief or when he applies for promotion or increase of salary, and then let the Commissioners sit upon his case and take evidence from what source they think fit.

If the Commissioners are for any purpose, they are for the purpose of equalizing power; they are to act as a balance and to serve out justice. Section 40 ties the hands of the Commissioners and forces them under certain conditions to do as desired by Deputies and Chiefs.

Too much power cannot be put into a good and upright man's hands, but all men are not good and upright, so we must not put too much power in any man's hands lest it fall into the hands of the unscrupulous. We need a Civil Service Act only because there are all shades and colors of man from the entirely unscrupulous to the *nearly* good, upright and scrupulous.

I suggest that our Association think this matter over before next session.

Since writing the above, my attention has been called to sub-section 4 of Section 40, which has been added since I read the bill and which reads as follows: "Such reports, if adverse or unfavorable, shall be shown to the person respecting whom they are made."

I cannot see how this clause invalidates any of my arguments against inaugurating this system of reports. The foundation of all British justice is that a man is innocent until he is proved guilty, whereas this clause puts a civil servant in a position of the accused before French law, which holds that the accused is guilty until he proves his innocence. It is one thing to charge a man with mis-doing and another thing to prove it, and a civil servant charged by a Chief with mis-doing is at a distinct disadvantage as compared to a Chief, who may influence all the parties, who, if they were free, would testify on behalf of the accused. If fact, the Section as a whole makes little, mean conspiracies an easy and comfortable way of injuring an enemy.

\* \* \*

### Government Life Insurance.

To the Editors of *The Civilian*:

You never did better work than in making plain and easy the way of civil servants to the attainment of the great advantages offered them by the system of life insurance which the government has established for its employees. Please do not think, however, that the object can be attained with one call to civil servants to claim the privilege that is offered them. The inertia of a great body is extremely hard to overcome. But the end in view is worth hard work. Stick to it.

A. C. CAMPBELL.

Ottawa, 14th March.

\* \* \*

To the Editors of *The Civilian*:

Some flash artists have been doing the rounds of the Government offices taking photos, which souvenirs they presented to the clerks at 50 cents

per. We are not criticizing the pictures; they were good. Neither are we criticizing the artists; they were polite. But the after effects from the "flash" was like unto the noxious effluvia arising from a tin of poorly embalmed corned beef, and had the motor car stink pot skinned a thousand ways. But all is over now, and once more we are inhaling our own atmosphere peculiar to these unventilated offices, unadulterated and undefiled by foreign smells. Oh perfect bliss! Oh peace divine!

SUFFERER.

Ottawa, March 21st, 1910.

## Athletics.

### Ten Pins in Ottawa.

By the time this issue reaches its readers the C. S. Bowling League will be nearing the finals, and it will be well worth while to journey to the O.A.A.C. alleys at 4 p.m. Saturday, the 26th, if you are at all interested. For this very game — Bureau vs. Mint — may settle the hopes for the championship of Billy Hill's sextet from St. Patrick street, and again it may not. If we examine the team average, we find that the Mint leads by thirty pins, but the Bureau have been reinforced by the veteran O'Connor, who signalled his return to the boards last Saturday by a slashing 571. Though getting away to a wretched start, he soon "pulled together" and finished high, and therein lies the secret of the Bureau's success. They don't know when they're beaten. Bouse Hutton, Harry Edwards, et al. have secured front row seats.

The team standing and averages to March 19th follow:—

	W.	L.	To play	Average
Interior I. ....	18	2	5	2980.7
Mint .....	19	2	3	2669.8
Bureau .....	19	3	2	2930.4
Pub. Wks. & Rys..	17	4	3	2875.7
Statistics.....	16	6	2	2915.4

Agriculture.....	16	8	2	2799.7
Interior II .....	9	14	1	2671.5
P. O. D. ....	8	13	3	2677.8
Customs, N. W. M. P. }				
Trade & Com , etc. }	7	15	2	2694.3
East Bk. & Audit. }	6	15	3	2690.5
Militia .....	5	15	4	2638.8
Savings Bank .....	1	22	1	2512.7
Railway Com.....	1	21	2	2494.5

INDIVIDUALS — ACTUAL AVERAGE.

