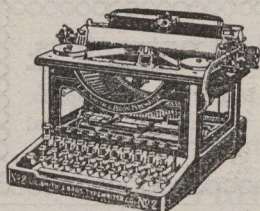


PAGES

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THE CIVILIAN



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THE CIVILIAN

VOL. V.

NOVEMBER 29, 1912.

No. 16

Patronage in the U.S. Civil Service.

By President Taft in the *Century Magazine*.

In the last issue, The Civilian in its leading article dealt with some of the failures of public administration in Canada. In the present issue the views of President Taft on the working of the public service in the U.S. are strongly set forth. In a following issue some frailties of the service of Great Britain will be presented to our readers. The basic principle of the administration of government business is involved in these articles, and the Editors will, at their termination, draw some conclusions and suggest a remedy.—Eds.

The Government's Unjust Wage-Scale.

The present service of the government shows that wages paid under the government are not just. The compensation of unskilled labor is out of all proportion to that of skilled labor. Messengers in the government service, performing tasks which in business houses are ordinarily assigned to boys who are serving an apprenticeship and are paid \$150 or \$200 a year, receive from \$600 to \$900 per annum, whereas skilled labor, if that term may be applied to scientists, chiefs of divisions, who must be possessed of more than ordinary executive ability, and others of exceptional attainments, rarely receive from the government more than half the compensation they can command in private business.

The reason is obvious. Every man,

whether he be a messenger, a laborer, or a scientist whom it has taken years to train, has a vote, and the vote of one is as potent as that of the other. This being true, those who have not attained to any marked degree of efficiency, and whose services, therefore, have only a minor economic value, but who constitute by far the large majority, are able to exert an influence which maintains their rate of compensation above the value of service they render. This is partly offset by depressing the compensation of those whose service is more valuable. And in practical operation this results in the most efficient servants of the government being constantly won away by private enterprises which offer greater remuneration, and in discouraging those of mediocre ability or energy, at least to an extent which prevents their striving to make their services more valuable. The reward for the extra effort is insufficient to induce it. As a consequence, the government service is always unduly expensive, is usually less efficient, and has gained the unenviable reputation of *diminishing the energy and destroying the initiative and enterprise of those who remain long in it.*

Why Government Service is not Profitable.

Compared with private enterprises, no service rendered by the government pays. None is conducted so economically, nor is this due by any means to a difference in

wages. It is rarely possible to secure the enterprise, the personal interest in the service, the careful curtailment of expense, the unflinching scrutiny of product, which are well-recognized essentials of success in private business. It is impossible to dispossess a very large number of the employees of the more or less unconscious feeling that they are working for a government which need not practise economy, which will not recognize exceptional service, and whose prosperity and certainty of remunerating its employees are wholly independent of the character of service rendered by such employees.

Two Men for one Man's Work.

Even in the selection of the comparatively small number of employees in the government service it has been found necessary to eliminate that personal equation which contributes so greatly to efficiency in private business. For many years men were appointed to the government service not because of their fitness for the work to be performed, but as a reward for their activity in the field of politics. Under that system it usually required two men to perform one man's work, often more, and the greatest injustices were perpetrated, those with little or with diminishing political influence being required to render inordinate service to compensate in some measure for the indolence and inefficiency of those who were secure because of the extent of their political "pull." To remedy this condition, the civil-service reform was instituted, with the result that foremen and chiefs of divisions are now obliged to accept employees designated by the Civil Service Commission as a result of competitive examinations. This system, while vastly preferable to the former, is still woefully deficient as compared with the methods employed in private business. That faculty of judging

human nature and selecting just the right man for a particular type of work which is the most valuable asset of the business man, and which contributes more than aught else to his success, is wholly lost to the government. The man who passes with most credit the formal civil examination may be, often is, wholly lacking in initiative, push, and executive ability, and yet no better method of selecting government employees has ever been devised.

And these defects are common to the civil service of all governments. Great Britain has never made its telegraph and telephone service pay expenses. The large majority of the experiments in the municipal operation of public utilities in every land have proved economic failures. Governments the world over have tried experiment after experiment in the conduct of varying forms of service, with a virtually unvarying result, pecuniary loss.

Competition as a Spur to Effort.

The individual worker, spurred on by competition and struggling against the inexorable laws of supply and demand, becomes the keener because of the conflict, acquires efficiency in the strife, and achieves a victory the greater because of the very obstacles he has been obliged to overcome. No substitute for this conflict has yet been devised, nor can it be so long as human nature remains the same, a material which can be molded only on the anvil of adversity and tempered only in the furnace of economic strife.

A Similar Fate.

A teacher had been telling a little boy the story of the disobedient lamb that was eaten by the wolf. "You see," said she, "had the lamb been obedient and stayed in the fold, it would not have been eaten by the wolf, would it?" "No, ma'am," said the boy promptly; "it would have been eaten by us!"

Civil Service Federation of Canada.

Minutes of the Fourth Annual Convention of the Civil Service Federation of Canada, Held in the Rooms of the Civil Service Club, Bank Street, Ottawa, on November 15th and 16th, 1912.

The Convention was called to order at 11 a.m. by Dr. J. A. Smith, the President. A meeting of the Executive had been previously held at 10 a.m.

Dr. Smith asked the meeting, on behalf of the Credentials Committee, to accept the various delegates present without formal examination of credentials. This was accepted by the meeting.

Mr. J. M. Macoun, on behalf of the President of the Civil Service Club, extended to the delegates present all the privileges of the Club, and asked that they consider themselves on the same footing as members of the Club.

Minutes of the last Convention were read by the Secretary-Treasurer, and on motion of Mr. Chandler, seconded by Mr. Rochon, they were approved.

The report of the Executive Committee was read by the Secretary-Treasurer, and on motion of Mr. Thompson, seconded by Mr. Holmes, the report was received and, after some discussion with reference to the proposed interview with Sir George Murray, was approved. In this connection the following motion was lost:

Moved by R. Holmes, seconded by M. E. Hynes, that the President appoint a committee from the Executive representing this Federation to wait on Sir Geo. Murray in connection with the aims and purposes of the Association.—Lost.

An interim report of the Treasurer was given and referred to the Auditors.

Mr. Primeau, President of the Civil Service Club, then entered the Convention, and extended to the delegates a hearty welcome to the Club, after which Mr. Holmes, of Toronto, at the request of the President, thanked the Club for the courtesies offered.

The report of the Committee on Insurance was presented by Mr. Grierson, and on motion of Mr. Grierson, seconded by Mr. Miller, the report was adopted.

For the Committee of Ways and Means, the President reported that no report except that contained in the reports of the Executive and Treasurer was available for presentation to the meeting. Considerable discussion followed upon the question of increasing the annual fees of members outside of the city, and on motion of Mr. Miller, seconded by Mr. Coats, the matter was referred to the incoming Executive.

It being one o'clock, an adjournment was made until 2.30 p.m.

At the afternoon session Mr. Grierson presented a report on the publication of *The Civilian*, and on motion of Mr. Thompson, seconded by Mr. Carpenter, the report was read, clause by clause. In the discussion Mr. Thompson stated that, as far as his section was concerned, he would try to double the subscription in Windsor. Mr. Watt stated that he would send a circular to every member of the Customs Association in the Maritime Provinces. Mr. Chandler also stated that he would endeavor to increase the subscription in the Montreal Post Office. Similar expressions of endorsement were made by several delegates. After some further discussion, Mr. MacMillan moved, seconded by Mr. Burns, that the report of the Committee be received and adopted.

