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VOL. I

MAY 8th, 1908

No. 1



THE CIVILIAN

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

SPECIAL FEATURES:

- Our Credentials - The Outlook.
- Memorial to the Prime Minister.
- Report of the Civil Service Commission.
- Civil Service Athletics.
- Civil Service Association.
- Petition of Foremen in Government Printing Bureau.
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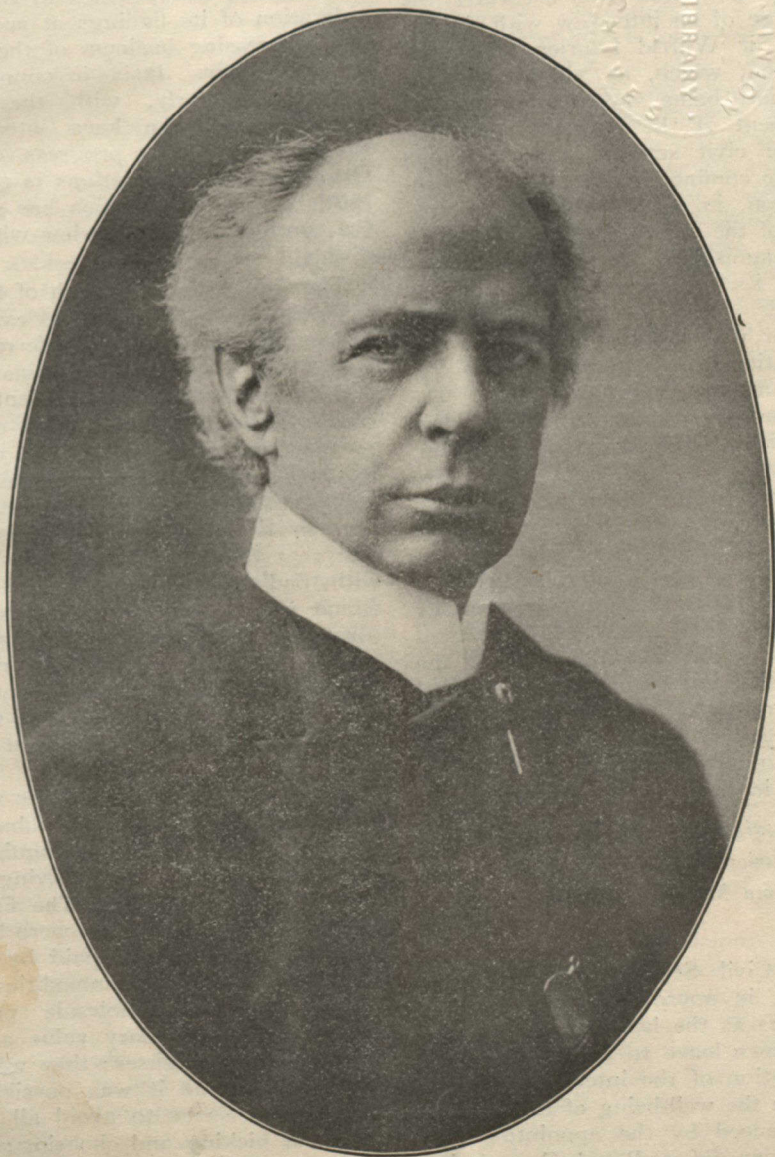


THE CIVILIAN

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THE RIGHT HONORABLE SIR WILFRID LAURIER, P.C., G.C.M.G.

Prime Minister of Canada.



The Memorial of the Civil Service Association to the Prime Minister.

On Thursday, April the 16th, a deputation of four representatives of the executive of the Civil Service Association of Canada was accorded the privilege of an interview with the Rt. Hon. Sir Wilfrid Laurier. The Association, which, as all are aware, came into being shortly after the appointment of the Royal Commission on the civil service last year, has hitherto confined its efforts to the presentation, in as cogent form as possible, of the case of the service before the commission, and to the perfecting of its organization and working methods. The interview with the Premier was solicited in view of the publication of the commissioners' report, and the expected action of the Government in that connection. For the sake of expedition and precision, the requests of the Association were submitted in the form of a written memorial addressed to Sir Wilfrid Laurier as the head of the Government. It is with great pleasure that THE CIVILIAN, through the courtsey of the Prime Minister and the Association, is able to publish below the full text of the memorial, the general nature of which, as will be seen, is supplementary to the more extended statements presented to the commissioners in June and October last:

*To the Right Honourable Sir Wilfrid Laurier, P.C., G.C.M.G., &c.,
Prime Minister of Canada:*

Sir,—

The Civil Service Association of Canada, in approaching you for the first time as the head of the Government, begs leave to express its deep appreciation of the interest you have taken in the well-being of the service, as evidenced by the appointment in May, 1907, of a Royal Commission to enquire into all matters pertaining to its organization and efficiency.

The Association has already, on two occasions, availed itself of the privilege of giving full expression to its views before your Commissioners. Since that time the report of the Commission has been issued and you have announced in Parliament, to the great satisfaction of the service, that the Government will proceed to the consideration of its findings at such time as the pressing business of the country will allow. It is in connection, more particularly, with the latter statement and the keen interest of the service in the progress of the Government's deliberations in this regard that the Association has sought the courtesy of an interview with you to-day.

The Association, on both of the occasions on which it offered evidence before the Commission, referred at length and in detail to the remarkable and, in fact, wholly unprecedented increase which has taken place during the past ten years in the cost of living in Canada. The matter has been and continues to be of such immediate urgency to every member of the service that the Association trusts, notwithstanding the strong words with which your Commissioners have corroborated its previous statements, and which might well seem to render additional emphasis unnecessary, that you will allow one further brief representation on this all-important subject.