	Games	Average
Douglas.....	21	554.5
Archambault .....	21	552.5
Payne J. L. ....	21	525.8
Hutton .....	17	516.
Stewart.....	21	514.2
Marier .....	20	507.3
Shore H.....	15	504.6
Shaw.....	21	503.6
Jamieson.....	21	502.3
Turcotte .....	17	499.3
Clendinnen.....	19	498.8
Shore D.....	21	497.8
Foster.....	20	497.3
Howe.....	21	495.8
Jobin.....	21	495.2
Reynolds.....	13	494.9
Edwards.....	20	494.5
Allen.....	19	494.5
Baker.....	21	493.7
Reardon.....	19	493.7
Lindsay.....	21	490.6
Groulx.....	21	489.5
Shea.....	21	488.2
Bain.....	16	488.
Lapointe.....	20	487.3
Thomas.....	21	485.9
Stevens.....	20	485.4
Goddard.....	22	484.
Hull.....	20	482.1
Cooper.....	16	475.2
Watt.....	19	474.7
Pelletier.....	20	474.6
Edey.....	21	474.1
Hughes.....	20	472.5
Lothrop.....	18	472.1
Kelgallin.....	19	471.4
Patterson.....	22	468.8
Renwick.....	20	467.7
Dawson.....	20	467.
Armstrong.....	20	464.4
Lambert.....	16	464.4
Mann.....	20	461.8
Payne C. H.....	19	460.6
Marley.....	21	459.
Wallis.....	19	458.6
Gibson.....	11	456.7
Mainguy.....	21	454.5
Bowker.....	21	454.3
Hattersen.....	17	451.

HIGH CROSS ALLEY.

A. Archambault.....	640
---------------------	-----

HIGH SINGLE STRING.

E. R. Douglas.....	278
--------------------	-----

INDIVIDUAL HANDICAP STANDING.

	Games	Average
Shaw.....	9	616
Lafontaine.....	6	607
Thomas.....	9	602
Douglas.....	10	600
Richardson.....	9	596
Stevens.....	9	594
Watt.....	7	592
Jamieson.....	9	591
Lapointe.....	8	589
Baker.....	9	588
Doyle.....	11	588
Shore D.....	10	587
Hutton.....	5	586
Stringer.....	10	586
Gibson.....	6	582
Foster.....	8	581
Allen.....	8	581
Richards.....	8	581
Wilson.....	10	579
Reardon.....	7	577
McNeill.....	10	577
Sheldon.....	9	576
Hughes.....	8	576
Lindsay.....	9	576
Clendinnen.....	10	576
Wallis.....	10	576
Cooper.....	7	576
Howe.....	9	573
Bowker.....	9	573
Jobin.....	10	572
Pinard.....	7	571
Lambert.....	7	570

SCHEDULE FOR REMAINDER OF THE SEASON.

- Mar. 26. E. Block & Audit. vs. P.O.D. Bureau vs. Mint.
- 28. P. O. D. vs. Interior (Langevin).
- 29. Militia vs. Railway Commission.
- 30. Mint vs. Public Works & Railway.
- 31. Agriculture vs. Customs, N. W. M. P., etc.
- Apr. 1. Public Works vs. Statistics.
- 2. E. Block & Audit. vs. Savings Bank Bureau vs. Interior Outside.
- 4. Militia vs. P. O. D.
- 5. Mint vs. Interior (Langevin).

\* \* \*

Hockey.

The Finance-Audit Hockey club finished its season last Monday night with a match against the Dept. of Railways and Canals. Owing to the weather, the event made quite a splash in departmental circles, and proved to be a very enjoyable affair. Finance claims Raby occupied too much space in goal, leaving very little room for the puck, whereas

their own goal tend, in a very gentlemanly manner, made room for it whenever occasion offered. But, on the other hand, Railways claim Pereira should not have been so unkind as to shoot without making a public announcement beforehand.

The score was 4-3 for Railways, but of course it was the soft ice beat Finance.

On Wednesday the "Militia man-eaters" tried to gobble up the Finance team, but the very best they could do was 3 bites, and since their opponents succeeded in sending in the same number of mortal wounds, the conflict was even, victory perching on the banners of each side.

---

**EXTRACTS FROM THE 25th REPORT OF THE UNITED STATES CIVIL SERVICE COMMISSION.**

For some time past this bureau has been losing many of its young and efficient clerks by reason of the great preponderance in the number of places in the \$200 and \$1,000 grades, which condition makes promotion so infrequent as to render the service undesirable to the more able class of employees. It is decidedly detrimental to the service to lose employees who have become skilled workers, as much time and efficiency are lost in training new clerks. Much of the work in the several divisions is of a high order, and the employees engaged upon it discharge their duties faithfully, and well merit promotion. To relieve the situation the number of positions in the higher grades should be increased, with a corresponding decrease in the lower grades.

\* \* \*

Where a person has passed the examination required for the position to which transfer is proposed, or an examination or other tests

which the commission shall deem equivalent thereto, the commission may, in its discretion, waive further examination.