The final report of the Treasurer then being presented, it was moved by Mr. Thompson, seconded by Mr. Rochon, that the report be received and adopted, as attached hereto.

On the question of Superannuation, Mr. Coats made a verbal report, and moved, seconded by Mr. Holmes, that a strong Committee be appointed to meet the Honourable Mr. White, Minister of Finance, as a delegation to further the adoption of Superannuation.

Moved by Mr. MacMillan, seconded by Mr. Holmes, that the President and Secretary appoint a Committee for this purpose.—Carried.

Mr. Macoun moved, seconded by Mr. Thompson, that the number of the Executive Committee for the incoming year be increased from 11 to 15.—Carried.

Moved by Mr. Coats, seconded by Mr. MacMillan, that the Federation re-affirm the resolutions of last Convention on the questions of organizations, income tax, superannuation, press and insurance, with the suggestion that the incoming Executive continue to endeavor to have the resolutions of last Convention carried into effect.

On motion of Mr. MacMillan, seconded by Mr. Colvin, the election of officers was then proceeded with, resulting as follows:—

President—Dr. J. A. Smith, nominated by Mr. Colvin, and seconded by Mr. MacMillan.

Vice-President—Mr. G. A. Carpenter, nominated by Mr. Miller, and seconded by Mr. Colvin.

Secretary-Treasurer—Mr. R. H. Coats, nominated by Mr. Chandler, and seconded by Mr. Burns.

Moved by Mr. Miller, seconded by Mr. Thompson, that a grant of \$100.00 be made to enable the Secretary to employ such assistance as he may require during the incoming year.

Moved by Mr. Coats, seconded by Mr. Colvin, that the President and Vice-President be a nominating committee to nominate the Executive Committee for the year.

The Nominating Committee presented a list of members for the Executive, and after some discussion, it was accepted by the Convention.

Moved by Mr. Burns, seconded by Mr. Colvin, that the motion of Mr. Macoun with reference to the number of members on the Executive be reconsidered.—Carried.

Moved by Mr. Burns, seconded by Mr. Smart, that the membership on the Executive be increased to 20.—Carried.

The Nominating Committee then presented a new list of 20, to comprise the incoming Executive, as follows:—

- J. R. Power, Customs, Halifax, N.S.
- Geo. Watt, Customs, Chatham, N.B.
- E. Giroux, Customs, Montreal, Que.
- R. Colvin, Customs, Hamilton, Ont.
- R. Holmes, Customs, Toronto, Ont.
- J. F. Whear, Post Office, Charlottetown, P. E. I.
- F. W. Warner, Post Office, Halifax, N.S.
- H. T. O'Neill, Post Office, Ottawa, Ont.
- F. W. Davies, Post Office, Toronto, Ont.
- H. Chandler, Post Office, Montreal, Que.
- Dr. Pagé, Immigration, Quebec, Que.
- W. G. Jessop, Railway Service, Toronto, Ont.
- W. F. Miller, Excise, Hamilton, Ont.
- W. Caven, Excise, Montreal, Que.
- O. Higman, Inland Revenue, Ottawa, Ont.
- A. Paré, Public Works, Ottawa, Ont.
- G. Bogue Smart, representing Civil Service Association of Great Britain.
- A. Brown, Customs, Vancouver, B.C.
- R. Patching, Interior, Ottawa, Ont.
- W. J. Lynch, Agriculture, Ottawa, Ont.

Mr. MacMillan read a letter from the acting Secretary of the Civil Service Club, extending an invitation to the members of the Federation to a smoking concert to be given in the Club rooms on the evening of the 15th, and it was moved by Mr. Burns, seconded by Mr. Thompson, that the delegates thank the Club for their courtesies and accept with pleasure the invitation.

Mr. Chandler moved, seconded by Mr. Thompson, that this Convention extend the thanks of their members to the Civil Service Club for their kindness in allowing the meeting of the Convention to be held in the Club rooms.

The meeting then adjourned.

CIVIL SERVICE FEDERATION OF CANADA.

Financial Statement, 1911-12.

Receipts.

Balance from 1910-11.....	\$259 14
Interest on bank account.....	6 07
Fees as per statement below.....	237 38
	\$502 59

Expenditures.

Printing	\$69 53
Insurance Committee	27 56
Rent of Convention meeting	15 00
Stenographer	1 50
Telegrams	7 46
Miscellaneous	4 25
	125 80
Balance	\$377 29

Made up as follows:—

Cash in hand	\$ 84 95
Cash in bank	192 34
Cash in C. S. Loan and Savings Society	100 00
	\$377 29

Audited:

- E. E. STOCKTON.
- A. MacMILLAN.
- H. ROCHON.

Certified correct:

R. H. COATS,
Secy.-Treas.

Per Capita Tax—Receipts.

<i>Arrears—</i>	
Ottawa Postal Clerks	\$ 3 30
<i>Current year—</i>	
Halifax Postal Clerks	2 50
Maritime Provinces Customs	17 50
St. John Civil Service	20 00
Quebec Civil Service	21 36
Sherbrooke Excise	1 00
Montreal Excise	4 70
Montreal Postal Clerks	25 00
Montreal Customs	15 00
Ottawa Civil Service	41 62
Ottawa Customs	4 00
Toronto Railway Mail Clerks	5 00
Toronto Customs	10 00
Toronto Postal Clerks	20 00
Customs Appraisers, Canada.....	4 50
Hamilton Customs	4 00
Kingston Post Office Employees..	1 60
Hamilton Postal Clerks	5 50
Hamilton Excise	2 50
Niagara Falls Customs	3 70
Stratford Excise	60

Sarnia Civil Service	2 00
Windsor Customs	4 50
S. S. Marie Customs	5 50
Victoria Civil Service	12 00

ANNUAL REPORT OF EXECUTIVE COMMITTEE.

On behalf of the Executive Committee, the undersigned have the honour to submit the following report of proceedings during the period since the last annual Convention of the Federation held in April, 1911.

Immediately following the Convention of that date, your officers approached the Government with a view to securing consideration of the various matters discussed at the meeting, many of which had previously at one time or another been brought to their attention. As will be remembered, the proposed reciprocal trade arrangement between Canada and the United States was during the spring and summer of 1911 prominently before Parliament and the public. As the Government had placed this matter in the forefront of its programme for the session then in progress, the controversy which developed resulted practically in the entire exclusion of other questions from debate in the House of Commons, and from consideration by the government. Your officers accordingly were unable to secure more than an assurance that the various matters pertaining to civil service conditions would be dealt with in due course. As the event proved, even the Bills which had been previously introduced during the session with regard to the service were not reached, Parliament being dissolved and an election announced during July.

After the election in September, and following the accession of the new administration to power, your officers again approached the government for the purpose of bringing the programme of the Federation to its attention. At an informal interview which took place with the Prime Minister, it was intimated that the government could not at once take up the various questions mentioned, though their importance was fully recognized. It was significant, however, that the matters would not be lost sight of, and shortly after, as will be recalled, the whole subject of the administration of the service was referred for investigation and report to a Royal Commission consisting of Messrs. Morine, Lake and Ducharme. On a second reference to the Prime Minister it was suggested that it would be expedient that the Federation should in the first instance lay its views before this body. During the month of April, accordingly, your Executive held a special meeting at Ottawa, at which the programme of the Federation was discussed anew. Later, the Executive, in a body, had

an interview with the Commission at which every facility was granted for the expression of opinions. The President introduced the deputation, and the chief questions discussed were those of salaries by Mr. W. F. Miller, Excise, Hamilton; and Superannuation and Insurance by Mr. A. D. Watson, Insurance Department, Ottawa. A very sympathetic hearing was given by the Commissioners, and the discussion of these and the various other points of the programme was full and satisfactory.

