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THE CIVIL SERVICE REVIEW.

A Journal Devoted to the Interests of the Services in Canada.

Per Mias Rectus.

VOL. I.—NO. III.

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TO ADVERTISERS.

Ordinary show advertisements are charged at the rate of eight cents a line for the first insertion, and four cents a line for each subsequent insertion. Special rates and prices will be made for space advertisements extending over lengthened periods. Special terms will also be given for professional cards published in classified order. A special exchange column will be opened, for bona fide offers, at 10 cents a line for each insertion.

Births, Marriages and Death notices will be charged 50 cents each. No Funeral notices will be published under this head, as the paper is of fortnightly issue.

Preliminary Prospectus of the "Canadian Civil Service Review," submitted for information and in the hope of obtaining sympathy with the object indicated, and approval of the general lines of the scheme.

Following the lead of the Civil Service in England, it is in contemplation to establish at Ottawa a special organ, through which matters affecting the Civil Service of Canada, both Dominion and Provincial, can be discussed and represented. It is thought that the present time is peculiarly opportune for such establishment. The general lines of the scheme are the following:—

1. Its attitude will be absolutely non-political, impartial, and free from any national or religious bias.
2. All subjects affecting either the inside or outside service will be treated with truth, fairness and discretion, and with reference purely to the principles they may involve.
3. It will at all times be borne in mind that the Civil Service is, to a great extent, the executive of the Government of the day, and it is hoped that this spirit will be met by corresponding consideration; thus tending to sympathetic and harmonious working, and to mutual respect. In this regard co-operation, not antagonism, is the object in view.
4. It will not furnish general news, nor deal with general questions.
5. Its characteristics will be courtesy in appeal, moderation in argument, reasonableness in request.
6. The issue will be fortnightly, and the subscription one dollar a year.

TO CORRESPONDENTS.

The aim of this REVIEW is to be of real value to all members and every department of the Canadian Civil Service. Correspondence, accompanied by the name of the writer, on any subject of general or special interest is therefore invited. It is not our aim to be the vehicle for airing personal wrongs or grudges, nor will letters of that character be at any time admitted. The REVIEW is ambitious, and in order to achieve success, the most severe abstinence from personalities and partizanship will be enforced. All letters should be addressed

Editor,

CIVIL SERVICE REVIEW,
48 Rideau st., Ottawa, Ont

TO CONTRIBUTORS.

Members of either the inside or outside service are invited to submit papers on matters of interest either to their own branch particularly or to the service generally. The same censorship will be applied to such papers as to the correspondence. Postage on all communications must be prepaid, and contributors wishing rejected manuscripts to be returned must enclose stamps for that purpose. Contributions should be in the office by the 10th or 25th of each month. Contributions on strictly service or on scientific matters will be welcomed.

UNHEEDED RECOMMENDATIONS.

In May, 1868, a Civil Service Act was passed, and in the same year a commission was appointed to submit a scheme for its reorganization under the provisions of the Act. In 1880 a second commission was appointed to investigate the same subject, and in their report the commissioners recommended the adoption of the essential principles of open competitive examinations and promotion by merit as an effectual remedy for all the important defects of the system then in vogue. Following this report, a new Civil Service Act was passed in 1882, which provided for examinations to test the qualifications of candidates for positions in the public service, and also for the examination of candidates for promotion. This Act, although not going so far in its

provisions as was recommended by the commission, has been amended year by year, with one exception, from the time of its being first placed on the Statute book until the year 1889, and so far as the commissioners have been able to observe, the amendments in general have trended in the direction of the relaxation of the provisions of the original Act, and the consequent prevention of its intention from being carried out.—*Report of 1892, p. 17.*

The report proceeds to show that in England the commission of 1853 recommended the adoption of open competition, and in 1855 the principle was adopted to a limited extent. After five years experience, however, the extension of the system was recommended, as the result of a Parliamentary investigation, and the principle was finally adopted in 1870, and in 1873-4 the system was greatly extended. They conclude this review by quoting Hon. Dorman Eaton, first United States Commissioner, as follows:

"The merit system, therefore, with its tests of character and capacity, and its claims of justice and principle, against favouritism and partisanship, has achieved a victory over patronage;" whilst they sum up the whole with the following deductions:

In a few words, the difference between the English and Canadian systems, is that whilst in England appointments are, generally speaking, made on the ground of merit alone, as shown by success in open competition in examinations; in Canada appointments are the results not of the examinations, but of nominations after examinations have been had.

Of these examinations themselves, it may be said that they have been of such a character that the ordinary High School boy could without difficulty pass them; and from the general trend of the evidence given before the commission, it will be observed that in the case of a considerable number of the officials who have been appointed, a number of trials have been allowed before they finally passed. This has led to considerable abuse, and is largely responsible for the employment for long and irregular intervals of so-called temporary clerks, which has given rise to a conflict of opinion between some of the departments and the Auditor-General, chiefly as to the duration of time a temporary clerk should be out of office before being re-appointed, the Auditor General holding the one month should elapse, while some of the depart-

ments have made the limit a day or two.

Notwithstanding this openly expressed opinion, it is worthy of note that the draft bill to amend the Civil Service Act submitted by this Commission, that of 1892, continues the old system of qualifying examinations as does the bill of which notice was given this year, and which was printed.

The late Commissioners, however, go further. They do not in their bill come up to the high tide of their convictions, but on page 401 and 402 they make strong recommendations. How have these been acted on? Recent appointments suggest the answer, in the words of the old poet:

"Audiit, et vote Phœbus succedere partem
Mente dedit, partem volucres dispersit in auras."

The old principles of patronage have been maintained; promotion has been given, not as the reward for long service, and because of technical qualifications painfully acquired, but as a quid pro quo for services rendered in the political arena, by men outside the service. Common justice is again ignored, and the affection for partisan tests renewed, until, from disappointed and qualified men, grown grey in their departments, goes up the sigh, "Ephraim is joined to his idols."

SHOULD PAY THE TAXES.

The order promulgated in the Post Office Department on February 26th, prohibiting members of the department from either seeking or holding the positions of alderman or school trustee, continues to excite much attention. It is rumored that the order was the result of wire-pulling by certain citizens, who having occupied seats at the board of the civic council, have had their seats successfully contested by gentlemen in the department. This may or may not be the case, but the fact remains that men having a property interest in the city, an interest acquired by their own industry and economy, have been disenfranchised. They, as well as every other holder of real estate in the city, are taxed on these properties, but by the action of this order-in-council, they are virtually told that they must have no voice in the expenditure of the money accruing from these taxes. Jack, Tom and Harry, who have axes to grind, may be eligible for seats at the Council Board, and use the proceeds of the civil servants' taxes as his grindstone, but the civil servant owning property, and possessed of all the intelligence and probity necessary to a good alderman, or worthy school trustee, may only look on. Surely the logical conclusion would be that the government should invite the holders of property thus disenfranchised, to send the demands for their assessed taxes to the Auditor-General for payment, since they arbitrarily take away the benefits accruing from the payment of such taxes.