On the first of the occasions above referred to, the Association submitted the results of an extended enquiry into the trend of the cost of living during the past ten years. The figures which were then compiled were based on actual retail prices paid by residents of Ottawa for commodities and services—not on wholesale prices, which are of secondary value as reflecting living expenses; they were as comprehensive as it was possible to make them, so as to avoid all semblance of picking and choosing; they were absolutely truthful, being for the most part from the written records of local dealers, and they were

arranged in accordance with the plan followed by leading authorities in statistical research, whereby a definite measure of the phenomena might be obtained. That measure was found to be, in the case of the lower-paid members of the service, an advance of 34 per cent. during the decade, and in the case of the higher paid officials an advance of 28 per cent.

These statistics were prepared in June, 1907. Shortly after that date a period of extreme stringency in the money market set in, the product largely of conditions outside of Canada and of the extraordinary expansion of all branches of industry within the Dominion itself. As a result, certain raw materials, and, later, certain wholesale commodities began to recede from the high price-levels established by the continuous advances of the past several years. As this tendency was still in progress during October, at which time the Commission ceased the taking of evidence, the Association thought it advisable to draw attention to certain fundamental considerations involved in the current situation, which would have the effect, in its opinion, of perpetuating the disabilities under which the ordinary consumer found himself. These were, very briefly, the period of development, in the way chiefly of land settlement and of railway construction upon which the country has entered and which is bound to continue for years to come; the greatly increased annual production and consequent cheapening of gold as the purchasing medium; and the slowness of retail prices to react to any but marked and prolonged alterations in the wholesale level. It is in the way of examining the action of ordinary consumption prices since the period of the stringency and in the light of actual experience during the past seven months, that the Association begs leave to add a word to-day; for, though it is matter of common knowledge that there has been an intensification recently rather than an amelioration in the high cost of living, the

desire of the Association throughout has been to submit as definite and explicit information as possible in all its representations on this point.

Within the past ten days, accordingly, the Association has again consulted the leading retailers and others from whom its previous facts were obtained, in order to ascertain what changes, if any, other than those of a seasonal character, have occurred in the prices which residents of Ottawa have had to pay for staple commodities since the date of the earlier enquiry, viz.: June, 1907. Without recurring in detail to the scope of the previous investigation, the results in the several groups then covered may be briefly indicated as follows:—

Meats and Fish.—Fresh and salted meats, after an interval of low prices caused by heavy autumn marketings, are again on high levels and promise to exceed last summer's prices by a wide margin. Pork, bacon, lard, etc., are rapidly advancing. The advances previously shown were from 25 to 50 per cent. Fish prices have remained firm, with an upward tendency. The previous advance shown was from 30 to 300 per cent.

Dairy Produce.—Milk is one cent per quart dearer than at this time last year. Butter and eggs have been from 12½ to 15 per cent. higher all winter than a year ago. The former is at the present time 3 to 5 cents per lb. dearer than during the corresponding period of 1907, though the latter declined at an earlier date this spring than last owing to the milder weather. Cheese remains very high. In the decade, the increases in this department ranged from 20 to 50 per cent.

Groceries and Provisions.—In the past ten years, groceries and provisions were shown to have advanced 25 to 30 per cent. In the past nine months there have been further slight advances in a few lines, notably in tinned goods. Flour has advanced 35 per cent. and sugar 10 per cent. since last autumn, owing to crop conditions. Bread is at present 12 cents

per large loaf; a year ago it was 11 cents. Ice this year will be \$10 the season, instead of \$8.00, as last year; a few years ago it was \$4.00 the season.

Dry Goods, Clothing, Furs, Footwear and House Furnishings. — No change was reported in the previous advance of 20-30 per cent., but woollens at the present time are scarce and high in tendency.

Furniture, Kitchenware, Crockery, Glassware and Paints.—No change was reported. The advance previously shown was 10-30 per cent.

Hardware and Builders' Supplies.—Prices are 15 per cent. lower than last year. Lumber is firm. In the decade, prices showed an advance of 25-40 per cent.

Leather Goods, Drugs, Stationery, Sporting Goods, Tobaccos and Sundries.—Prices are unchanged since 1907. Since 1897 the advance has been 10-40 per cent.

Fuel.—Coal has been 50 cents a ton higher all winter than last year, which in turn showed an advance of 11 per cent. compared with 1897. Wood is to-day 30 per cent. dearer than ten years ago.

Rentals. — Rentals, which were shown to have advanced 36 per cent. in the decade, have continued to advance during the past year. Many landlords have added \$2.00 per month to the rent of their houses in connection with renewals during the present spring. Board and lodging are steadily going up, being 20 per cent. higher in 1907 than in 1897.

Wages.—Wages in the lumber camps recruited from Hull and Ottawa have been lower than a year ago. In the mills, however, rates have remained firm. Dullness in the mica trade rendered an extra supply of factory girls available for domestic service, but there has been no perceptible effect on wages. Though unskilled labour has fallen off, the schedules of the skilled trades have remained firm.

Interest.—Interest on building and

Continued on page 17

The Report of the Civil Service Commission.

I. General.

During the past year occurred an event, which, viewed in relation both to what has sprung and what will yet spring from it, was of supreme concern to civil servants. Almost precisely one year ago a Royal Commission was issued to three well-known gentlemen, Messrs. Courtney, Fyshe and Bazin, directing them to investigate conditions in the service and report. Here, then, was a gateway of hope. Up the steep rise of an era of augmenting prices the service had climbed upon a scale of salaries that had been fixed in the hoary days of long ago, and were none too liberal then. The right of superannuation had been taken from them. They had been finding the way increasingly difficult, with a sharp *crescendo* tendency at the end. When, therefore, it appeared that an independent investigation was to be had, they rejoiced, being fully convinced that there could be only one answer when fair-minded men were given the following problem to solve, viz.: Can a wage barely sufficient for current maintenance, with the esteemed right of eating grass (or, in the alternative, of starving) after the life-energies have been all wrung out, produce a highly-efficient and contented service? Various other anomalous conditions had grown up as well, so that, considered generally, the time was fully ripe for an enquiry.