As it was again stated that no action in the matter of general civil service legislation would be taken pending the report of the Commission, the Executive thought it advisable not to hold the annual Convention in April as heretofore, but to postpone it to a date when it would be possible to approach the government direct. With the resignation of Mr. Morine, the Chairman of the Public Service Commission, however, this postponement was prolonged further than had been anticipated, and the appointment of Sir George Murray will no doubt cause still further delay in the definite and final discussion of these questions. With the announcement of the opening of the session in November, however, it was thought expedient to bring on the annual Convention of the Federation in order that the working machinery of the organization might be maintained in proper running order, officers elected, and methods and procedure in general discussed. It will be seen that the *status quo* has not been altered materially since the last meeting, though some important legislation affecting classification and salaries has been passed in the Post Office and Customs Departments. Nevertheless, it would appear that after an interval of eighteen months a re-discussion and re-affirmation of our programme is called for.

Though the above does not indicate material advance, your Executive thinks that under the circumstances other action on the part of the government was not to be expected. We have every reason to believe that the action of the government, though delayed, will be well-considered and constructive, and will not be opposed to the main contentions of the civil service organizations. The Federation itself has suffered no impairment of its strength, but rather the reverse in every branch with the exception of the canal employees.

Owing to the enforced inactivity of the Executive during the latter half of 1911 and the opening half of the present year, the per capita owing in April last was not collected.

Good work has been done by the sub-committees on Insurance, Superannuation and *The Civilian*. Statements in this connection will be presented by the respective chairmen. We suggest that each of these, and similar matters be considered in com-

mittee of the whole, and that on the question of the re-consideration of the salaries and classification clauses the Convention resolve itself into its constituent classes. We also suggest that the various resolutions of the part of the Federation be repeated and the committees continued in office. Also that the Executive be authorized to interview Sir George Murray if considered expedient.

A statement showing the Receipts and Expenditures since April, 1911, is appended.

Yours faithfully,

J. A. SMITH, R. H. COATS,
President. Secy.-Treas.

REPORT OF INSURANCE COMMITTEE.

The President and Delegates,
C. S. Federation of Canada.

The undersigned beg to report on behalf of the Committee on Government Insurance Extension.

The Committee, since the last Convention in April, 1911, distributed explanatory literature and application forms, as follows:—

In the service outside of Ottawa—

- In the Customs Dept., in 133 offices.
- In the In. Rev. Dept., in 29 offices.
- In the P. O. Dept., in 40 offices.

In the case of the Customs and Inland Revenue services, a memo was enclosed to the Collector in cases where sub-offices existed, asking that he send forms, etc., provided to such offices. In the Ottawa service distribution was made through the departmental representative to the association.

When the Insurance campaign was first begun by *The Civilian* three years ago, there were 400 policies in existence, taken out in a period of 17 years. The number of policies to-day is 700, a gain of 300 in three years. The expenditure by the committee was \$27.

All of which is respectfully submitted.

F. GRIERSON,
Chairman.

REPORT OF EDITORS OF CIVILIAN.

The President and Delegates,
C. S. Federation of Canada.

The undersigned beg to report in respect of the operation of *The Civilian*.

The success or failure of the editorial department of *The Civilian* is in the judgment of this Federation.

On the business side we regret to report a falling off in the subscription list of 600 names since the last meeting of the Convention, and the advertising department is not at present in as favourable a condition as usual. Partly the reason for this is due to the changes which time bring about, the editors finding that new or additional official duties prevent the attention required to keep *The Civilian* up to the mark. Another allied reason is the difficulty of finding members of the service who are at once willing and competent to do the work in the unavoidable absence of the editors. Partly also the reason is due to the difficulty in getting canvassers and collectors who are both presentable and honest, our experience in this regard having been very unfortunate.

The editors are under a great debt of gratitude to members of the Federation for co-operation in the matter of subscribers outside of Ottawa. Under the circumstances related above, however, the editors must have a better organized co-operation, or they must reluctantly begin to consider the ending of the life of *The Civilian* at the close of the present volume year in April, 1913. Before considering such a contingency, let us present to you the following facts and considerations:

In New Zealand, from whence comes so much that is progressive and inspiring, the Post and Telegraph Service operates a fine periodical, called the "Katipo," the charges for the management of which are incorporated in the annual running expenses of the association: that is, it owns and operates the magazine. The editing is done by members of the service, though there is now a move on foot to have the editorial work performed outside the service. This proposition is well worth discussing in connection with *The Civilian*.

An alternative scheme is that the Federation organize the machinery at its disposal so that the editors may be furnished with a regular news and subscription service. The present editors consider the function of a civil service journal to be one of review and education, but there has developed a demand, especially in Ottawa, for personal news and gossip, etc. The need of co-operation in respect of subscriptions arises from the impossibility of obtaining with our humble means creditable canvassers and collectors.

The foregoing is respectfully submitted in the hope that the Federation will consider one or other of these alternative suggestions, and thus ensure the continuance of *The Civilian*, if its continuation is thought desirable.

F. GRIERSON,
For the Editors.

ROLL AS SIGNED BY DELEGATES TO THE CONVENTION.

REPRESENTATIVE	ASSOCIATION	Head-quarters	PRESIDENT	SECRETARY	Member-ship
J. A. Smith	President	Toronto	W. Christy	A. E. Crate	180
Geo. Carpenter	Vice-President	"	"	"	
R. H. Coats	Secretary-Treasurer	Kingston	R. E. Genge	W. J. Wells	16
F. W. Davies	Toronto P.O.	Ottawa	R. Spittall	W. Gilchrist	42
M. E. Hynes	Stn. G.	Montreal	"	"	45
C. A. Bunt	Kingston P.O.	"	"	"	
T. H. Burns	Customs	St. John	Thos. McCallum	R. Colwin	178
H. C. Rochon	"	Hamilton	W. Welsh	J. Barnett	40
E. Groux	"	Windsor	L. F. Miller	D. M. Cameron	45
J. W. Hoyt	"	Hamilton	J. R. Power	Geo. Watt	25
J. R. Colwin	Inland Revenue	Halifax	"	"	178
Marshall Thompson	Mar. Customs Association	"	"	"	
W. F. Miller	"	"	"	"	
J. R. Power	"	"	"	"	
A. C. Caldwell	"	"	"	"	
George Watt	"	"	"	"	
H. T. Noonan	Perth Inland Revenue and Customs	Perth	F. Mason	H. T. Noonan	14
J. E. Philibert	Quebec Civil Service Association	Quebec	P. J. Mailloux	P. A. Guay	161
W. G. Jessop	R.M. Clerks Association	Toronto	W. G. Jessop	R. Cowling	50
Arthur Paré	Civil Service Association of Ottawa	Ottawa	Arthur Paré	Walter Todd	1562
Ormond Higman	"	"	"	"	
W. J. Lynch	"	"	"	"	
Ernest Green	"	"	"	"	
E. E. Stockton	"	"	"	"	
A. Macmillan	"	"	"	"	
James Greet	Toronto Customs	Toronto	R. Holmes	Arthur Callow	150
John B. Fleming	"	"	"	"	
Robt. Holmes	"	"	"	"	
R. Patching	Executive	"	"	"	
G. Bogue-Smart	Civil Service Great Britain	London	"	"	
J. J. Flynn	Niagara Falls C.S.A.	Niagara Falls	J. B. Stephens	A. C. Milne	37
J. D. Pagé	Immigration	Quebec	P. J. Mailloux	P. F. Guoy	261
P. J. Mailloux	Marine and Fisheries Service Association	Quebec	"	"	

ROLL AS SIGNED BY DELEGATES TO THE CONVENTION.