ANXIOUS ENQUIRIES.

"What is the CIVIL SERVICE REVIEW for?"
"What's at the bottom of it?" There are plenty of civil servants who would be glad to take it up if they knew what it was for." These enquiries are fre-

quently made of us by men who from their position we suppose able to read English at any rate. Had these gentlemen read the prospectus published in the two first numbers, or the first editorial, they would have seen the aims and objects of the REVIEW. As apparently they have not done so, we will endeavor to answer them now. The REVIEW is the outcome of a feeling, openly expressed at a conference of a few representative civil servants held some months since; that the members of the civil service had no organ distinctively their own, in which matters of interest to themselves and the service could be discussed. At that time there had been for some months existing more than sufficient evidence to prove that the civil service and its administration were used by members of Parliament as a political weapon merely. Charge upon charge had been made both in Committee and on the floor of the House, which showed that the men making them had but a very small amount of information as to the interior working of the service, whilst personal attacks, which we do not propose to touch here, had also been made. Except the various daily papers, the members of the service had no means of protesting, and although this means was open to them there existed this objection, that all the "dailies" were tinged with politics of some sort, and many of them very highly colored. The *Whitehall Review* has long been an organ of the English Civil Service, managed it is true by men outside the service, but devoted to its interests, and it was deemed advisable to institute an organ of a similar character for Canada. This answers the first part of the question. As regards the assurance that many would be glad to "take it up" if they knew what was at the bottom of it, very little need be said. When a man pays his subscription to a daily paper, he does not as a rule consider himself thereby bound to even believe, much less endorse, all that paper may editorially state. Nor does he go round to enquire whether the proprietor is most regular in his attendance at Church, or his libations to Bacchus. He simply takes his paper, and if it suits him continues to do so; if it does not, he lets his subscription exhaust itself and then tries another. All we ask is that members of the service will treat us in the same way, and that those members who have anything of interest to their own or other departments to communicate will favor us with either articles or letters, as long as personalities and opprobrious names are avoided.

IN MEMORIAM.

LIEUT. A. R. GORDON.

Lieut. A. R. Gordon, of the Royal Navy, for many years Commodore of the fleet engaged in the protection of the Canadian Fisheries, died at his residence on Wilbrod Street, on the morning of Friday, March 24th, in the 42nd year of his age. His death was not unexpected, as he had for some time been suffering from consumption. Lieut. Gordon was born and educated in Scotland, receiving his commission as Midshipman in the Royal Navy in 1870. He retired in 1873, and soon after came to

Canada, where he settled, and married a daughter of Sir Melville Parker, bart. In 1884, '85 and '86 he was in command of the expeditions sent out by the Canadian government to explore the Hudson Bay waters, and had previously been in command of the Imperial government's Alert expedition. He then became commander of the Fisheries protection fleet, which position he held until the abolishment of the office in 1891. The disease which proved fatal to him had by that time made considerable progress, and during his last season afloat he was obliged to have an assistant on board with him. He was also connected with the Meteorological Department in Toronto. Recently an Order-in-Council was passed, by which he was appointed Nautical Adviser to the Marine and Fisheries Department. The funeral took place at 4 p.m. on the afternoon of Sunday, March 27th, the remains being removed to Toronto for interment.

MR. MICHAEL DOLAN.

The main vestibule of the House of Commons was the scene of a very sudden death on Sunday, March 27th, when Mr. Michael Dolan, for over 14 years the respected night watchman of the House of Parliament, fell dead at the foot of the steps leading into the Commons lobby. The deceased had not long gone on duty, and had been down in the messengers' room chatting pleasantly with the other occupants. About six o'clock he started for a tour of the building, and soon after was found lying on his face in the vestibule unconscious. Dr. Landerkin, M.P., was in the House at the time, and quickly responded to a call, pronouncing life extinct. The cause of death was the rupture of a blood vessel on the brain. Deceased leaves a family of two daughters and four sons. Interment was made at Vinton cemetery, on Tuesday, March 29th.

EDITORIAL NOTES.

Owing to the serious illness of the author, we regret to be unable to give our readers the second part of Chapman Chilcott's paper on Salmon. We regret both the circumstance and cause, and hope ere long the gallant author will again revel in the amusement of writing.

No Act this Year.

The announcement made by Hon. G. E. Foster in the House of Commons, in March, that the Civil Service Act, which had been printed and circulated, would not be further proceeded with this session, will be hailed with delight by the majority of the members of the Civil Service. The hope has already been expressed that when next a Civil Service Act is introduced it will include a system of competitive examinations, based upon justice and fairness, and promotion by merit and seniority, all other things being equal.

Men are modest. They are content to see themselves in print, but ladies want to see themselves in silk or velvet.

An utter mistake—A lapsus lingue.

Motto for Ottawa—"Gas is all right in the main, but all wrong in the drain."

Mr. J. M. Courtney.

Mr. John Mortimer Courtney, Deputy Minister of Finance, was born at Penzance, Cornwall, England, 22nd July, 1838. He entered the service of the Agra where he learned much that has since been of use to him in his official capacity, and spent many years in India and Australia in their service. He entered the Civil Service of Canada, and was appointed a chief clerk on 2nd June, 1869. He was appointed Deputy Minister of Finance on the 1st August, 1878, and has since become Deputy Receiver-General, and Secretary of the Treasury Board. He married on the 5th October, 1870, Mary Elizabeth Sophia, second daughter of the late Fennings Taylor, clerk assistant of the Senate of Canada. His elder brother, Leonard Courtney, was for many years M.P. for the Bodmin, Liskeard division of the Duchy of Cornwall, England, and during a former Gladstone administration held office as Under Secretary of State for the Home Department, and Financial Secretary to the Treasury. Mr. Courtney is a director of the Civil Service Building and Savings Society, and enjoys a wide repute as being a capable permanent head, whilst he is popular both inside and outside the service.

The Bill Withdrawn.

On Wednesday, March 23rd, Hon John Costigan, Secretary of State, moved the second reading of the "Civil Service Act," at the same time intimating that he desired to make many and radical changes in the bill as printed. The powers of the Supervisor were to be limited, the fixing of the hours of attendance left to the various departments of the inside service only, and a clause was to be introduced to meet the cases of old and valued servants who could not be promoted without passing the technical examination. A long discussion ensued.