The commissioners, having organized for business, began the taking of evidence. Concurrently, also, the service, for the first time in its history, banded itself into an association, which is now established upon a basis of permanency. This bright chapter in our history deserves and shall have extended notice, but is here referred to only incidentally. Suffice it to say that the intervention of the Association at this juncture was in the highest degree beneficial. Its me-

memorials are documents of permanent value, and the representations made therein, based upon authentic data and observation of the service at close range, are not open to serious challenge. The principle memorial was presented to the Commission on June 26th, when the members of the executive, who were charged with the duty of presentation, were examined. On this occasion the commissioners requested one of the members of the delegation to frame a new superannuation measure and report as soon as possible; and the Bill thus prepared was concurred in by the commissioners, printed in their report, and urged upon the Government for adoption. The Association again waited upon the Commission on October 25th with a brief supplementary memorial relative to the cost of living. In the meantime, the Commission had been steadily taking evidence in Ottawa and elsewhere, concluding this branch of their work about the third week of November.

Then ensued a period of trying delay. From the end of November onwards the Report was expected from week to week, almost from day to day. At length it became known what the impediment was. Two of the commissioners were *fysheing* in that department which has jurisdiction over the watery deep, and would not report until they had made a haul. Their ardor was not easily satisfied (*Sunt lacrymæ rerum!*); but in a world like this all things must end, and the Commission finally reported under date of February 28th, 1908, Mr. Courtney not joining in that portion which dealt with the department referred to. As to this particular part of the Report, its severity is untempered by mercy, and one may, without impropriety, figure the department protesting to the two commissioners in the well-known lines:

"It was all very well to *dissemble*
your love,
But why did you kick me down
stairs?"

In deference to the view expressed

by the Minister in his report to Council, stating that while the general principles of the Civil Service Act were regarded as satisfactory, there were matters connected with its administration which deserved to be inquired into—in deference to this view the commissioners recommend certain changes in the Act, but they are at no pains to hide their contempt for the measure as a whole, being clearly of opinion that it is past praying for, and that it is like a house which has been deeply eaten into by time—patched and shored-up and anon re-patched, and worthy only of having the match applied without delay. In so many words, they recommend the repeal of the whole Act. Next in logical order, they recommend the appointment of a permanent commission of three members to administer all matters relative to the service. As to salaries, they conclude that civil servants cannot live in these fat and pury times under a scale of salaries handed down from remote antiquity, and so recommend for eastern Canada increases of 15 and 12½ per cent. upon salaries under and over \$1,500 respectively, and for western Canada 25 and 20 per cent. As regards superannuation, their view is that the Retirement Act is "no provision at all," and they urge that the proposed Bill accompanying their Report be given the force of law. Other important matters are dealt with which cannot be adequately noticed here, but these, as well as the features above referred to, will in the fulness of time receive attention.

The commissioners draw attention to the Report of the Commission of 1892, and point out that certain recommendations made therein have never been implemented. Their view appears to be that though knowledge came, yet wisdom lingered. As regards the Report of 1908, possibly knowledge and wisdom will go hand-in-hand. At all events, it is a noteworthy circumstance that this Report has caught the ear of the public as few reports have ever done.

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

Ottawa, May 8th, 1908

OUR CREDENTIALS.

With the progress of the century, which one of her leaders has declared to be peculiarly her own, Canada is advancing with rapid and steady sweep to her appointed place as a leader among the nations of the world. Work done for Canada is work done for mankind.

The multiplying arts of society make it possible and necessary to extend, from time to time, the work of government. Every day the public servant becomes a more necessary helper of the citizen to protect his rights, advance his interests and promote his well-being; and every day the opportunities of the public servant to help in the work of his country and of the world grow greater.

With half a continent to fill and develop, with a rapidly increasing and intensely modern population to minister to, with duties multiplying so rapidly that they cannot be manned fast enough, the public service of Canada has opportunity so great and responsibility so heavy that the best of our people's leaders may well ardently desire to see the service so united, devoted and self-respecting that, in all things, from the greatest to the least, Canada shall be served as becomes her present position and her advancing greatness.

The modern means of uniting men in spirit and in purpose to cope with the affairs of the work-a-day world is The Press. To the eye of some future philosopher, mankind of to-day will present itself as grouped around world-movements that owe their power of propagation to printer's ink. That so great an interest, so extended an organization, as the public service of Canada should remain unrepresented in this field is in the long run impossible; for not to be represented would imply an insulation as complete as fatal.

For this high and honourable privilege of serving the servants of Canada, THE CIVILIAN presents itself as aspirant and candidate. We realize that our success as a journal will depend wholly upon our success in filling the place waiting to be filled by such a journal. As we are to be judged on our performance and by the great jury of the public service, under the eye of our master, the Canadian people, we make no predictions. We acknowledge in advance that if we fail it will be because we deserve to fail; but, on the other hand, we claim in advance the active support

of all who feel that THE CIVILIAN is needed and can do, even measurably well, the work that is to be done.

Our general object is to represent honourably and faithfully the public service of the Dominion of Canada. At the outset we know neither class, rank, nor location, and we hope to carry on our work in the spirit in which we have begun. Should the force of circumstances compel us to pay more attention to one class than to another, we hope that our efforts will be devoted mainly to the great body of hard-working people whose services are humblest and whose rewards are least—not because this class is more important than another, but because upon it all the others rest, and only by defending, helping and improving the lowliest can we raise the tone and improve the work of the whole service.

It may seem that the present journal is but an inadequate representative of the great idea THE CIVILIAN is designed to embody; but only when all our greatest institutions have apologized for their small beginnings shall we feel called upon to apologize. A beginning is a great thing, if it be the beginning of great things.

The other pages of this number will explain more clearly the scope and design of THE CIVILIAN. As we learn our field better we shall try to occupy it more fully. Meantime, we ask of all the well-disposed the hearty support which disinterested effort in a good cause merits. Thus supported, we shall in great part realize our ideal of being useful to the public service of Canada, and thus in the deepest sense useful to the Canadian people.

THE OUTLOOK.

This being its first issue, THE CIVILIAN makes no loud genealogical boast. It comes forward, nevertheless, with confidence, as of one coming to its own. It feels itself among friends from the start, and true friends, we all know, are slow to criticise, swift to help. We trust that it is needless to specify in great detail the numberless ways in which THE CIVILIAN is to justify its existence, since anyone who possesses even a little imagination may grasp the possibilities for himself. But it is fit that we should give reasons for the faith that is in us: which is that we shall be, like Macbeth, king hereafter; or that, like Banquo, our children shall be kings.