REPRESENTATIVE	ASSOCIATION	Head-quarters	PRESIDENT	SECRETARY	Member-ship
H. Chandler	Montreal P.O. Employees Association.....	Montreal	Geo. A. Carpenter	H. Chandler	450
Robt. Holmes	Toronto Customs	Ottawa			
Jas. Parent	Ottawa P.O.	"			
H. T. O'Neill	"	"			
J. M. Macoun	"	"			

OTTAWA C. S. CLUB NOTES.
Smoking Concert.

The first smoking concert of the season was held in the Club parlors on Friday evening, Nov. 15th. The club had as guests the visiting delegates to the Civil Service Federation of Canada. A most enjoyable evening was spent.

A long and attractive literary and musical program was gone through with. The well known favourite Mr. Ab. Heney rendered several habitant selections. Another old favourite was welcomed back to Ottawa, in the person of Mr. Eugene Belleau, who since his superannuation has been living in Quebec. He sang and played with all his old time acceptance. Prof. Tremblay of the Basilica gave several most enjoyable selections on the piano, while Mr. Foley of the Printing Bureau sang splendidly, accompanied by Mr. Neville. A clarionet solo was given by Mr. E. D. Ingall of the Geological Survey, while Mr. W. J. Johnstone of the Immigration Beh. sang twice, being encored each time. Mr. F. J. P. Crean, of the Railway Swamp Lands Branch, gave a most enjoyable entertainment towards the close of the evening. His recitations, stories, and slight of hand work were greatly appreciated. Mr. Poulet and Mr. Tremblay also sang and were vociferously encored. But the talent was not confined to Ottawa. Several of the visiting delegates contributed to the evening's enjoyment. Dr. J. A. Smith, President of the Federation, spoke very wittily, while choice song selections were given by Messrs. Carpenter, Chandler and Rochon of Montreal.

The smoker broke up with Auld Lang Syne and God Save the King. Altogether the affair was voted a great success. The committee in charge of the program were Capt. Ferguson-Davie and Messrs. Burns, Chalifour and Bronskill. It is the intention to hold several of these concerts during the season.

**STATEMENT OF RECEIPTS AND EXPENDITURE OF THE CIVIL
SERVICE ASSOCIATION OF OTTAWA FOR THE YEAR ENDING
OCTOBER, 31, 1912.**

RECEIPTS:—

Balance from 1910-11.....			\$375 57
Arrears of fees 1910-11.....			5 25
Fees 1911-12 Agriculture .. .	127	\$ 31 75	
Auditor General .. .	59	14 75	
Customs .. .	210	52 50	
Finance .. .	43	10 75	
Indian Affairs .. .	47	11 75	
Inland Revenue .. .	59	14 75	
Insurance .. .	11	2 75	
Interior .. .	456	114 00	
Library of Parliament .. .	14	3 50	
Labor .. .	14	3 50	
Marine and Fisheries .. .	43	10 75	
Militia and Defence .. .	71	17 75	
Naval Service .. .	35	8 75	
Post Office .. .	212	53 00	
Public Works .. .	172	43 00	
R. N. W. M. Police .. .	9	2 25	
Railways and Canals .. .	5	1 25	
Trade and Commerce .. .	42	10 50	
			<hr/> 407 25
Interest C. S. Loan and Savings Society.....	16 29		30 73
			<hr/> \$818 80

EXPENDITURES:—

Arrears accounts 1910-11.....		\$ 42 00
Civil Service Club, Rent of Rooms .. .	\$ 75 00	
Y.M.C.A., Rent of Hall .. .	10 00	
C. S. Federation fees .. .	41 62	
Printing and Distributing Memorial .. .	99 00	
Printing Annual Report, etc. .. .	27 25	
Clerical Assistance, Postage, etc. .. .	81 00	
Deposit with C. S. L. and S. Society.....	300 00	
		<hr/> 633 87
Interest on Deposit with C. S. L. and S. Society .. .		30 73
Balance—Cash on hand .. .		112 20
		<hr/> \$818 80

R. PATCHING, *Treasurer.*

N.B.—In addition to the above the Association has on Deposit with the Civil Service Loan and Savings Society \$600.00 with accrued interest, a total of \$648.97.

Ottawa, Ont.,
Nov. 12, 1912.

U. S. CUSTOMS SERVICE.

United States Customs Inspeectrs have organized for the purpose of studying the problem of a uniform system of administering the customs

laws in the different states. Discussions on this subject were coupled with a movement for remedial measures for the improvement of the customs service.

THE CIVILIAN

Devoted to the interests of the Civil Service
of Canada.

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THE EDITORS,
THE CIVILIAN,
P. O. Box 484, Ottawa

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

Ottawa, Nov. 29, 1912

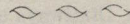
THE FEDERATION CONVEN- TION.

The fourth annual convention of the C. S. Federation held Nov. 15-16, was the usual success. The meeting was well attended by delegates from all over Canada. The Federation has come to stay, and is no longer dependant for its existence on special issues however important. The year and a half that has elapsed since the last convention has not witnessed any very forward movement in civil service affairs. On the contrary, outside two or three departmental bills, little or nothing affecting the service has come before Parliament. Nevertheless the interest of the service at large in its chief organization has increased rather than diminished, and the Federation was never stronger or its usefulness more appreciated than today.

The convention was in part of the nature of a refurbishing of the pro-

gramme adopted two years ago, after the period of quiescence following the change in government. The minutes printed elsewhere show that in the main the business was that of keeping the machinery in smooth running order and the bringing of the executive into touch with opinion throughout the service. The interview with the Hon. Mr. White on Superannuation was eminently satisfactory, and the service may regard this matter as going forward as favourably as the circumstances permit.

Everything points to a session in which civil service interests will be to the fore, with the civil service organizations playing the most active role in all their history.



THE SHORTT—LA ROCHELLE COMMISSION.

The Librarians of Parliament have had a falling out with the Civil Service Commissioners of the Inside Division. In their report to parliament, the librarians say:—

“The Civil Service Commission-
“ers have taken a view of the law
“with which the librarians are un-
“able to agree in any particular,
“and which they deem to be en-
“tirely contrary to the original
“intention and present correct
“meaning of the act.”

Here is seen the failure, on the part of the Commissioners or of the Librarians, to correctly interpret the act or to discern the inner merits of cases. From lack of evidence the service is unable to form an opinion on this as on many other similar cases that have arisen. Who is at fault?