MR. LAURIER. This bill was introduced on the 3rd of February without any word of explanation at all. The Bill provides for the creation of a Civil Service Board. Certain powers are given that board, and more extensive powers are given to the new officer who is to be appointed and called the Supervisor of the Civil Service. Neither on that occasion, when he introduced the Bill, nor on this occasion, has the hon. gentleman given to the House a single word of explanation which would render necessary the creation of this board. He has not stated directly, or indirectly, or given the slightest intimation as to what is the present condition of things in the service which would render necessary the creation of such a board as this. I submit that under such circumstances the House cannot, with justice to itself and in the proper discharge of its duties, agree in any shape at all to the creation of this new board until some reason is given to show that the present service is ineffective, that more supervision is necessary, and that more officers require to be created who will keep our present staff up to the discharge of their duties. If I understand the Bill rightly, what the hon. gentleman proposes, under the name of the Civil Service Board, is simply a detective agency to look after the Civil Service. Look at section 4 of the Bill, and see what are the duties it is proposed to place upon the supervisor of civil servants.

"9A. The Supervisor of the Civil Service, hereinafter called the Supervisor, shall be under the direction and control of the Governor in Council, and his duties shall be as follows:—

"(a.) He shall, as heretofore stated, be secretary of the board;

"(b.) He shall have general supervision of the inside division of the service, with constant and ready access to all rooms and buildings in which clerks are employed;

"(c.) He shall report, at such times and in such

manner and form as the Governor in Council directs, upon the said division generally, and specially upon its condition, requirements, and practical working;

"(d.) He shall, whenever directed to do so by the Governor in Council, examine into and report upon the practical working of any part of the outside division of the service;

"(e.) He shall perform such other duties of a like nature as are assigned to him by the Governor in Council.

Now, the duties detailed here are simply those of a chief of police. He is to go whenever he chooses into the offices; he is to go into the cabinet of the Minister, into the room occupied by the Deputy Minister; he may visit the rooms occupied by the clerks, and may remain one second, or a minute, or an hour, at his own discretion. At all events, his duty is to see whether or not the clerks are properly discharging their work. I submit, in all conscience, that the Minister, under whom the department may be, or the Deputy Minister, or the chief clerk of the department, are quite competent to do that. I cannot see what reason can be urged to have an outside officer to see whether the clerks of the Minister of Finance or the Secretary of State or of any other Minister are properly discharging their duties. It seems to me to be absolutely childish that there should be a police officer—because he will be nothing else—going the rounds of the departments of the Civil Service to see whether or not the clerks there are discharging their duties. If the Deputy Minister, who is responsible to the Minister for the proper discharge of the duties which belong to the department, is not able to know whether those duties are properly discharged or not, if he cannot look after fifty or sixty clerks under him, he is not fit to discharge the responsibility and duties of his office. Can the hon. gentleman point to any such system where you have to bring an outsider, for I am justified in calling him so, to see how the work is performed? There are subsidiary duties given to this officer, but they are all subsidiary to this one idea, that the duties of the supervisor are to consist simply of police work within the departments. I look upon this Bill as a new device to put pensioners upon the Civil List, and there is no other reason for it; and I, therefore, move that the Bill be not now read the second time, but be read the second time this day six months.

MR. COSTIGAN. I have only this to say, that the amendments I have explained are not yet printed, and that my intention in moving the second reading was not to have any discussion, but simply to allow the measure to pass that stage, and then, when these amendments were printed and the whole Bill before the House, we might discuss all the details on the motion to go into committee.

MR. LAURIER. But I object to the principle of the Bill.

MR. COSTIGAN. That is a different thing.

MR. CASEY. I am astonished that the hon. gentleman should ask us to go on with this Bill today. I asked the hon. gentleman who is leading the House if he intended doing so, and he said not. I agree with my leader in his objection to the Bill passing this stage, as I think we should have a discussion on the principle of the Bill before giving it a second reading. As to the official proposed to be created, to be called the supervisor of the civil servants, my leader has aptly expressed all the objections to such an appointment, and I will not add anything to what he has said. As to the creation of a Civil Service Board to examine candidates for admission, promotion and so on, so far I can go with the Government. But, sir, I intend, at a later stage, to propose an amendment carrying out more efficiently what one would understand to be implied by the appointment of an impartial and non-partisan board to manage the affairs of the Civil Service. I believe

that the conduct of the Civil Service should not be on partisan lines. but that appointments and promotions and other proceedings should be directed by a board appointed as judges are appointed and as the Civil Service Board in England are appointed, during good behaviour, and not responsible to any political Minister of the day. I believe the service should be conducted on business principles, that appointments, promotions and all other matters connected with the service should be carried on as in a bank or insurance company or any other institution of that kind, and apart from political considerations. On a subsequent occasion, I shall propose an amendment to that effect, but I am not ready to propose it now. I am sorry the hon. gentleman has brought the Bill up to-day, when it was stated that it would not be brought up.

MR. FOSTER. I desire to explain. My hon. friend asked me if it was the intention to bring the Bill up to-day. I said it was not, and at that time I did not think it was coming up. I understood only the resolution was to be taken up. But as I passed my colleague's desk, he explained that he simply wished, as the Bill was to have a great many additions and amendments, to ask the House to read it the second time 'pro forma,' and he would have the proposed amendments printed before we went into committee, so that the House would have the proposition before them. That is all the hon. gentleman asked. I think he had a perfect right to ask that, in courtesy, and I think the Opposition have been rather curt in reference to a measure which the Government has been considering, and which is not perfected, and which the hon. gentleman who has it in charge simply asked to advance one stage, in order that it might get into committee. I think my hon. friend, in courtesy, should allow the second reading. The hon. gentleman shakes his head and, I understand, says he will not allow it. Then of course, it will be necessary to have a vote upon it. I must say, sir, without going into the discussion of the Bill, which it was not the intention of the House to do, I think the hon. gentleman ought to have the courtesy to allow the gentleman who has charge of the Bill, what he has asked, as a matter of information to the House and of justice to the Bill.

MR. LAURIER. The hon. gentleman's demand is not logical. If I agreed to the principle of the Bill I would give every facility to perfect it. But we object to the Bill in toto and object that it should go any further.