* * * *

The present editors are, however, not unmindful of their difficulties. We know the civil service, at any rate that portion of it which has its habitat at Ottawa. We know how, with its apparent denial of mutual interests, it has hitherto resisted in great measure all attempts to consolidate it, or to infuse a spirit of brotherhood and mutual helpfulness. We know that it is diverse in aim where it should be single of aim; that it is individualistic and heterogeneous to an unexampled degree. We have heard the service cursed more roundly by civil servants than by the most vengeful outsider, and ever-and-anon rises the dolorous cry of a section of the "Old Guard"—men whose morning song and evening prayer is that the former days were better than these. Living in the world, they are not of it. As Chesterfield said when he had become an old man, "Tyraw-

ley and I have been dead these two years, but we don't choose to have it known." The dead ones to whom we refer are less successful in their endeavours at concealment.

* * * *

These and such like honourable gentlemen we greet peacefully and pass on. To all chronic grumblers, to the soured and the hopelessly disaffected, our attitude is the same. They will predict for us direful things, doubt not. "Bubble, bubble, toil and trouble." THE CIVILIAN shall, according to them, live a useless life and die a premature death, with printers' devils for pall-bearers and sepulture in a Potters' Field of lampblack. They will foretell for us perils from the heathen and from false brethren, perils religious and secular, perils political and private; an indifferent public around us, and the Elder Statesmen in their cloudy Olympus above — whence one day shall issue the destroying thunderbolt. To all such predictors of unutterable woe we bow respectfully, but pass on untroubled. From thence cometh not our aid.

* * * *

As we view the outlook, it is one of brightest promise. The great mass of civil servants, whether at the Capital or elsewhere, are an alert body of persons, honest, capable, and in touch with modern life. That they are beginning fully to realize the importance of union and of a common sentiment is manifest from certain encouraging evidences recently afforded. Not so many months ago, 2,000 physically capable civil servants knew not where they might exercise their bodies in common; a

few weeks hence you shall see the laws of Parliament Hill, formerly content with a lonely herbaceous perfection, sprouting a crop of men. Who, looking at the result achieved by the Athletic Association, will say that the service lacks the capacity for concerted effort, or deems the resultant ends of no importance? We observe, also, both in Ottawa and elsewhere, vigorous service associations on foot, which have done yeoman service. Their commendable efforts we pledge ourselves to further, and to strengthen their hands in all possible ways—by exposition of their purposes, by seasonable comment, and, where needful, by helpful counsel.

* * * *

At this time, as it chances, there are many matters pending which are of unusual importance and interest. The gaze of the public is fixed upon the service very intently, and as to the service itself, the prevailing mood is one of unrest and expectation of change. A Commission has recently brought down a report which not only recommends relief for present exigencies, but urges changes of far-reaching consequence. A preliminary article upon this subject appears in another column, but the whole subject is of such importance that it merits careful extended treatment, and this we propose shall be given in a systematic manner. But apart from these special subjects, overshadowing though they at present are, there are very many others awaiting attention and development. The service, like any other profession or business, has its own peculiar problems to meet, and these, it must front and solve if it is to measure up

to the growth of the country and maintain its position worthily. There is constructive work to be done. Even the most selfish and thoughtless realize something of what is meant by the words "public spirit"; they know that it is something which transcends the spirit of the individual members of any group of men, and that, when rightly directed, it is the impelling force towards all high attainment in public affairs. This surely is a thing worth working for.

* * * *

There are less important, but nevertheless very needful uses which a journal like this should subserve. As a means of diffusing information upon subjects of common interest, of chronicling important events, of commenting upon notable individual experiences and the like, we hope to shine in use. We, therefore, open forthwith a "Personal" column to fill a long-felt need; our pages will be open to correspondents, and we invite an expression of views upon matters of interest to the service generally; and from time to time we shall deal, if necessary, with the physical conditions under which work is carried on. And, as regards every subject, great or small, we venture the pious hope that THE CIVILIAN will always conduct itself with wisdom and with discretion, and that, like its forbear of the British service, it will not dishonour its great name.

Of one thing we are convinced: the civil service of Canada needs a periodical of its own. Whether or not we are the persons to supply this need successfully, it is not for us to say. But this we do know, that when we have demonstrated our unfitness, or have become spent with running, we shall hand on the torch to others, who, equal to their task, will carry it far.

THE INTERVIEW WITH THE PRIME MINISTER — THE PROPOSED SALARY INCREASES.

We are pleased to be able to publish as the leading special feature of our issue to-day the full text of the memorial which the Civil Service Association presented to the Government on the occasion of its interview with the Rt. Hon. the Prime Minister on April 16th. The event is not recent, and there has been time for much to happen in the interval. Nevertheless, we believe the memorial will be read with interest by every member of the service and that it will become, in course of time, of more or less historic importance, as being the first formal communication which the Association has ever directly addressed to the Government, its negotiations hitherto having been conducted with the Royal Commission. We sincerely hope it will not be the last, delivered in the same spirit of loyalty, and with the object of serving the interests—not alone of the service itself—but, as we hold, those of the Government and of the country as well.

The memorial speaks for itself. To the service it will doubtless appeal strongly. There cannot be a moment's question of the need of an immediate adjustment of salaries throughout the entire civil service. It is the one class whose remuneration has stood still in an era of economic revolution. That the country's servants should be the sole losers by the country's prosperity is surely a case of celestial irony. The Association does wisely in pressing the view that until relief from the present harassing and demoralizing conditions is obtained, only a divided interest can be taken in the various other questions—some of them of inherently greater importance than the salary question—that are touched on in the commissioners' findings.