From one source or another, the Editors of *The Civilian* and the officers of our associations have heard rumblings of discontent throughout the Ottawa service. The charge is laid against the commissioners that they are authorizing a pernicious

use of clause 21 to the detriment of the general morale, and resulting in injustice to those old and faithful officers who are thus superseded. There are special and individual grievances. No opinion can be formed, however, until the evidence is all in, and until the commission adopt democratic methods and take the public and the service into confidence. The time to do this is in their annual report to parliament. These reports have been distinguished in the past for a strict observance of the proprietary discretions,—too much so. We think the service has a right to demand and the public a right to expect that these reports should be less general and recondite and that cases and names should be mentioned. In other words, the correspondence in such cases as the Librarians bring forward, as above referred to, should be published in full as is done by the auditor general in his reports; the independence of these respective officers of the Crown, as regards political influence, being identically on the same basis.

We think that since the commissioners do not feel disposed to adopt this suggestion which has been more than once tendered to them in these columns, the Ottawa Association should make representations in force to the government, insisting on this publicity in the commissioner's reports which publicity is the basic principle of democratic institutions.

PRESENTATION TO W. J. GERALD.

On retiring from the office of Deputy, Minister of Inland Revenue, Mr. W. J. Gerald was presented by the members of his department with a silver tea set and handsome travelling bag, and also a handsomely illuminated address which is reproduced as follows:—

“In deciding to choose this method of expressing our personal appreciation of your official connection with the Department of Inland Revenue, we are painfully conscious that our action is of a type which has become more or less conventional, and that on that account often quite meaningless. It is in the nature of approved things that they should be repeated, but too frequent repetition establishes custom, a something which without positive significance in itself, comes to have a sinister meaning when omitted.

“We would earnestly protest against any assumption that our action is taken merely because it is the proper thing to do. Very few of us knew you personally on your entrance to the service, but we are inheritors of tradition, and upon us rests the duty of speaking for those, our predecessors in office, whose voices are heard no more.

For them and ourselves, we express the verdict of forty-five years, the period between 1867 and 1912, during which you have, in one capacity or another, been connected with this Department of the Public Service.

“It is, however, more particularly since you assumed the duties of Assistant Commissioner, and later of Deputy Minister, that you have been known to us and by us, in the wide sense. You came to this high office with an unblemished record of faithful, intelligent and earnest work, and we were prepared to expect much of you; we have not been disappointed.

“Your entire career as official head of this Department, under the Minister of the day, has illustrated a conviction that loyalty to the public service is not different in its essence, from loyalty to any other trust, and we pay a reflected compliment to ourselves when we say that our personal relations with you have ever been of the pleasantest, since your consideration of us, as individuals, has always been dependent upon and secondary to our claims as servants of the State.

“It is gratifying to know that although you have given over four decades of your life to the public service, you retire from this work in good health, if we may judge by outward appearance, and we trust that you may be granted a long period of enjoyable and profitable leisure.

“We ask you to accept the accompanying gifts for yourself and Mrs. Gerald, as an expression of our esteem and good wishes, and as a memento of your long identification with this Department of the civil service of Canada to which we all belong.”

“Is your husband a sound sleeper?” “My dear doctor, can't you hear him? His sleep is nothing but sound!”



PRESIDENT SIMS AND EXECUTIVE OTTAWA C. S. BASEBALL LEAGUE.

The men behind the guns in the C. S. A. B. League are:—

Left to right, lower row:—Percy Lesueur, Transcontinental; Pres., R. Sims, Public Works; W. Hull, Printing Bureau; Sec., H. E. Hayward, Topographical Survey.

2nd row:—J. Laflamme, Immigration; H. Boyd, Census.

3rd row:—J. Morin, Topographical Survey, A. B. Halfner, West Block.

Top row:—G. MacKenzie, Census; R. de Puyjalon, Immigration; T. Doyle, Customs.

NOTES OF C. S. BASEBALL LEAGUE FOR SEASON 1912.

Manager Hull, of the Printing Bureau, should have credit for bringing along his team to victory and winning the Binks' Challenge Cup.

From the players' standpoint and judging from the crowds at Varsity Oval the Civil Service ball players had a most successful season under the guiding hand of Pres. R. Sims, and big things are looked for next season.

Manager Doyle of Customs claims he has the winning team for next season. His team came in well on the home stretch this season.

STANDING OF THE LEAGUE.

	Won.	Lost.
Printing Bureau	16	7
Customs	9	7
Immigration	8	8
Post Office	8	8
Transcontinental	8	8
Topographical Survey	7	9
West Block	7	9
Census	6	10
Militia and Secretary of State.	5	11

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Full course
SPECIAL
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A Plea For Early Shopping

With the Parliamentary session but a few days away, bringing its special volume of business in formal and informal dress among the official set, and Christmas scarcely six weeks off with its tremendous volume of popular trade, this store has a strenuous period of commercial business activity ahead, and would ask its patrons, all and singular, in their own interests, to place early orders.

Imported Evening Gowns, from \$35 to \$150

Elegant Black Lyons Velvet Coats, from \$40 to \$75

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STATEMENTS OF OTTAWA SAVINGS AND LOAN SOCIETY.

REVENUE ACCOUNT, 1911-12.

Surplus, Oct. 31st, 1911	\$143 54	Interest on deposits	\$ 90 00
Interest earned	671 33	Expenses	209 45
		Dividends to shareholders....	250 00
		Transferred to Rescrve Fund..	74 00
		Transferred to Provident Fund	37 00
		Surplus, Oct. 31st, 1912	152 45
	<hr/>		<hr/>
	\$814 87		\$814 87

BALANCE SHEET, OCTOBER 31st, 1912.

<i>Assets.</i>		<i>Liabilities.</i>	
Loans	\$8,873 66	Shares	\$5,688 00
Interest due and accrued	63 78	Deposits	2,565 00
Cash in bank	80 06	Dividend No. 4	250 00
		Reserve Fund	239 00
		Provident Fund	119 00
		Surplus, Oct. 31st, 1912	152 45
	<hr/>		<hr/>
	\$9,017 50		\$9,017 50

CASH STATEMENT.

<i>Income.</i>		<i>Expenditure.</i>	
Cash bal., Oct. 31st, 1912....	\$ 237 46	Shares withdrawn	\$1,117 00
Received for shares	1,072 18	Deposits withdrawn	2,571 00
Received on deposit	4,090 69	Loans made	10,860 00
Loans repaid	9,090 41	Dividends paid	252 00
Interest on loans	690 73	Interest on deposits	90 00
		Expenses	209 45
		Cash bal., Oct. 31st, 1912	80 00
	<hr/>		<hr/>
	\$15,181 47.		\$15,181 45

DETAILS OF EXPENSES.

Printing and Stationery	\$ 43 75
Office furniture	8 50
Guarantee bond	5 00
Postage	2 20
Salary to Manager	150 00
	<hr/>
	\$209 45

Proof Positive.

A county court judge, who is an enthusiastic golfer, said to a boy-witness, "Are you sure you fully understand the nature of an oath, my boy?" The boy looked at the judge in surprise. "Yes, sir," he replied; "I understand. Don't I caddie for you at the golf club?"

In a certain town where the "society" ladies are always planning some new scheme, a strange thing happened. A "White Elephant" party was announced, and each guest was requested to bring something for which she could find no use and yet was too valuable to be thrown away. Eleven of the nineteen ladies invited brought their husbands!

TWO CIVIL SERVANTS ON TRAMP.

II.

Soon after starting we realized that two important portions of our paraphernalia were missing, viz., a camera and a pedometer. At almost every turn of the road picturesque views were presented, photographs of which would have done much to enliven any brief article written regarding our tramp. The pedometer also would have shown the extra distance actually walked in crossing and recrossing the road in order to get the good spots.