MR. FOSTER. Then, will my hon. friend allow me a suggestion. If the House wishes to reject the Bill, is it not right to wait, before doing so, until it is in the shape in which it is intended to be placed before the House? The Bill is now imperfect, and the intention is to present a number of amendments. Should the hon. gentleman ask to be allowed to withdraw his motion, he could have the Bill reprinted and have the vote on the reprinted Bill. My hon. friend shakes his head again and says: "No." He is not fair. He does not wish to give the Government an opportunity to present the measure.

SIR HECTOR LANGEVIN. The suggestion I make would be, that, instead of taking up the Bill now, the mover should have the Bill reprinted, with all the amendments, so that we will know exactly what is proposed.

MR. DAVIES (P.E.I.) But they insist upon the second reading.

SIR HECTOR LANGEVIN. I think not.

MR. DAVIES (P.E.I.) Yes, that is what they are asking.

SIR HECTOR LANGEVIN. I think it would be better to have the whole legislation before us. The amendment could be withdrawn; the Bill could be reprinted a the government intend to bring it forward and submit it to the House. If that meets

with the views of the hon. gentleman, I think it should be done.

MR. MILLS, of Bothwell, in a lengthy speech continued the debate. If the Bill were reprinted and presented to the House, it would be a new bill, and in support of this argument he cited the Redistribution of seats Bill, of some few years ago. He objected to the principle of the Bill. Like every other Bill introduced on this subject it aimed at shifting the responsibility of the Minister on to somebody else. If this were not so, and there was a misprint in the Bill circulated amongst the members, then the Secretary of State had asked the second reading of an imperfect Bill.

HON. JOHN COSTIGAN explained that he only asked the second reading of the Bill "*pro forma*," and would explain the amendments he wished to introduce. He complained of Mr. Laurier's moving the six months hoist.

MR. LAURIER was only proceeding on well established Parliamentary principles. The hon. gentleman could withdraw the present Bill, and introduce a new one.

MR. O'BRIEN. The Government would act wisely if they withdrew the Bill altogether. The Bill is objectionable on principle, it is impossible in practice and it is a Bill that will degrade and humiliate the Civil Service. It will be impossible for any man retaining his self-respect to remain in the service, or for any such man to enter it, if the provisions of the Bill are carried into effect. It is not only open to the objections taken by the hon. member for Bothwell (Mr. Mills), which are most serious objections, but it is unquestionably a method by which Ministers will endeavour to escape the responsibility due to this House and the country. It is part of a system by which we are gradually endeavouring, in all sorts of ways, to escape the ministerial responsibility. It is not only apparent in this measure, but in a great many others. There is not a member of the Civil Service who does not object to the Bill. There is no Bill brought in this session or any previous session, open to the number of objections to which this Bill is liable. I object to the principle of it, and to every detail of it, and so far the explanations of the Secretary of State do not appear to make the Bill a particle better than it is now. If the Government are wise, they will withdraw the Bill altogether, and endeavour to bring, another session, if they must bring down such a measure, a Bill that will not be liable to such numerous and insuperable objections as can be presented against the present one. It is not only objectionable in detail but objectionable in principle, and I cannot believe that members of this House who have taken the trouble to read it and consider its effect on the service, can possibly support it. I am very certain I do not stand alone on this side of the House in objecting to this Bill.

MR. COSTIGAN. If the House will allow me, I will withdraw the motion for the second reading.

MR. LAURIER. Certainly.

MR. COSTIGAN. I can move the second reading another time when the amendments are prepared.

MR. LAURIER. When you choose to do so.

MR. COSTIGAN. I move that the Bill be read the second time to-morrow.

MR. CHARLTON. Will to-morrow ever come?

Motion agreed to.

Thus died the Civil Service Act of 1893.

There is a good tale told of "Silver Mackay" when in Paris. General Grant was there at the same time, and Mackay asked him to dinner. The millionaire wanted to illuminate the "Arc de triomphe" for the General's benefit, and afterwards said he would "buy the concern" if Grant would like to take it home with him as a souvenir.

A Junior Clerk's Lay.

Respectfully dedicated to the Superannuation Bill.

Air—The Vicar of Bray.

Fill up the pipe, fill up the bowl,
Let smoke and drink abound,
And every grievance of the soul
In merriment be drowned.
What reck's if we are poor or rich,
When 'tis by statute stated,
If we but live to sixty-five, we're
Superannuated.

Throw care aside to-night my boys,
And thus we quaff our glass;
The trouble that to-day annoys
To-morrow o'er may pass.
For should our years reach sixty-five,
And we to live are fated,
We'll lay back on the Government,—as
Superannuated.

There was a good old book at home,
That once I loved to read,
Which told that men of olden times
Lived very long indeed.
I wish that Civil Servant's lives
Were by these figures rated,
And that I was Methuselah, and
Superannuated.

But let our years be what they will,
Our pay be what it may,
To-night let not one anxious thought
Cloud o'er the coming day.
And when we reach that silent shore,
O'er the dark valley freighted,
That best abode may we all gain—none
Superannuated.

THE JUNIOR CLERK.

Presence of Mind.

A genuine English sportsman was out shooting with a friend one frosty day, when they came to a very wide ditch that had to be crossed, for somewhere on the other side they had marked down a snipe. The friend, a little man of some nine stone or so, went over first and reported that the ice would bear; but because it was strong enough for nine stone it does not follow that it was strong enough for well on the way to nineteen. The big man, however, determined to venture, and first took one step and then another, while his little friend on the opposite bank held out a helping hand; but just as the welter weight was stretching for it, up went the bird with its cry of "Scape, scape," and the light gunner turned hastily around and blazed away, whilst his huge companion slipped, crack went the ice, and he disappeared into some five feet of black mud and slime as the gun went off. Presently he emerged, and having cleared his eyes and mouth and shaken some water from his dripping clothes, as he clamored up the steep bank, he simply enquired, "Did you get it?"

Sporting and Dramatic News.

Tam on foot to Jock in horse and cart.—"Whae ye gaun, Jock?" Jock—"Um gaun tae the station for forty pianos." Tam—"Ye mean a pianoforte." Jock—"Well whats the differ?"

Von Moltke was credited with having once said, "I have five different plans for invading England, but I have not been able to discover one for getting out of it."

The Superannuation Bill.