When transfers or promotions are properly applied for, and otherwise permissible, the Civil Service Commission is hereby authorized, in its discretion, looking to the good of the public service only, to waive requirements for examination and to substitute for such examination so waived such other tests of fitness and capacity as the commission may decide. In each case where such waiver is made the reasons therefor shall be stated at length by the commission, and made matter of record in its minutes. (Executive order, Nov. 22, 1907.)

\* \* \*

In case of promotion to a position for which the entrance tests are different, the person to be promoted must first pass an appropriate examination before the commission.

The examination will ordinarily be the same as is required for original entrance to the position to which promotion is to be made, but in cases in which examination is clearly unnecessary, as where evidence of the qualification of the person by training, experience, or education, which is satisfactory to the commission is presented, further tests may be dispensed with. See Executive order of Nov. 22, 1907, twenty-fourth report, page 110.

---

**PROMOTIONS FROM THE THIRD TO THE SECOND CLASS.**

Though the committees appointed by the Civil Service Executive to deal with classification and promotions have not finally reported, the Executive at its recent meeting adopted the following view for possible presentation in connection with the proposed amendment of the Civil Service Act (dealing only with those clerks who were in the service on

September 1st, 1908): 1. That all clerks in the third division who had passed the qualifying and promotion examinations be eligible for promotion—without further examination—on the recommendation of the head of the department, based on the report in writing of the deputy head, and accompanied by a certificate of qualification from the Commission. 2. That clerks in the third division who had passed the qualifying but not the promotion examination, be examined only in the duties of office, and that they be eligible for promotion on the recommendation of the head of the department, based on the report in writing of the deputy head, and accompanied by a certificate of qualification from the Commission. 3. That clerks in the third division who had not passed any examination at all should be required to pass an examination similar in character to the old qualifying examinations, as well as an examination in office duties, and should be eligible for promotion on the recommendation of the head of the department, based on the report in writing of the deputy head, and accompanied by a certificate of qualification from the Commission.

### Personals.

#### Appointments.

Agriculture Dept.—Miss E. Lesperance, E. Boulay and H. H. Selwyn have received temporary appointments at Ottawa.

Inland Revenue Dept.—Owen Power, to be Asst. Inspector of Gas and Electricity at Vancouver.

Interior Dept.—Charles E. Marchand to Div. 3 B.

F. W. Ammand, to be Immigration Agent at Halifax, permanently appointed.

Justice Dept.—Mr. Justice Mathers, to be Chief Justice of Court of King's Bench for Manitoba.

Customs Dept.—F. D. Pattison at Calgary

and Miss Gladys J. A. A. Boreham at Halifax.

Archibald Strachan, to be Collector at Kingston, permanently appointed.

J. H. Methot, to be sub-Collector at Winchester, B.C.

A. F. Craig, has received a permanent appointment at Montreal.

Marine Dept.—G. L. Brown, to be Chief at the Dominion Lighthouse Depot at Prescott.

Trade & Commerce Dept.—Miss J. B. Markley, to Div. 3 B.

Post Office Dept.—P. W. Powers at Sherbrook and J. A. Pouliot at Quebec. (on probation.)

Some 50 new appointments as stampers and sorters have been made in the various city post offices.

#### Promotions.

Interior Dept.—H. Sherwood, Lands Patents Branch, to 2 A.

G. A. S. Sparks, Dominion Lands branch, to 2 A.

F. G. D. Durnford, Lands Patents branch, to 2 A.

A. J. Fraser, Dominion Lands branch, to 2 A.

Interior Dept. (Observatory)—J. Macara, L. Gauthier, W. Simpson, and R. M. Stewart, from 2 A to 1 B.

Marine Dept.—J. M. O'Hanley, from 2 B to 2 A.

Post Office Dept.—L. E. Johnston, Ottawa to jr. 3rd; M. C. Green, Ottawa, to jr. 3rd; J. C. Hendersop, St. John, to sr. 3rd; R. F. Hopkins, Halifax, to jr. 2nd; R. Durston, Toronto, to sr. 2nd; R. W. Hymas, Toronto, to sr. 2nd; H. H. Hutchison, Winnipeg, to 1st class; T. Carlyle, Winnipeg, to 1st class; G. H. Gardner, Winnipeg, to sr. 2nd; J. J. Hare, Winnipeg, to jr. 2nd; C. A. de Sansmarg, J. A. Eakins, Winnipeg, to jr. 2nd; G. T. Crowe, Toronto, to jr. 3rd; J. L. Flynn, Toronto, to jr. 3rd; A. Carrothers, London, to sr. 2nd; C. C. Reed, London, to sr. 2nd.

Some 75 letter carriers and porters have been promoted to a higher grade in various offices and about 60 probationary clerks have been permanently confirmed in office.