On the second and third days only were we able to use the King's Highway. The remaining three days found the mud ankle deep so that we were forced to journey over the ties of the C.P.R. Anyone who has walked for three days on a railroad track—no matter how good—will appreciate its undesirability as a speedway. Monday night found us at Papineauville—after lunching at Thurso. At the latter place we put up at a hotel kept by a worthy boniface, Monsieur Sicotte — a former constituent of our genial King's Printer, Mr. C. H. Parmalee in the Eastern Township. The 'best in the house' was not good enough when M. Sicotte learned that we knew the popular "K.P."

Making an early start on Tuesday morning we reached the beautiful and historic village of Montebello about ten o'clock. We desired to spend an hour or so inspecting the Seigneurie, its mausoleum, museum and delightful environments. Alas, again our lack of French. I hailed the lodgekeeper's wife and nearly strained myself in my endeavours to ascertain whether it was 'defendu a voir la grande maison.' But the worthy dame simply shrugged. We passed on, with some trepidation to the castle. A very pretty housemaid was shaking out the mats. She also was absolutely 'insoluble.' Turning

away in despair, I saw a rather distinguished looking gentleman crossing the well kept lawn. "Parlez anglais?" I asked. "Un peu" he replied. I discovered that this personage was the village barber, an old countryman from France, who was making his morning call to shave His Lordship the Seigneur. From him we ascertained that visitors were not "expected" before the afternoon. As our schedule required us to be at Calumet that evening, we were obliged to hurry on without meeting Mr. Papineau or inspecting the objets d'Art in his historic manor house. The present Seigneur is a grandson of the famous Papineau of the '37 rebellion.

The best walking of the trip was found between Montebello and Calumet. We arrived at the latter town on Tuesday night—three days out from Ottawa and half way to Montreal. To our dismay it started to rain just as we reached the hospitable Calumet House. From that moment until we reached Montreal it rained almost all the time—or at least it seemed so. One redeeming feature of the trip was the quality of the hotels en route. Strange to say the first five hostleries at which we stopped were named "Commercial House." If there's anything in a name, then 'Commercial' for me, every time. The meals were excellent, the beds clean and the rooms warm, with electric light from first to last. But we needed it all to make up for the continued drenching which we received for three successive days. How it rained!

On Wednesday afternoon we reached Lachute wet to the skin, with no change of raiment, for we carried nothing with us except extra socks. There was nothing for it but to go to bed while our clothes dried. And there we lay until next morning when we had to don our garments still wet and 'hit the trail.' *Again under a weeping sky. We 'drew rain' (and rain too) at Ste.*

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189 SPARKS ST.

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It is the SUBMARINE part of bread that count — the part BENEATH the surface.

CREAM MALT BREAD is a revelation of **EQUISITE** tastiness.

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A. H. Shouldis.

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—OUR—

FALL & WINTER LINE FOR 1912-13

is now ready, it has been greatly improved. The prices are right, the quality is there. Call and see stock of Headgears, Shoulder and Knee Pads, Supporters, Boots, Sweaters, Stockings. They will interest you.

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OTTAWA.

Please Patronize Our Advertisers.

Scholastique at noon, simply drenched. To bed again until 6.30 p.m. when we started out once more in wet clothes for Ste. Therese, 12 miles away, so as to make the even hundred miles. We made it, but at what a cost! I have been out in many rainstorms, in many countries, but I never went through three such hours as those in my long, varied career. It seemed as though the elements were wreaking their vengeance on us. The track was exposed almost all the way, giving the wind a clean sweep. In half an hour we were quite as wet as though we had fallen into the river. We stumbled on in the dark, keeping an ear and an eye peeled for trains, in the uproar of the storm. In a brief lull I remarked to my companion that I guessed "we didn't live right," but he only grunted and stumbled on.

At last the lights of Ste. Therese appeared. We were chilled to the bone. Stepping in to the first hotel I took out half a dollar and said to the landlady "cinquante cents pour un pot de l'eau chaud." "C'est impossible" she answered. "Vous êtes trop tard." We went out and made for the next hotel with the same result. Finally we secured two rooms and got our dripping garments off and chafed our benumbed limbs. In the morning our clothes were almost as wet as ever. My friend went out in the hall, clad in a red quilt, his feet bare. There were no bells in the rooms and we wanted something to eat. A domestic, when she saw him, dropped her broom and dashed away screaming. The proprietor came up and I almost brought on apoplexy in my efforts to obtain a meal "pour deux messieurs." If I ever go on a trip like this again, I will certainly carry a French dictionary or an interpreter with me.

But we were now on our last lap and didn't care. When we thought of the suit case of dry clothes awaiting each of us in Montreal our

spirits revived and we reeled off that last 20 miles in great form. We reached our hotel in Montreal at 6.25 on Friday, right on schedule time having done the 120 miles from Ottawa in the 6 days. 'Not fast,' you say. No, but let somebody also get out and do it.

Next year we intend walking to New York. (Nit.)

VAGRANT.

L'ORGANE OFFICIEL DU SERVICE CIVIL.

Par J. E. Philibert, Québec.

Il y a un siècle, et voir même un demi siècle, on considérait le journal comme la troisième puissance du monde. Depuis une cinquantaine d'années, les choses ont bien changé. De nos jours, impossible de concevoir une œuvre, une industrie, un commerce, une association, voir même un pays qui puissent, non seulement réussir, mais même se maintenir si le journal ou si vous l'aimez mieux la feuille imprimée, que tout le monde lit ou se fait lire, ne vient à son secours.

Toutes les grandes compagnies commerciales ou industrielles ont leur organe, parfaitement rédigé et donnant au peuple dont on veut s'assurer la clientèle, tous les avantages de la compagnie, de la raison sociale dont il se fait l'organe et le propagateur. Les compagnies d'assurances à fonds social ont leur journal, les sociétés de secours mutuels ont le leur et toutes s'en trouvent à merveille.

Le Service Civil s'est assuré lui aussi son journal et, ce faisant, il a rendu non seulement possible mais de plus très acceptable, toutes les organisations, toutes les sociétés de fonctionnaires publics et qui étaient désireuses de faire connaître leurs aspirations, leurs besoins, en les basant toujours sur le droit, la justice, le bon sens et l'équité. Le

rôle bienfaisant des journaux, spécialement consacrés au service civil, s'est fait sentir non seulement dans notre cher Canada, mais dans tous les pays : entre autres, l'Angleterre, la France, l'Allemagne et les Etats-Unis.

Dans une réunion de fonctionnaires publics se rencontrant pour des fins excellentes, la chaleur de la discussion peut quelque fois porter à des écarts de propositions plus ou moins soutenables, à des censures couchées dans une résolution signée sous l'effervescence du moment mais qu'on regrette amèrement plus tard.

L'organe officiel est-il là vous verrez les choses prendre une tournure diamétralement opposée. Le journal dans ce cas, agira et comme propagateur d'une idée bonne en principe et comme pondérateur si par hasard les choses étaient portées un peu loin. L'organe officiel a aussi un autre avantage. Il renseigne clairement, et sagement tous ceux qu'il a mission de représenter. "Les paroles s'envolent, dit le vieil adage, mais les écrits restent." Cet axiôme fut vrai dans les temps les plus reculés; et, de nos jours, il est plus vrai que jamais.