There is a feature of the report of the Commission in connection with its recommendations with regard to salary increases, which has caused some perturbation in the service and of which it would be well to have an early and explicit interpretation. We refer to the phrase which makes the granting of the general increase of 12½-15% contingent upon the passing of an examination. To an examination which has for end the rewarding of merit, no civil servant could well object. Yet, there is another point of view, and a reasonable one under the circumstances, which is implied, if not expressed, in every representation that has been made on this subject by the Association. It is this: that the present situation has arisen primarily through the changed economic conditions of the past ten years, and only to a secondary degree through the ill-apportionment of salaries to the work performed. The Association emphasizes this when it bases its sole claim to an increase on the findings of a most painstaking investigation into the tendency of cost of living since 1897. The commissioners themselves would seem to be seized of the same fact when they recommend for the clerk of lower salary a higher rate of increase than for the clerk receiving \$1,500 a year and upward, for the reason that the necessities of life are those that have undergone the most pronounced accretion in price, and the burden of the advancing scale has, in consequence, fallen most heavily on the man of slender means. The grounds, therefore, upon which a just appeal may be made for an increase in civil service salaries are two, and they should be studiously held apart. In the first place, there should be a general adjustment in accordance with the changed conditions of the present century. In other words, the Government should do what every other employer of labour in Canada has done within the past five years—increase the wages scale. In the second place, liberal recognition should

be afforded to the many officers in the service who are handling great and important interests from day to day on salaries that are insignificant compared with those which obtain in the outside world. Let there be an examination by all means where the question is one of merit that is to receive its proper reward; but let it not be forgotten that the evil which calls most loudly for correction is one that pertains to the general level of wages, and that, to exclude an individual from the operation of any remedy proposed is, in effect, to penalize him heavily and to declare that under the former conditions he was given more than was his due.

PETITION OF THE FOREMEN'S ASSOCIATION OF THE GOV- ERNMENT PRINTING BUREAU.

The ten foremen, or chiefs of divisions in the Government Printing Bureau recently formed an association for the purpose of presenting certain views and petitions to the Royal Commission on the civil service. On appearing before that body, however, they were informed that, inasmuch as they were not in the civil service, the Commission was unable to deal with their claims. An interview with the Hon. the Secretary of State was, therefore, immediately sought by the foremen, and on March 18th a second hearing was obtained. Following the latter, a petition was addressed to the Honourable the Privy Council of Canada. Briefly stated, the request of the foremen is that they be placed in the civil service with first-class standing. The reasons advanced by them, among others in their petition, are the following:—

They have to share the responsibilities of the executive management of the Bureau.

They could better enforce discipline if given a higher standing than the operatives. Similarly, the system

of management by the King's Printer and the Superintendent of Printing would be improved by the change.

Their work is of an exceptionally specialized and important nature, and their qualifications superior to those of many in the civil service who now surpass them in standing and salary.

Under the proposed change, salaries would still be less than those paid by commercial houses only one-half the size of the Bureau. Salaries have not, despite the increased cost of living, been advanced in the past four years. In the past eighteen years the average increase has been under \$15.00 a year. The United States Government Printing Office is governed by the Civil Service Commission and its foremen receive \$2,000 a year.

They have, in most cases, been continuously in the employ of the Government since the inception of the Printing Bureau and have thus lost touch with outside commercial life. They feel that for this reason they should be given permanent standing, with access to the retirement or superannuation systems.

Outside employing printers, who are affected by wages increases in the Printing Bureau, have expressed their sympathy with the petition of the foremen.

In suggesting certain amendments to the Public Printing and Stationery Act in line with the above, the foremen propose a clause to the effect that no person be appointed chief of a division unless he has had at least five years' experience in an executive capacity in a similar division of a printing office.

The foremen at present receive \$25 per week, and have control of a total of over 450 operatives, with a weekly pay-roll of not less than \$6,000, and using machinery valued at \$400,000.

THE PROPOSED CIVIL SERVICE ACT.

As we go to press there is every reason to believe that a Government bill dealing with the civil service, of which so much has been in the air for some days past, will be brought down within a very short time. By every token, it should prove a liberal and comprehensive measure. Rumour is unsafe to rely upon, but the announcements agree that the service is to be placed under a commission, and that the long-standing evils of the present classification system, the present method of employing temporary clerks and the lack of superannuation are to be radically corrected. Is the measure to take thought of salaries? That also may be taken for granted, in the way of a more perfect adjustment of the scale of remuneration to the work performed. As to the question of immediate relief, to which reference is made in a previous article, that, we may hazard, will be dealt with in a separate bill. In any event, a few days, perhaps hours, should place the matter plainly before us, and till then speculation is idle.

THE COMMISSIONERS' REPORT.

In this issue appears the first of a series of special articles which we intend publishing upon this most important subject. Manifestly, it would be impossible to deal with such a matter in a single article, and at the same time do even scant justice to the several outstanding features involved. To-day's issue is devoted to the general aspects of the subject; future articles will be concerned with the following topics, to be taken up probably in the order named: "Salaries,"

"Superannuation," "Reorganization—Classification," "Temporary Employees," "Female Employees," "Patronage," and others. We feel sure that this series will prove interesting to readers, and that it will be appreciated if only as a means of deriving information upon a very-much-alive subject.

Correspondence on any live subject of interest is invited. THE CIVILIAN desires to be the medium of an interchange of ideas calculated to advance the welfare of the service, to remedy existing disabilities and to promote efficiency. Letters must be accompanied by the name of the writer and be as brief as is consistent with the importance of the subject treated. The Board of Editors will fairly consider all communications and will publish, as space permits, such as are of sufficient importance to warrant so doing.

Civil Service Association of Canada.

The question of the affiliation of organized bodies of the outside service with the Association was the subject of considerable discussion at the monthly meeting of the Executive, held on Friday evening, the 24th ultimo. The matter was brought to the attention of the meeting by a communication from the secretary of the Dominion Civil Service Association of Western Canada, inviting correspondence as to the basis upon which affiliation might be effected. The Association has its headquarters in Winnipeg, and embraces a membership of two thousand, extending from the western boundary of Lake Su-

perior to the Pacific. Definite action was deferred pending the report of a committee appointed to secure full information as to this and other organizations which might be desirous of affiliating with the Association.