The Government Civil Service Superannuation Bill was read a second time in the House of Commons on Monday, March 27th. In moving the second reading Hon. Geo. E. Foster, answering Mr. McMullen made the following statement:—

MR. FOSTER. If my hon. friend, and the House will listen to me for about ten minutes, I think I can make clear what the position and intention of the Government is with reference to this matter. In the first instance, I must premise what I say by this observation: That the Government takes it up wholly with a desire to making the superannuation system—which it does not propose to entirely abolish—less burdensome on the funds than it has been up to the present time. As I said before, the present superannuation system commenced in 1870, and, remaining up to this date, it has not been a system which has been fairly tried upon its merits, and for two reasons. One reason was: That, although when the measure was introduced it had a fair abatement from the salaries, namely, 4 per cent on salaries of \$600 and over, and 2½ per cent for salaries under \$600; in a fit of mistaken sympathy, the House, some years afterwards, reduced that abatement to 2 per cent. on salaries of \$600 and over, and 1¼ per cent for salaries of less than \$600. That immediately reduced these abatements below the percentage which was necessary to carry even the best managed superannuation system. Again the system was begun with overloading it at the first end, and in this way: In 1870 we had a large number of civil servants who were then upon the list, and in the service of the country. They were landed upon the superannuation system, and the most of them paid nothing, or at least a very small proportion, into the superannuation fund; but they became entitled to the benefits of the superannuation fund, and have been charges upon it from that time up to the present. I desire to call the attention of the House to some figures in that respect which would show very clearly the amount of overloading of the fund, of which I have been speaking. I have in my hand a statement of persons who are to-day on the superannuation list, who were in the service in 1870, and who have been superannuated gradually from that time up to the present, and who have paid very little into the superannuation fund:

Of those who were superannuated in 1871, there are to-day eight living of an average age of 84 years, and drawing out of the fund \$3,265.72 per year; some of them paid nothing into the superannuation fund, and the others paid from eight months up to one year and six months superannuation abatement. That is, with regard to these eight persons drawing that amount of money from 1871 up to the present time out of the superannuation fund, nothing was paid by two, and but an average of one year superannuation abatement was paid by the other six.

Of those superannuated in 1872, two are still living with averages of 78 years, and drawing \$1,172.52 per year out of the fund. Of these two, one paid an abatement for one year and eleven months, and the other for two years and eleven months.

Of those superannuated in 1873, there are thirteen upon the list with an average age of 79 years, drawing \$4,101.88 out of the fund, and of these not one paid more than three and a half years abatement into the superannuation fund.

Of those who were superannuated in 1874, four are upon the list with average ages of 74 years, drawing \$1,057.88 out of the fund per year, and of those not one paid more than four years and seven months abatement into the fund.

Of those who were superannuated in 1875, thirteen are still upon the list, with average ages of 74 years, drawing \$5,442.99 per year out of the Treasury, and

of those the highest abatement paid was five years and eleven months.

Of those superannuated in 1876, eight are upon the superannuation list, with an average age of 71 years drawing \$6,163.60 per year out of the fund, and of these the highest superannuation abatement paid was for six years and five months.

Of those superannuated in 1877, thirteen are upon the list, with an average age of 74 years, drawing \$5,898 per year out of the fund, and of these the highest abatement paid was for seven years and six months.

Of those superannuated in 1878, nineteen are still upon the list, with an average age of 80 years, drawing \$6,887.94 per year out of the fund, the highest abatement paid being for eight years and six months.

Of those superannuated in 1879, nineteen are upon the list, with an average age of 74 years, drawing \$8,963.54 out of the fund per year, and the highest abatement paid was for nine years and seven months.

Of those superannuated in 1880, fifteen are still upon the list, average age of 75 years, drawing \$6,193.63 per year out of the fund, the highest abatement paid being for ten years and seven months.

Of those superannuated in 1881, twenty-one are still upon the list, at an average of 74 years, drawing \$8,116.92 per year out of the fund, the highest abatement paid being for eleven years and four months.

Of those superannuated in 1882, there are upon the list twenty-two, average age of 73 years, drawing \$11,665.48 yearly from the fund, the highest abatement paid being for eleven years and eleven months.

Of those superannuated in 1883, there are upon the list 33, average age 74 years, drawing \$13,219.50 per year from the fund, the highest abatement paid being for thirteen years and seven months.

Of those superannuated in 1884, there are twenty upon the list, average age of 68 years, drawing \$9,527.18 from the fund, the highest abatement paid being for fourteen years and five months.

Of those superannuated in 1885, there are sixteen upon the list, at average age of 67 years, drawing \$7,609.10 per year from the fund, the highest abatement paid being for fifteen years and five months.

Of those superannuated in 1886, there are twenty upon the list, with an average age of 73 years, drawing \$10,019.78 from the fund per year, the highest abatement paid being for sixteen years and four months.

Of those superannuated in 1887, there are twenty-six upon the list, with an average age of 70 years, drawing \$18,988.40 yearly, the highest abatement paid being for seventeen years and ten months.

Of those superannuated in 1888 there are upon the list twenty-nine, the average age is seventy years, the amount drawn yearly \$20,076, and the highest abatement eighteen years and six months.

Of those superannuated in 1889 there are upon the list thirty-five, the average age is sixty-nine years, the amount drawn yearly \$21,659, and the highest abatement paid nineteen years and two months.

Of those superannuated in 1890 there are upon the list twenty, the average age is sixty-five years, the amount drawn yearly \$12,886, and the highest abatement paid twenty years and six months.

Of those superannuated in 1891 there are on the list thirty-nine, the average age is sixty-seven years, the amount drawn yearly \$26,878, and the highest abatement paid twenty-one years and four months.

Of those superannuated in 1892 there are on the list twelve, the average age is sixty-eight years, the amount drawn yearly \$10,047, and the highest abatement paid twenty-one years and eight months. Totalling up these figures, I find that the total number upon the establishment in 1870 who are drawing superannuation to-day is 391. Of these 387 are the average age of seventy-one years, and the total yearly

amount they draw is \$219,842, while the total number on the list in 1892 was 502, and the total yearly amount they draw is \$255,023. I have given this statement for the purpose of showing that the overloading of this superannuation fund is due almost entirely to the fact that old or elderly servants who were in the service of the country in 1870 were placed upon the superannuation list at that time, with either no payment or abatement, or a comparatively small payment into the fund, and have been a charge upon the revenues, some of them from 1870, and many of them for a number of years since. It will be seen, then, that there is a cause why the superannuation system has been so burdensome; and if those who were old in the service in 1870 had not been put upon the list, and those who came in after that date and were put on had paid their abatements, there would have been a natural increment of abatements, and there would have been only a natural relative falling-in of superannuated persons to draw upon the fund. That, then, is the reason why the superannuation system has proved so burdensome. It has not been the fault of the system, but the fault of the action of Parliament—I am not going to say wrongly—in overloading the system at its commencement by putting on the list those who were made eligible for superannuation.