Maintenant, un tout petit reproche formulé par un ami sincère des employés publics et mis, en blanc et en noir, pour notre méditation sérieuse, dans le journal bien à nous le *Civilian*.

Ayons-nous, fonctionnaires publics fédéraux, donné à notre organe le *Civilian* tout l'encouragement qu'il était en droit de s'attendre? Non!!! nous faut-il dire. Et notre ligne de conduite est toute tracée pour l'avenir.

Abonnons-nous au *Civilian* fournissons lui tous les renseignements à notre disposition. Il nous a fait grand bien depuis sa fondation, nous a rendu des services signalés, son importance va toujours en grandissant; et avec notre concours bienveillant et sérieux, tout le monde n'aura qu'à s'en féliciter.

Les délégués réunis à la convention de la Fédération des Fonctionnaires Publics Fédéraux, tenue à Ottawa, les 15 et 16 courant ont compris mieux que jamais, l'importance du *Civilian*. Rendus dans leur villes respectives, ces délégués vont mettre sérieusement la main à l'œuvre; et, à la prochaine convention, nous sommes sûrs que le reproche que nous osons adresser se changera en félicitations sur les progrès accomplis par la plus grande diffusion du *Civilian*.

THE CIVIL SERVICE.

What do they know at Ottawa?
 Bushels and tons of things,
 Why the sea is a plane of gold,
 Why every cricket sings,
 Why potatoes are small and poor,
 Where the St. Lawrence flows,
 What will finish the codlin moth,
 Where all the pulp-wood grows.

What do they know at Ottawa?
 Verily, more than that.
 Why the pig has a haughty eye,
 Why all the soles are flat,
 How the lobster employs his time,
 Where all the oysters lurk,
 Bless me, children, at Ottawa
 Somebody has to work.

What do they know at Ottawa?
 Agricultural lore,
 Bordeaux Mixture and whale-oil soap,
 Kerosene, Hellebore,
 Why to spray, and the art of it,
 Mulch and its various uses.
 Facts are given at Ottawa
 Rather than bald excuses.

What do they know at Ottawa?
 Anything you may need.
 Mining, Forestry, Rocks and Shoals,
 Where all the dog-fish breed,
 Navigation and Whistling Buoys,
 Patents and Copyright,
 Immigration and High Finance,
 Lumber and Second Sight.

Who are the Wise at Ottawa?
 —Members of Parliament?
 Nay, my children, the Statesmen bold
 Labor from morn till night
 Trying to learn a thing or two,
 Plodding serene and slow,
 Marvelling at the Deputies
 And at the things they know.

—Toronto News.

"SILAS WEGG."

An Appreciation.

By R. O. S.

You may talk of G. K. Chesterton,
 A scribe of ready wit,
 Whose skilful paradoxes make
 A most decided hit.
 But where, Oh! where, can he compare,
 (Oh! tell me, please, I beg,)
 To our most noted genius,—
 Whose name is Silas Wegg.

Our old friend Rudyard Kipling who
 Wrote "Lady of the Snows"
 And other literary works,
 In verses and in prose,
 Has style, there isn't any doubt,
 As polished as an egg,
 Yet—even Rudyard's far behind
 The learned Silas Wegg.

Though Arnold Bennett seems to be
 In good old London town,
 A man of letters and of parts,—
 An author of renown.
 Yet even he a second place,
 And a much lower peg
 Must take, if ever reckoned with
 Our own great Silas Wegg.

For unadulterated wit
 And style that's all his own,
 Our civil service poet stands
 Decidedly alone.
 Long may our Silas boldly stand
 Upon his wooden leg,
 And may he sign for many moons
 His name as "Silas Wegg."

Correspondence.

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

To the Editors of *The Civilian*:

Sir. — Mr. Garrett O'Connor corrects me in one particular when I state that Kenneth Macalpin was the first King of Scotland.

Although this was mentioned by me purely incidentally and not concerning at all the main point of the argument, I am very glad to have Mr. O'Connor's opinion in connection with this historical difference.

I do not contend that I am cor-

rect, but if I have read the histories of the ancestors of our race aright, authorities differ on this point and I, for one, incline to the teachings of those who think that 'Kenneth Feargus More, the son of Earca,' (or as Mr. O'Connor names him, Fergus, son of Erc) never became sovereign of all Scotland, as did Kenneth Macalpin, but King of Argyle only.

It was through both these kings, Alpin and Fergus, that our beloved sovereign, King George, can be traced back to Eochaidh, the Heremon of all Ireland, who married the 'daughter of Lughaidh'; I presume this is the lady whom Mr. O'Connor names 'the daughter of one of the Pharaohs.'

If this is so I must differ once more in another small particular; that she came from Egypt there is little question and probably from the palace of Pharaoh-Hopha, at Tarpauhes, the ruins of which were discovered by Professor Flinders Petrie, the famous Egyptologist, (see the 'Times' of England of June 18th, 1886); she was a princess of royal blood but indications do not point to Egypt as her native land.

She brought to Ireland customs, names and emblems entirely un-Egyptian; she brought Ireland's 'harp that once in Tara's halls' (Tara being the new name for Ireland's capital city after Eochaidh married her), and Briton's lion which now floats over the keep at Buckingham Palace, and tradition has it the stone of Destiny, commonly called 'Jacob's stone' or the Coronation stone, now in Westminster Abbey. All these are **Jewish** not Egyptian.

The mound under which Professor Petrie discovered the ruins of the Palace of Pharaoh-Hopha is known far and near by the Arabic name of 'El Kasr el Bint el Yahudi,' i.e. 'the castle of the Jew's daughter.'

There is further evidence but space will not permit to give it and as it is I am afraid I have trespass-

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ed too much on your valuable space already so will conclude.

Yours,

"W."

Ottawa, Nov. 20th, 1912.

Compliments for the Civilian.

To the Editors of *The Civilian*:

One hears many complaints respecting *The Civilian* but when they are boiled down there is little residue.

The last issue was very 'meaty' and contained some good matter. To begin with the list of appointments, promotions, retirements, etc., which appears periodically in *The Civilian* is, I understand the only one that appears in any paper in Canada and is authentic. It appears to me that that alone is worth the price of the periodical, which is exactly 3. 11c per copy.

One will pay \$1 per mo. for a few magazines and newspapers and say nothing, but for the official organ of the service there are many complaints and few suggestions.

Yours truly,

JUSTICE.

Ottawa, Nov. 23rd, 1912.

Personals.

The following list includes changes that have taken place in the service up to the month of July only.

Appointments.

Archives:—Miss E. A. Smillie, J. A. Tremblay, to Div. 2B; J. F. Kenney, D. W. Parker, to Div. 2A.

Post Office:—A. E. Arnott, London; A. L. McFarland, Hamilton; H. Drury, G. A. Jones, F. H. Maples, A. G. Cunningham, A. W. Porteh, L. H. Sinclair, E. A. Connolly, H. J. Black, J. C. Thompson, S. G. Beaton, W. H. Ketcheson, W. H. Fawcett, Toronto; A. Spicer, J. W. Rogerson, A. H. Clark, C. H. Johnston, S. E. Parker, S. McCloskey, R. Henderson, A. Trute, R. J. Kennedy, G. M. Williamson, E. H. Martin, Winnipeg. Miss Gertrude Lyon, to Div. 3B; F. D. Stewart, Calgary, to class 3A (recalled); Bessie Wilson, Kingston, R. E. Gain, Toronto, C. T. Purvis, Toronto, to class 3B; G. S. Ketcheson, Vancouver, J. H. Gent, A. J. Skelley, G. C. Rose, C. E. Miners, Moose Jaw, J. R. Leitch, Winnipeg, to Ry. Mail Ser.; C. F. Radford, E. C. Gilleland, B. S. Merrifield, London; C. E. MacIvor, T. A. Burns, C. R. Meed, P. Durant, Calgary; F. E. Ross, J. E. Brown, D. L. McKinnon, B. B. Bennett, Toronto; T. G. Clarke, W. Taylor, W. H. Wood, A. J. Coburn, K. P. Campbell, Winnipeg; Miss A. Burrough, Quebec; A. E. Attfield, Div. 2B.