While the report of the Royal Commission and the expected new civil service bill are occupying, in a large measure, the attention of the Executive, other matters are by no means being neglected. The proposal of the Corporation of the City of Ottawa to assess the incomes of civil servants is receiving attention at the hands of a strong committee. A final report has not been received, but it is known that much useful information has been gathered by the committee, and that the report, when presented, will be of great assistance to the Association in determining what action, if any, is to be taken. An interesting feature of the city's attitude in the matter is the expressed intention of also assessing the incomes of cabinet ministers, senators and members of parliament.

Those familiar with existing conditions will appreciate the importance of the task assigned the committee on sanitation, which is now engaged in securing information as to the congested condition of the offices and the insufficient toilet and other accommodation of several of the departments. It is stated that in some of the branches the disabilities in this connection are such as to constitute a standing menace to the health of those employed in the offices affected by the conditions alluded to. It is expected that an effort will be made to secure an amelioration of these conditions, but in any event the report of the committee will undoubtedly be an illuminating one and productive of good.

The latest report of the Treasurer shows a paid-up membership of 1,873 for the current year. It is expected that when complete returns are received the number of members will exceed two thousand.

Athletics

Civil Service Amateur Athletic Association.

The report of the Executive Committee of the Athletic Association which is published in this issue, should afford interesting reading to all civil servants. It was prepared for presentation at the annual meeting held at the railway committee room on April 9th, but, as the change in the election procedure detracted from the attendance, the annual reports have received little publicity. It is now the breathing time of the Association, and until the Public Works Department gives the word for the occupation of the lawns by the impatient members there is little else to do but to review the past and reflect upon the future.

The reports of the various sub-committees, which will appear in these pages as opportunity offers, will show the variety of recreations offered to the service by the Association and the splendid spirit in which they were carried on. The various games were capitally handled by capable men, and in dispensing honourable mention to the chairmen of the various committees, the sub-committeemen, who, unhonoured and unsung, have contributed their labours for the good of the common cause, should not be overlooked.

Before turning from the retrospective to take a glance into the future, it is a pleasure to congratulate the Association upon a surplus of \$277.95. In the sentence of the report following this announcement we find, however, less digestive news in the statement that "several civil servants who played in the various games have not felt themselves in honour bound to join the Association." It is inconceivable that this should be so, considering the diminutive fee compared with that charged by other clubs, and it is to be hoped

that a similar complaint will not be heard at the end of the present year.

Probably the most important item in the executive's report is that referring to the appointment of a committee to look about for suitable land for a civil service athletic field and to report at a later date. Around this suggestion gravitates discussions which arose at, and have been continued since, the annual meeting.

There seems no good reason why it should now be set down arbitrarily that the future of the Athletic Association should be "such and such." Suffice it to say that it should be accepted as a corollary that the main purpose of the organization is that the civil servant may indulge in bodily exercise as violently or as mildly as he pleases, in order that he may become better fitted to serve his country officially, and act his part more faithfully in respect of the sentiment of esprit de corps which it is so desirable to stimulate. That the Association has never endeavored to find positions for imported athletic stars is to be commended, that it will never do so is to be hoped. Nor do the present facilities enjoyed provide the means whereby our own athletes may be highly developed or highly trained. But while "specialized athletics" may not be practicable, we should perfect ourselves as far as opportunities permit and meet our neighbour clubs in friendly rivalry. The claim has been advanced that we should refrain entirely from outside competitions. By the very nature of our offices we live under certain political disabilities, by the routine nature of much of our work and by isolation from the busy business world, we live in some degree monastic lives. But why this unnecessary renunciation in athletics? Messrs. Urquhart and Grout, in catering to the followers of lawn-bowling and cricket, arranged many pleasant outside games last summer, and imparted thereby much zest and exhilaration to their respective branches of sport; nor can it be learned that such games interfered in

any way with the pleasure of those not so engaged. The law of evolution is slow in its operation, and it will be time enough when we acquire our own grounds and begin to turn out record-breaking athletes to make laws for the limitation of our athletic energies.

Closely allied to the foregoing is the further question of affiliation with governing bodies. Two years ago, when the Athletic Association was in the making, the executive had its attention drawn to certain athletic conditions in so far as they affected various applicants for membership in the Association. This protest against the popular fraud of the day intended merely as a measure of self-protection was noted in wider athletic circles, and the executive became pledged to membership in the Canadian Amateur Athletic Union in an effort to redeem the fair name of amateur athletics from that odious stigma which has long since become a public menace.

The culmination of recent events has had an unsettling effect in the minds of many in regard to the continuance of our membership in the C. A. A. U. But as the raising of the question before the natural expiry of the current C. A. A. U. year in September would cause a becloudment of issues and as the sundering of the affiliation at this time would be claimed as a victory for the enemies of amateurism, it might be well to allow the whole question to lie dormant for the time being. So much for the concrete case.

Whatever the fate of this affiliation, the abstract question as to whether, as occasion may arise, the Civil Service Athletic Association, as a factor in athletics, should or should not lend its influence to the correction of athletic conditions is worth considering. Expediency is the reigning cult; the shortest way to "easy street," even though it be the wrong way, is the one now generally travelled. Those who wish to maintain a monastic aloofness will be heard,

but it is to be hoped that there will always be a large body in the Athletic Association, who, desirous that the Association should always play a manly, never a pusillanimous part, and jealous of the good name of Canada, will, as occasion may require, be ready to strike a blow for the purification of our national athletic record.

THE CIVILIAN greets the President and the Executive Committee of the Athletic Association, and wishes them every success in the great objects with which they are identified.

Report of the Executive Committee for the Year Ending 9th April, 1908.

The Executive Committee have much pleasure in presenting their second annual report.

During the past year the membership fell from 913 to 556, owing probably to the increase in the fee, as many who subscribed during the first year in order to give the Association a good start, felt that we should now stand alone. The Treasurer's report shows a balance on hand of \$277.95. We also have an amount of property of uncertain value. Our cash balance would be considerably augmented if all those who availed themselves of membership privileges had paid the fee. We regret to have to report that several civil servants who played in the different games more or less regularly have not felt themselves in honour bound to join the Association.