Mr. MILLS (Bothwell). I may say to the hon. gentleman that the Bill fixing the superannuation amount was introduced by Sir Francis Hincks when he was Minister of Finance, and he estimated 4 per cent as the amount necessary to supply the necessary annuities. The hon. gentleman is now fixing the percentage at a lower rate. Has he taken an actuarial estimate in arriving at the rate?

Mr. FOSTER. I will come to that in a few moments. The other reason was what my hon. friend just stated, that although 4 per cent and 2½ per cent respectively as abatements were considered sufficient at that time to carry the annuitants, they were reduced a few years later to 2 per cent and 1¼ respectively, and these were far below what was necessary. These are two reasons why this system has been so burdensome in its results. Now in the present proposition there are two elements. One is to commence de novo. Some may say, why not abolish the superannuation system compounding in some way with the present beneficiaries. I think there are two reasons why the House would be slow to do that. In the first place, the present civil servants have grown up in the service on the basis of a superannuation which they had in view when they entered the service, and to which they have loyally contributed, and after they have grown comparatively old in the service, I think it would be a harsh thing for Parliament to deprive them of the benefits of this system at the present time, and I do not imagine that Parliament would seriously consider any such proposition. So that, for good or for evil, we have to carry out the system with regard to those at present employed in the service. There is, however, a silver lining to the cloud in one respect, which we cannot rejoice in, but which in the order of nature we may be permitted to contemplate. Those servants who are now the large annuitants, and who draw largely on the fund have an average age of 71 years, and many of them go up into the nineties. In the order of nature, these will pass away rapidly from year to year, so that a few years hence will see a large proportion of the present heavy burden taken away from the fund. Therefore, I do not anticipate that in the future the disparity between the income and the outgo of the fund will be so large. It will, I think soon begin to diminish constantly and fairly rapidly. Then with reference to those who come into the service in the future the question is whether we shall have any superannuation system. There are two sides to that question. The one side which forces

itself upon my attention, and which, I think will also force itself upon the attention, of the House, is this, that after all a fair superannuation system is not the least economical system—is, in my belief, the most economical. There is a sympathy with men who come into the service at an early age, and grow up in the service, and when the time approaches that they are not able to do their fair share of work, or to do their work at all, there is a lack of desire to put these men out of the service without anything, and, without a superannuation system, the tendency of that sympathy would be to keep men on drawing their salaries as long as possible, whether they could do their work fairly well or not, and, as the work has to be done, to put other men on to do the work, and so to overload the service with people who are not active servants in the best sense, and who do not do the best work. On the other hand there is this to be taken into consideration, that you have not at all exhausted this subject when you consider the payment into the superannuation fund, and the payments out. You have also to take into account the question of the real economies effected by the superannuation of persons with high salaries and filling up their places with persons at lower salaries, or doing away with the offices altogether. I have not had a calculation made as to all the departments; but I have had some calculations made with reference to my own department, and I can fairly challenge the investigation of the House in regard to the superannuation in the Finance Department for the last ten or fifteen years. Any person who goes through it will see that the system has been established for the purpose of doing away with servants who had become unnecessary owing, not to less work but to better arrangements of the work, or to the appointment of persons younger, with less salaries, and who do the work efficiently. I will not weary the House with reading examples, but this is a side of the question we ought to take into account. Another thing which burdens the superannuation system is the taking into it of men at an advanced age, when possibly they will have but ten or twenty years of active service and then come in for the full benefits of the superannuation fund in proportion to the term of each. What the Bill proposes then is to commence de novo, without at all disturbing the present situation, so far as the civil servants now employed are concerned. It proposes to form a superannuation number two, into which shall go civil servants appointed after the passage of the Act. It is proposed to make the abatement what is considered a fair abatement not so much as that proposed by Sir Francis Hincks in introducing his measure. We propose to make it 3½ per cent instead of 4, and 3 instead of 2½ for salaries under \$600. We propose to limit the age at which employees can go upon the superannuation list to forty-five. That is to say, no person who is appointed over forty-five years of age shall have the benefit of the superannuation, and the idea of this is to encourage what we ought to encourage the getting into the service of younger men, who will be trained up to the work gradually, and will give to the country the best service they possibly can, and to discourage the taking in of men of advanced years whose term of service would be naturally short and who become more burdensome upon the superannuation list. So that one point in this Bill is that persons who are employed in the Civil Service of forty-five years of age and upwards shall not be eligible to be put on the superannuation list.

Mr. MILLS (Bothwell). Nor charged.

Mr. FOSTER. Nor charged, certainly. Then I have had, as my hon. friend intimates, actuarial calculations made. I suppose my hon. friend does not wish me to read the tables but merely to give the results. The results show that, on the basis of 3½ and 3 and on the basis

of not having any persons charged in the list who enter the service at forty-five years of age or over, and on the basis that we shall not superannuate under sixty-five years of age, this system would be completely self-sustaining, on the supposition that on the funds in the hands of the Government we shall allow an interest of 6 instead of 4 per cent. The contribution then which, under these circumstances, the Government will give is a contribution of 2 per cent on the moneys invested in the fund, and of which the Government will have the use. Under these circumstances, if the rules be rigidly adhered to—and they will be unless other legislation takes place—with reference to the percentage of abatements and with reference to the limit of forty-five years, there will be no charge upon the country with the exception of the extra interest charged which will commence with nothing and go up gradually. The interest on the first year will be estimated as our contribution at \$180; the interest for the second year will amount to \$558, and will go on accumulating as the fund increases. It may be said, in answer to this, that you cannot always keep the age of superannuation at 65, and that some will be superannuated below sixty-five. That is true. It often becomes necessary to do so, but even under the old superannuation system, taking the whole average, the age of superannuation has been sixty and sixty-two, so that although superannuation sometimes takes place below sixty-five, by persons becoming disabled through accident or ill health, the majority of cases will not necessarily be very large, and the contribution which the Government will have to make over and above the 2 per cent interest I have spoken of, will be a contribution sufficient to make up for the fund what is necessary to keep equal to paying all the prospective annuitants upon it owing to superannuation. The superannuation may be made below the age of sixty-five which will amount to an insignificant sum. So that, under this system, for about twenty years, there will be scarcely any demand upon the country at all, with the exception of interest which goes into the fund. After twenty years, there will be the gradual accretion of superannuants; and at any time that the Government and the House wish to do away with the superannuation system there can be no one in the Civil Service who can get up and say, you have violated the compact, you must not do away with this as far as I am concerned; for the fund will be in such a position that if at any time the Government and Parliament come to the conclusion to have no superannuation and to stop the system, there will be a fund out of which to pay to every prospective annuitant what may become due to him in the course of his life in the Service.