Trade & Commerce Dept.—F. E. Bawden from 3 A to 2B.

### Transfers.

Customs Dept.—H. Wright, from Emerson Man., to Saskatoon.

Wm. Young, from North Portal, Sask., to Emmerson, Man.

John Head, from Toronto to Winnipeg.

A. M. Cameron, from Winnipeg to Toronto.

### Resignations.

The following officials have resigned from the service since the the last number of the *Civilian*:

Post Office Dept.—J. D. Smith, Calgary; H. Clark, Calgary; W. Milestone, Calgary; A. B. Bryson, Vancouver; S. D. Arnold, Vancouver; W. B. Bettsworth, Vancouver; Miss C. A. Bunel, Ottawa; M. E. C. Clarke, Toronto; E. B. Carmichael, Vancouver; A. L. S. Emsley, Calgary.

Customs Dept.—P. G. Dawson, Sarnia; H. D. Bannatyne, Winnipeg; J. A. McTavish Victoria; W. L. Boul, Vancouver.

Inland Revenue Dept.—Wm. Doobie, from the Calgary office.

Marine Dept.—Jas. Pattison, who has been mechanical engineer.

Railways & Canals.—Miss W. O'Toole.

### Deaths.

T. F. Watt of the P. O., Toronto, died on February 15th.

A. Labelle, Customs officer, Montreal, died on March 7th.

J. B. Martineau of the Customs service, Montreal, died on March 7th.

Robert Hogg appaiser for the port of Charlottetown, died on March 15th.

Mr. Taylor of the Registration Branch of the Interior Department Ottawa, died March 12th.

### General.

Mr. F. H. McLaren who since his return from British Columbia has been ill, was successfully operated upon at St. Luke's hospital on March 19th and hopes to return to his work at the Geological Survey within a week.

The following members of the Mines Department attended a meeting of the Nova Scotia Mining Institute at Halifax last week: R. H. Brock, the Director and Messrs Ells, Faribault, Hudson and McLeish. A number of papers were read by the Ottawa delegation

Anselme Labelle, of the Customs Department, Montreal, died on the 8th March. He is the first to draw the mortuary benefit from the Customs Association formed at Montreal on the 21st December 1909.

Hon. W. Patterson, his secretary, Mr. R. Telford and Mr. Russell of the Finance Department have returned in the best of health from an extended trip to the west Indies.

Mr. A. G. McBean of Montreal has been acting chief grain inspector in Montreal for the past year, has been appointed chief grain inspector for the Eastern Division, vice Mr. E. F. Craig deceased.

Miss W. A. Toole of the Railways and Canals Department is to be married at the end of the month to the superintendent of the Experimental Farm in Charlottetown, P. E. I.

Mr. John O'Neil has been temporarily appointed stenographer in the Engineers branch of the Railways Department.

An epidemic of la grippe has made the rounds of the Registration Branch, Interior Department, no less than thirteen being laid up with it in the one week. Fortunately most are back at work.

Mr. H. Lamb, resident engineer of the Public Works Department in London has been in Ottawa on official business.

Mr. E. L. Britain of the Finance Department is again confined to his home suffering from a relapse of his accident.

Arthur Brophy of the Secretary of State Department has accompanied Sir Charles Fitzpatrick to the Hague in the capacity of private secretary.

Miss A. MacGrady has been granted a short leave of absence on account of illness.

The members of the Public Works Department deplore the death of their late colleague G. Brown and sent a beautiful wreath as a symbol of their sorrow.

(Application Form.)

19

TO THE SUPERINTENDENT OF INSURANCE,  
FINANCE DEPARTMENT,  
OTTAWA.

Dear Sir,—

Please send to my address as below an application form for Insurance under the Civil Service Insurance Act.

My name appears in the last Civil Service List.

I contribute to Superannuation Fund No. 1.

I contribute to Superannuation Fund No. 2.

I contribute to Retirement Fund.

NAME .....

HOUSE ADDRESS .....

DEPARTMENTAL ADDRESS .....

Note.—Draw a line through the two funds to which you are not a contributor.

If the applicant has joined the Service since the last Civil Service List was compiled, he should get a certificate from his Deputy Head to the effect that he is on the permanent list.

**L. P. BOUVIER**  
**Envelope Manufacturer**

We manufacture all sizes and all grades of ENVELOPES.  
Commercial, Legal and Odd Shapes.

Capacity 25,000,000 a Month

*Our Specialty*

**Highest Quality Envelopes**

*Our Highest References are* Customers of Many Years' Standing

**L. P. BOUVIER**

PHONE MAIN  
3313

**29-33 Lombard St., Toronto**

Please Patronize Our Advertisers.