We believe we were fortunate financially in not having an open air rink, the winter turning out most unfavorable. A very generous arrangement was offered to us by Dey Bros., but owing to various delays this finally fell through. We recommend that the incoming committee obtain if possible, a similar offer for next season and lay it before the service say in October or early November.

Our operations this year were confined to cricket, tennis, quoits, lawn-bowling, baseball, association football, rugby football, ten-pin bowling and snowshoeing. The chairmen of the various sub-committees will give in detail their reports of the season's work; our representative on the Board of Governors of the Canadian Amateur Athletic Union will also make his report. Lawn bowling, tennis, cricket, association football and ten-pin bowling were conspicuously successful, as will be readily seen from these reports. Quoits and snowshoeing attracted smaller numbers, but were thoroughly enjoyable. These seem to fit in best with the main objects of the Association. Baseball and rugby football were not as successful as the others, not on account of lack of effort on our part, but because of the degenerate condition of these sports at the present time. Our experience leads us to recommend that outside competitions in them be discouraged and even association football will have to be carefully managed in order to secure its successful continuation.

The Constitution which was adopted at the special general meeting of 8th May, 1907, was printed as directed and distributed to the members a few weeks ago.

Several changes have taken place in the executive as elected last year. Mr. R. Telford and Mr. J. B. Harkin found it necessary to resign on account of pressure of work. Their places were taken by Mr. J. A. McKenna and Mr. J. J. Freeland. Mr. W. H. Robertson was unable to continue the secretaryship and your present secretary took up the work, Mr. Robertson taking his place on the committee.

Owing to the enlarged scope of the work the executive employed a groundsman to look after the club property and found a very satisfactory one in the person of J. Stack, whose services well repaid the outlay.

The numerical strength of the civil

service at Ottawa is growing steadily; our membership should increase proportionately, and it would seem inevitable that we shall soon outgrow the facilities now at the disposal of the Association. In view of this, your Committee would recommend that a committee be appointed to look round for a piece of land suitable for a civil service athletic field, and that they report at each annual meeting, or at a special general meeting called for that purpose. The longer we defer action in this matter the further away we shall have to go to discover such grounds and the greater the price we shall have to pay to obtain them. If all civil servants would join in loyally supporting this Association to the extent of the annual fee of \$1.00 our increased surpluses would soon accumulate into a large fund, which could be set aside for the purchase of such grounds.

We are under special obligations to the Minister of Public Works for the privileges granted to us in the use of the parliamentary grounds and this should call for a vote of thanks on the part of this meeting.

We wish also to express to the city papers our appreciation of their kindness in reporting the various club events and publishing notes concerning our work.

All of which is most respectfully submitted.

V. WOODLAND,

Secretary C.S.A.A.A.

THE CIVILIAN has been informed that the Athletic Association will have the lawns for practice about the 15th inst., if the weather is at all favourable in the meantime.

Obituary

The late Henri Guillaume LaMothe, who died after a short illness on Thursday, April 9th, was born at Florence, Italy, on the 17th June, 1850. His parental forbears to the third remove were men of distinction in the country. His father is a prominent citizen of Montreal, at one time postmaster of the city. His grandfather led the Indians at the battle of Chateaguay on that memorable 13th October, 1813, which saved Lower Canada from the American invaders. His gallantry on that occasion deserved and won the praise of his commander. His great-grandfather, in the winter of 1875-6, performed the heroic exploit of carrying despatches from loyal persons of authority in Montreal to Sir Guy Carleton, who was beleaguered in Quebec by the Americans. Accompanied by Joseph Papineau, the father of the more celebrated Louis Joseph, in the depth of Winter, he walked from Montreal to Quebec with the important despatches concealed in a hollow cane. The Americans had control of the country, many of the peasantry were not averse to the presence of the invaders; the journey was fraught with many dangers, but it was accomplished safely. A brother of this LaMothe was connected with the militia at Detroit and afterwards with the Indian Department. On many occasions during the revolutionary war, notably on Hamilton's expedition in 1779, he did valiant deeds for the British cause.

The subject of this short sketch was educated at the Jesuit College in Montreal, and, after a brief sojourn in the United States, entered the public service in Canada as private secretary of the Minister of Inland Revenue on 1st February, 1878. Owing to ill-health he was compelled to retire from active official duty, and spent a few years in a congenial climate until his health was restored. He re-entered the service in the De-

partment of the Secretary of State in 1891, and was connected with that department until 1st July, 1895, when he was again placed on the retired list. He was recalled to the service and became assistant clerk of the Privy Council on 26th April, 1897, a position which he filled until he was transferred to be clerk of the Crown in Chancery.

The late Mr. LaMothe was not fond of publicity; his manner was unassuming, even shy, and there was never any desire on his part to display his ability or magnify his office. It was only when one came into contact with him in business that his grasp on the detail of his office became evident. He was scrupulous and diligent in the discharge of those duties and he showed constant courage in upholding the law for the conduct of elections with which the clerk of the Crown in Chancery is so largely concerned. In private life his qualities of reticence and unobtrusiveness were also marked. He was an ardent philatelist, but sought no prominence in this pursuit, although his collection was well known. He was fond of music and might have cultivated his genuine talent to some purpose. His personal friends will always cherish the memory of a unique personality and the public will not soon forget an officer of such ability and rectitude.

Personals

R. W. Breadner, inspector and Dominion appraiser of the Customs Department, has, we understand, accepted a lucrative position in the Canadian Manufacturers' Association. The service loses a capable and energetic officer and the Manufacturers' Association secures the services of a man whose 24 years in the customs particularly qualifies him for the work of chief of its Tariff Department.

J. H. Kennedy, of the Auditor General's Office, has been transferred, at his own request, to the Inspector's Branch of the Post Office at Halifax from March 1st, 1908.

J. W. Forbes, of the Auditor General's Office, has been appointed accountant of the Immigration Office, Winnipeg, at a salary of \$1,800 from February 1, 1908.