A lengthy debate ensued in which Mr. Mills, Davies (P.E.I.), Sir Hector Langevin, Campbell and Dr. Sproule took part. Sir Hector Langevin considered the Act a great improvement on the old measure.

MR. DAVIES, advocated the system proposed by Hon. Edward Blake in 1883, and suggested leaving the Bill over till next year.

This suggestion was not received but the Bill was read a second time, and passed through Committee, and reported.

Trio in slow time. Scene, a restaurant. Gentleman with impediment in his speech—"W-w-waiter g-give m-m-me some r-r-roast b-beef." Waiter similarly affected—"W-w-we aint g-g-got any." The customer sprang up enraged to strike the waiter for mimicking him, when a third person arrests him with "D-d-don't strike him, he st-st-stutters as b-b-badly as I d-d-did b-before I was cured."

The Insurance Bill.

Amongst the bills that have been passed this session is the Act known as the Civil Service Insurance Act. Hon. G. E. Foster, in moving the second reading, was called on to explain. In doing so, he said that complaint was made that the Superannuation Act provided only for disability, but made no provision for the families of those who died before reaching the age for superannuation. The object of the present Act was to provide a safe and cheap form of insurance to those paying the superannuation abatement, the amount being limited as to the maximum, so as to prevent its being used as a means of amassing wealth. The Government's contribution was, firstly, the management of the insurance and the buildings. He had gone very fully into that feature of the measure, and was assured it would not include any extra clerical charge. He continued:

The Bill puts the insurance matter under the care of the Superintendent of Insurance, and the working of it is confided to the Finance Department as a whole. The charge for expenses and buildings being lifted from this insurance system, it is made by that much cheaper and more profitable to the person insured. The second contribution of the Government, which is really a contribution, is this. Upon all the moneys which are paid in and which remain in the hands of the Government, the Government allow a rate of 6 per cent interest, being a contribution of 2 per cent above the rate at which money is borrowed, taking all charges into consideration—a little more, in fact. By these two means combined, first, taking off the charges for expenses and buildings, and, secondly, the contribution of 2 per cent, or about 2 per cent upon the moneys in the hands of the Government, cheaper insurance is given by a great deal than can be got from any of the regular line companies, taking security into consideration as well. The charge upon the Government at the inception of the scheme is nil, and the charge gradually increases as the number of policies taken out increases. But even when we shall have advanced so far as to have \$4,000,000 of insurance running, the whole charge upon the Government, it is calculated, will be about \$13,000. So that, if you place the two measures together, the superannuation measure and the insurance measure, you have, I think, very nearly a perfect system for the Civil Service. You have a superannuation system which is self-sustaining, or very nearly so, and you have along with it a cheap form of insurance, which costs the Government very little; and the two together entail a minimum charge on the public Treasury while giving a maximum benefit to the service as a whole. Thus we gain in two things—first in the discipline of the service, and the power to dispense with the service of officers who become disabled by illness or infirmity.

He continued, I neglected to state that this system of insurance runs pari passu with the new superannuation scheme, and is not open to those who belong to the service at present, and who pay their contributions to the old superannuation fund according to the old abatement. But in order to allow persons of that class, if they wish, to have the advantage of this form of insurance, it is provided by the fifteenth section that if they pay the added abatement they will be allowed the advantage of the insurance. The added abatement, taken in connection with the insurance, together with ages of those in the service, most of them having been in it for a long period of years, will pretty well preclude the great majority of those belonging to the service at present from taking advantage of this measure. Some of the younger men may, but if they do they will have to pay more into the superannuation fund than they do at present.

Hon. Mr. Laurier received these enthusiastic remarks with distrust, and said: Whenever the Government of the country has undertaken to go into any kind of business, it has not generally proved very successful or economical, as in the railway business, but quite the reverse, and I fear that our experience will be the same in this instance. The hon. gentleman says that the Government contributes 2 per cent to the fund. What reason can there be why the people of the country should be taxed to any extent whatever for the support of one class of the community? I can see no adequate reasons for it. Civil Servants may be well paid or they may not; I do not raise that question at this moment; there is however, no difficulty in filling the ranks. What reason can be adduced why Civil Servants should not pay their own insurance? The hon. gentleman has not given any reason. He has just made the blank statement that the Government intends to contribute 2 per cent to the fund. It is open to every Civil Servant to-day to insure his own life. The hon. gentleman has not told us what is to be the basis of the premiums which are to be exacted from the Civil Servant, under that system of insurance; and if I understand the Bill aright, the basis is to be found in the tables which

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guide insurance companies. Then, if the system is to be based upon these tables, the premiums should be the same. I cannot conceive, from the statement of the hon. gentleman, that the premiums are to be less than what are charged by other companies. The hon. gentleman has given us no figures to show where the economy comes in; and if there is to be an economy for the Civil Servants, it is to be at the expense of the Government, and I do not see why we should bear the expense. I submit that the whole system of superannuation is a vicious one; but, as we have discussed that already, I will not renew the discussion. The session is so far advanced that I cannot offer opposition to the Bill, which I am sure, in any event, the majority with its usual leniency would adopt as well as any other piece of legislation introduced by the Government.

Hon. G. E. Foster said he had not gone into figures, but would give some statistics from existing Companies, which he did, and in reply to Mr. Davies (P.E.I.) said: This Act, in the first place, is meant as a companion Act to the one passed yesterday. The persons who come in after the passage of these two Acts, come in under a system of superannuation, and also under a system of insurance. The superannuation they will pay is 3½ per cent. and 3, and the insurance they get is on the lines laid down here. It would be manifestly unfair to allow persons now in the service, and who pay only 2 per cent. into the superannuation fund, to have the advantage of the second provision; so that they are debarred from being insured under this insurance scheme; but there is a provision by which, if they raise the abatement which they pay to the superannuation fund, they may become eligible for insurance under this scheme. This, as I explained to my hon. friend, would be valuable, on business principles, to a very few of the present civil servants. The young men might choose to accept it, but those who have been for a long time in the service would not find it profitable to take it.

MR. CASEY said.—This Bill involves a false principle. I do not believe that the Government should go into the insurance business for the benefit of members of the Civil Service. The hon. Minister has explained that the cost of management is not provided for, and that he proposes to insure the civil servants at the net cost of insurance, without the loading which, as he knows, is put upon insurance premiums in ordinary insurance companies. Now, it seems to me that civil servants ought to be put upon the same platform as other people, and allowed to make such provision for their families in case of death as they please, and I think that, when the Government undertakes to insure these people for less than the ordinary rate, they are doing what it is not the business of the Government to do. Therefore, I object to the whole scheme.