Dating from the first April, 1912, many temporary appointments in the Outside Post Office Service were made permanent, as follows:—

City post offices, 590; P. O. Inspectors, 52; Ry. Mail Service, 157; M. O. Exchange, 56.

Public Works:—Donald McDonald, Jos. E. Larochelle, Thos. Sawyer, Pierre Altenet, to Div. 2B; Miss Plunkett, Leonard Purvis, to Div. 3B; T. H. Schwitzer, Eric Brown, to Div. 1B.

Promotions.

Post Office Inside Service:—The

following to Div. 3A—H. Ostrom, M. B. Sinclair, N. C. Powell, M. Howell, O. Hunter, F. H. Robertson, A. F. Waller, I. B. Smith, F. C. McDonald, J. Frechette, A. H. MacNish, M. R. Tureot, J. Baudry, G. C. Avery, R. V. Robinson, J. B. Campbell, H. G. Buckley, M. A. O'Connor, Louise Castonguay.

The following to Div. 2B; A. A. Mooney, Hugh Renwick, C. C. Sheldon, G. M. Whillans, H. J. H. Beaulieu, Jas. O'Connor, Miss K. Berrick.

The following to Div. 1B—F. R. Rochester, F. E. S. Grout, J. G. Fortier, J. H. Lewis and J. H. Fairweather.

G. J. Binks to Div. 1A.

Transfers.

Leon St. Denis from Ottawa P.O. to Public Works; Antonio Tremblay, from Interior to Public Works, Ottawa; J. C. Tache, from Chicoutinni to Rimouski, Public Works; C. R. Coutlee, from Outside to Inside Public Works; Jas. Reardon, from Printing and Stationery to Ry. and Canals; C. M. Denny, from Ry. and Canals to Interior; F. Argue, from P.O., Toronto, to Regina; A. E. Kent, from P.O., Ottawa, to Toronto; Arch. Bolduc, P.O. Insp., Ottawa, to Div. 1A; S. H. Waggoner, from Inside to Outside Customs; Percy L. Steckley, from Outside to Inside Customs; W. J. Cooper, from Calgary to Winnipeg Customs; D. F. Robertson, from Topographical Sur. to Indian Affairs; W. S. H. Bernard, from Customs to Immigration, Ottawa; F. J. Boulay, from Inside to Quebec Agency, Marine Department; Rene Lasalle, from Inside to Montreal Agency, Marine Dept.; A. W. Meriam from Custom to Privy Council, Ottawa.

General.

The allowance for higher cost of living in the West is travelling East. The Letter Carriers at Sault Ste. Marie have been allowed the \$15.00 a month, owing to the fact the cost of living at Sault Ste. Marie is as

high as in the western provinces.

That popular reciter and general favourite of Ottawa, Mr. Ab. Heney has been appointed to a position in the Stationery Branch of the Department of Interior. Vivat Ab.

Mr. John Leslie of the Dept. of Justice, was ill for a few days last week, necessitating his absence from duty.

Miss Geddes, one of the young ladies of the Immigration Branch, has been transferred to the Dominion Lands Branch Office at Regina, where her brother has been residing for some time. She was presented on leaving, by the Immigration staff with a sterling silver manicure set.

Mr. C. H. Young, of the Mines Dept., has been absent for the past two weeks in New York on official business.

Mr. Douglas Stewart, Inspector of Penitentiaries, is still absent from Ottawa while Acting Warden of the Kingston Penitentiary.

Mr. J. E. Gobeil of the Dept. of Public Works, left last week for England on private business.

Miss MacDonald of Finance, is about to sever her connection with the service and will take up her residence in the West.

Mr. T. G. Bunting, Assistant to the Dominion Horticulturist at the Experimental Farm, who has accepted the position of Professor of Horticulture at Macdonald College, Que., has been granted a month's leave of absence on retirement and has already taken up his new duties. *The Civilian* wishes him success in his new field.

Mr. M. D. McCallum, of the Horticultural Division, left on his annual statutory leave last week.

Mr. J. C. Saunders, Dominion Bookkeeper and J. E. Rourke, Comptroller of Currency, and Mr. H. A. Folkins of the Auditor-General's Dept., have returned to the city from a business trip to Victoria, B.C.

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Athletics.

The *Civilian* presents in this issue a somewhat belated photo of the Committee of the Civil Service baseball association. The past summer marked the first season of this organization which came into existence largely through the energy of Mr. R. Sims of the Department of Public Works. Much good sport was enjoyed by both players and spectators alike. The team representing the Printing Bureau were the winners of the Birks' Trophy, they having gone through the entire season without losing a game. No doubt next summer, with the advantage of past experience, a much larger and more representative league will be formed.

* * *

What has been said above applies with almost as much force to hockey; and if to hockey, why not to football and lacrosse? Some day, we do not know when, the service will have large athletic grounds of their own, where all their contests will take place. He would be a popular Minister who would take up this question and push it to a satisfactory conclusion. Who better than the stalwart Minister of Militia—former lacrosse and cricket enthusiast?

* * *

The Montreal Ski Club has organized for the season with Mr. Huntley R. Drummond (son of late Sir Geo. Drummond) as president and Mr. W. L. Paul as secretary.

The Ottawa Club anticipates a much more extensive season than last year. Mr. Jos. Morin of the Immigration Department, is secretary. It is contemplated to build a steel slide to be ready for the great winter carnival to be held here. Last winter the club was frequently honoured by visits from His Royal Highness the Duke of Connaught and the Princess Patricia.

Two new arrivals from Norway, expert ski runners have come to reside in Ottawa.

* * *

Now that football is practically over the winter-sport is beginning to awaken interest and the Executive of the Ottawa C. S. Hockey League are already making plans for the coming season.

The league at present consists of six clubs and it is hoped that two other Depts. may see their way to entering a team.

Although there was no trophy at stake last season, the league being formed solely with the idea of having some wholesome sport, the games were well contested and very good feeling prevailed.

The executive hope to be able to make arrangements this season to have all games played on a closed rink, which will be a great improvement.

The first annual general meeting takes place about the middle of December when the officers for the coming year will be elected.

The *Civilian* would like service athletic news from friends outside of Ottawa.—Eds.

POSTAL CLERKS MAKE REQUEST.

Winnipeg, Nov. 13. — At a mass meeting of postal clerks, with delegates from many points in Western Canada, it was unanimously decided to send a memorial to Premier Borden asking a minimum salary of \$600. The demands of the Western Canada clerks follow closely the schedule recently granted in Toronto.

Quick is the succession of human events; the cares of to-day are seldom the cares of to-morrow; and when we lie down at night we may safely say to most of our troubles, "Ye have done your worst, and we shall meet no more."



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