J. G. Foley, of the Privy Council, has been promoted to the office of Clerk of the Crown in Chancery.

Wm. MacKenzie has been appointed to the office of Secretary of Foreign and Imperial Correspondence. The press of the country suffers a loss and THE CIVILIAN enjoys a corresponding gain.

Mr. J. E. Narraway, accountant of the Justice Department, has been promoted to the rank of chief clerk from April 1st.

W. H. Robertson, secretary of the C. S. A. A. A., is the governor to the board of the C. A. A. U., vice F. Grierson, resigned.

Dr. Ward, chief of the meat inspection work in the Veterinary Director General's office, has accepted a more lucrative position in a similar capacity in Minnesota, the inducements offered in the way of advancement not being sufficient to keep him in the service.

It is understood that Mr. H. H. Hansard, law clerk in the Department of Railways and Canals, is leaving the service to take up the practice of law in Ottawa.

Messrs. Walter Tucker, S. S. Allen and E. S. Johnston have been promoted to the rank of first class clerks and G. A. Lindsay, L. L. Coffin, W. C. King and J. N. Tribble to that of the second class, all of the Auditor General's Office.

The Memorial of the Civil Service Association to the Prime Minister.

Continued from page 4.

similar loans is higher than at any time in twelve years past. Life insurance rates are approximately 10 per cent. higher than in previous years.

Summarizing the above, it may be said that, in practically every branch of domestic expenditure, retail prices have increased where they have not remained unchanged during the past year, and this in spite of the far-reaching effects of the financial crisis. Foodstuffs are certainly dearer and there has been little or nothing in the way of an offset in other lines. Perhaps no better index to the situation as a whole may be cited than the action of the Medico-Chirurgical Society of Ottawa, some three months ago, in advancing the minimum fees of physicians by from 30 to 50 per cent. Visits are now \$3.00 where they were previously \$2.00; the administering of chloroform is \$5.00 where it was previously \$3.00, and certain hospitals charges have been increased by 20 per cent. Very recently, also, the public school teachers of the city have been granted a material increase in salaries by way of compensation for the advanced expenditures entailed by present-day prices.

In point of fact, the conclusions above set forth are borne out by an examination of the well-known wholesale price measures, the recessions of which, since the beginning of the financial stringency in June last, have been the subject of frequent comment. The index number of the London *Economist*, which, at the end of May, 1907, was at the highest point recorded for over a quarter of a century, declined, it is true, during the summer months, as a result largely of the depreciation of copper and the forced sale of commodities in the United States in order to obtain cash to meet the scarcity of money. The decline was continued up to March,

owing to weakness in cotton and certain manufactured goods. That portion of the *Economist's* statistics, however, relating to food products and articles of domestic consumption has shown little or no decline during the second half of 1907 and the opening months of 1908, from the high level of last spring, and the continued high price of foodstuffs all over the world has been made the subject of special comment by that eminent authority in a recent article.

There is one additional point to which the Association would like to invite your attention here. It is a fact that in the past ten years the volume of public business handled by the staffs of the various departments of Government has greatly increased in proportion to aggregate salaries paid. The Association bases this statement on an examination of the public accounts and annual reports of the several departments. Without entering at present into a detailed explanation, it begs to submit the following table as a fair indication of the circumstances in question:—

	1896-97	1905-06
Total Revenue, all Departments	\$ 37,829,778	\$ 80,139,360
Total Expenditure all Departments (Consolidated Fund, Capital Railway Subsidies and bounties)	42,972,775	83,277,641
Dominion \$100 & \$2.00 notes issued	2,668,000	11,928,000
Money Orders and Postal Notes paid	12,906,748	37,517,435
Savings Bank deposits, withdrawals and Interest	27,640,636	31,928,986
Aggregate Finances handled by all departments	\$ 124,017,937	\$ 244,791,422

	1896-97.	1905-06.
Aggregate Civil Service salaries (permanent and temporary) at Ottawa	1,518,815	2,559,407
Average cost of handling each \$1,000 of public business	12.24	10.45

The table takes into account, on the one hand, the finances handled by all the departments in the years 1896-97, and 1905-06 respectively, and on the other hand the gross amounts paid out in salaries at Ottawa. It shows that in the past ten years the cost of handling each \$1,000 of the public business has been reduced on salaries account alone from \$12.24 to 10.45.

These are the considerations which have been uppermost in the minds of the Civil Service Association in seeking the privilege of the present interview. There are many other subjects suggested by the recommendations of the Commission in which it is keenly interested. An example of special importance is the proposed superannuation measure and its relation to present as well as future members of the service. The reorganization of the classes is another very important question. On these, however, the Association does not touch to-day, trusting that an opportunity to do so may be granted in the future, should occasion warrant. Knowing, as it does, that the interests of the Government and of the service are one, the Association begs to offer you its cordial and loyal assistance, so far as may be in its power, in whatever action may now be undertaken by the Government. It is in this spirit that it has ventured as above to emphasize anew the need of an immediate and liberal adjustment of the scale of salaries throughout the service to the conditions which have arisen since

the present rates were fixed, so that they may be made—what it was surely always intended they should be—an adequate living wage. The welfare and happiness of thousands of members of the service, the comfort of hundreds of homes in our own city alone are dependent upon such provision being made and that at an early date. May the Association, therefore, appreciating the degree to which the efficiency of the service depends upon its freedom from the present straitened and harassing conditions, most respectfully and earnestly beg that in proceeding to the consideration of the various matters of the Commissioners' report you give your earliest attention to the question of salaries and the placing of the ser-

vants of the country upon a footing to correspond with the important nature of their duties and the advances in remuneration that have taken place among all other classes of the community.

We have the honour to be, sir,

Your obedient servants,

(Sgd.) A. G. KINGSTON,
President;

(Sgd.) J. A. DOYON,
Vice-President;

(Sgd.) J. L. PAYNE,
Secretary;

(Sgd.) R. H. COATS.

It is understood that the reply of the Prime Minister to the deputation was of a most satisfactory nature.

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