In Committee the bill was severely handled.

MR. DAVIES (P.E.I.) said,—I was just going to say that that is the way the public are not fairly treated in this matter. There is no doubt that you are providing a system of insurance, the best in the world for these civil servants, a lower rate, absolute security, and not charging them anything for expenses of management. Past experience teaches us that you will not go on two or three years before you have quite a staff of officers for this purpose. You will not get a man to write out a policy without extra pay, unless the department is different from other departments, and I am pleased to say that the Department of the Minister of Finance is in a great many respects an example for the other departments.

HON. G. E. FOSTER. I will see that it is done as long as I am there.

Finally the bill was reported.

In a private letter to the editor of a magazine the editor of the Billville Banner describes Chaucer as "the most talented dialect writer of his age."

A Minister Sold.

Right Honourable Hugh Childers was one of the ministers who was always wanting to economize Government labor. On one occasion he was just quitting his office, and had reached the ground floor, when he suddenly recollected that he had a note to write, and turned into the first room he saw open. A young fellow stood there in front of the fire warming his back, and evidently enjoying, for the time, immunity from anything like labor. Mr. Childers, to whom anything approaching idleness acted like a red rag to a bull, enquired how the young man employed his time, and how much of it was occupied with the work of the department. The reply was, "Not very fully, perhaps four days a week would be quite enough for all I have to do." Mr. Childers then informed the young man who he was, and told him to expect to hear of more work being provided for him, so as to fully occupy his time. The War Secretary was just leaving, when the youth, who had taken the whole lecture with charming coolness, said, "As you have given me your name I should like in return to tell you mine. I am Mr. Dent, the Clockmaker's assistant, and just come here once a week to wind up the clock. I am only resting myself for a bit."

Singular Plurals.

Remember though box in the plural makes boxes,
The plural of ox should be oxen, not oxes;
And remember, tho' fleece in the plural is fleeces,
The plural of goose is not geoses or geeses;
And remember, though house in the plural is houses,
The plural of mouse should be mice and not mouses;
Mouse it is true in the plural is mice,
But the plural of house is houses not hices;
And foot it is true in the plural is feet,
But the plural of root should be roots and not reet.

ANON

Pay your money, and take your choice.—Bridget, looking at one of Raphael's pictures—"Whats thim marm?" Mrs. Doteonart—"Those are cherubs" Bridget—"Cherubs is it? Mary Ann says as how they was bats, and I says twins, barrin the wings."

APPRECIATION.—Two sailors and a tame parrot went to see the Imperial Japanese Troupe at Tokio, Japan. The sailors were lost in admiration, and frequently ejaculated, "Now isn't that clever." Wonder what he will do next?" Poll said nothing but thought the more. Presently one of the Japs in doing the trick of keeping several bamboes, lighted at each end, going in the air at once, had his attention drawn to something in the audience, and missed one of his sticks. The blazing cane flew through the air, alighting on a pile of fireworks, bombs, etc. A terrific explosion followed, blowing off the roof and shattering the walls. The parrot was blown through the roof, and alighted about four hundred yards away, minus one eye and his tail feathers. As he came down with a heavy flop he shrieked out, "Now isn't that clever; I wonder what he'll do next?"

Mr. Willimott, of the Geological Survey, left last week for Chicago to join Dr. Seiwyn's staff at the World's Fair.

The Civil Service Review has received an application for copies of the paper from the Royal Colonial Institute, Northumberland Avenue, London, England. In the newsroom of this institution, nearly three hundred colonial periodicals and newspapers are regularly filed for reference.

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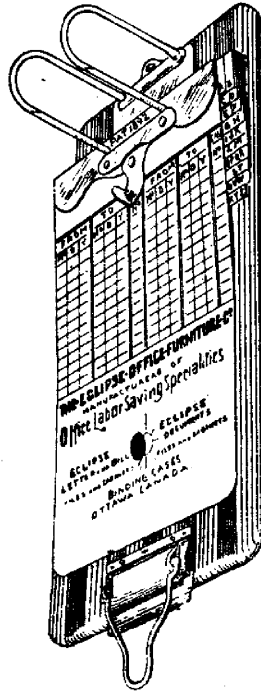
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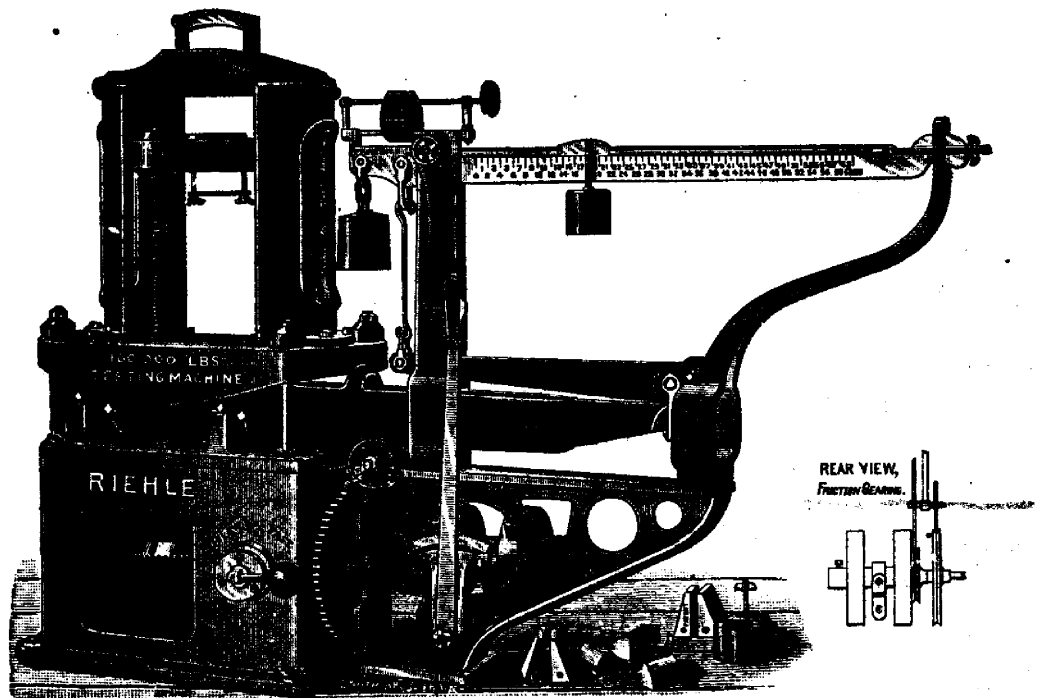
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