

THE CIVILIAN

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Civil Service Government by Commission

(By F. A. G.)

(*Third Instalment.*)

The first article of this series appeared in *The Civilian* of Dec. 12th, and the second on January 9th. The present article, after discussing some underlying principles, enters upon an analysis of the administration of the Shortt-La Rochelle Commission. "Publicity" and "Relations with the Service" are the subjects ventilated in this article. In the following number of *The Civilian* the record of the Commission as regards the Third Division, Section 21, Transfers, etc., will be discussed. The attention of the members of the Outside Service, as well as of the Inside, is invited to these articles.

Government of the people by the people is an arduous and difficult operation. One group of men obtains power and will resort to every means to retain it. Another group desires power and will resort to every means to obtain it. Governments have gifts of public office at their disposal. There is a clamor for these gifts by many men. Most of them want more than they require or deserve. The distribution of the gifts of office causes worry to a government, and not infrequently leads to inefficiency in the public service. It was in order to overcome this worry and inefficiency in the Canadian service that the Commission was established.

In order to appreciate the difficulties of the problem of governing a public service by a commission, let us discuss two aspects of the proposition that present themselves at the outset.

(1) The method of appointing members of the commission.

(2) Their tenure of office.

Civil Service Commissioners, under all governments, are appointed by the government of the day. An exception

to this general statement exists in the state of Colorado, where the commissioners are elected by the people themselves. Having regard to the nature of their duties, both of these methods of appointment are objectionable. The functions of commissioners are largely judicial in their character, and as the parties between whom the commissioners are called upon to adjudicate, can only, and must always, be the government on the one hand, and the servants of the government on the other, it is manifestly essential that the appointment should not be vested in the government. The government must always be one of the parties in every matter brought before them, and their appointment should be vested in an absolutely independent body, such as, for instance, the Chief Justice of the Supreme Court of Canada. Commissioners chosen upon some such plan as that just mentioned would remove a very troublesome matter from the arena of party administration, and would command the confidence of the great body of civil servants, whose every

interest and the tenure of whose employment require the most substantial guarantees that can be given, to protect them from the very appearance of partiality, or unfair treatment.

It is the custom under all governments given to the patronage system, to appoint men possessing no special qualifications to administer technical business. In the service of the United Kingdom there has been dissatisfaction in regard to appointments to the 1st Division, of men ignorant of all the varied intricacies of a public department. The telegraph and telephone system was nationalized in the United Kingdom, and men who knew little or nothing of that particular business were appointed to administrative positions in that service and inefficiency ensued. That it is unusual to appoint technical men to administer technical departments in the public service was illustrated by the surprise caused when the Canadian Government, with commendable propriety, appointed railroad men to manage the Intercolonial and Transcontinental Railways.

The Bankers' Association does not appoint a medical man as its presiding officer. Similarly the Medical Society does not appoint a banker. Yet, when it was required to find two men to administer the civil service, in Ottawa, the Government sought out two men whose knowledge of this very special and intricate business was purely academic, and who had not the advantage of any association or connection with the experiences of those over whom they were appointed to rule. In the ranks of the service itself could have been found able men, who out of long practical experience with the faults and weaknesses of the civil service system, could evolve sympathetic and practical solutions. In progressive New Zealand, this common-sense principle has been recognized, for the Board of Appeal from the decisions of the Civil Service commissioner in that Dominion is com-

posed, with one exception of civil servants.

Tenure of Office.

What is the proper and wise tenure to grant to civil service commissioners?

Commissioners are as other men. They are susceptible to the warming and cooling influences of the government of the day. If the commissioners be men of incorruptible probity, an indeterminate period of appointment would be desirable. If they be weak in the knees and flabby in the will-power, a limited tenure is desirable. What is the best general rule?

Friends of the fixed term of office argue that it is easier to drop a mediocre man at the end of a fixed period, than to get him removed for cause. Further they argue that there should be an injection of new blood into the commission, which would prevent its becoming, possibly, too technical, mechanical and bureaucratic.

Those who favour permanency of tenure have a strong argument. This is what they claim. The essential duty of commissioners is to enforce the civil service law with absolute impartiality, and in doing so they will have to run counter to the wishes of the government appointing them, to restrain them from making political appointments and in other ways using the public service for the promotion of their political ambitions. The mere statement that commissioners may be removed by order in council at any time, as in Great Britain, or at fixed periods as in the United States, Australia and New Zealand, carries with it its own condemnation. Commissioners are human. They will compromise with conscience in order to ensure re-appointment. They will permit competitive positions to be arbitrarily placed in the exempt class. These friends of the permanent tenure admit that a safeguard is necessary, and the Illinois statute provides that the

governor or *any other citizen* may file charges against commissioners or a commissioner before two judges who hear evidence and render judgment.

A Problem in Administration.

A Public Service Commission has its own difficult problems to solve. Just to mention one, in passing, let the following question be submitted,— shall appointments be made in numerical order from the top of the eligible list, or shall the employing department have the privilege of choosing from the list at will whomsoever it desires. The danger of the latter course is evident. The person named at the bottom of the list knows someone in authority, and is chosen as one having "special qualifications." The late Mayor Gaynor was confronted with this proposition in New York City, and he made an inexorable law that appointments should be made from the top of the list. If this plan were departed from he insisted upon being furnished with a written statement of adequate reasons for the change. He had to do this "to prevent injustice and corruption from creeping in." Herein lies trouble for commissioners, and no slight responsibility.

Our Own Commission.

On mounting to the second floor in the Trafalgar building, the first sight to strike the eye is the following notice:—

Civil Service Commission.

PRIVATE.

This sign very well expresses the attitude of the commissioners towards the public. The 1909 report was promising, and contains sixteen pages of actual report including much valuable elucidation of a number of problems. The 1910 report contains only six such pages with a sad falling off in elucidation. The 1911 report contains five pages of actual report; reference to the many service problems being disappointingly absent or brief. The 1912 report was silent

as respects any discussion of problems, or reference to the issues fought out with the enemies of the merit system. The commissioners dispose of their responsibilities for administering the merit system for that year in six lines, and plead in justification of this meagre account, the fact that Sir George Murray was about to issue a report.

It must be admitted, however, that the commissioners do advertize. They advertize in the Canada Gazette. Now the Canada Gazette is the medium of publicity used by those who desire to keep the information they are giving out, a profound secret. Here we find economic secrets given a recondite publicity. Groups of men floating their securities over a false bottom, or adding water to their stock under the Companies Act, proclaim their malefactions without fear of being discovered or of having to make restitution. As good luck would have it, certain of the press consider the semi-annual examinations of the commissioners of some importance and reproduce their announcements. But in the case of the special competitive examinations, no such course is being pursued, except that *The Civilian* has recently begun to cut the notices from the Gazette for the information of the service.

There has already appeared in *The Civilian* evidence to show that commissions in other countries are operated on the publicity principle and it is not necessary, therefore, to reproduce that evidence. A recent example has occurred in New Zealand, where publicity has reared its head in spite of traditional bureaucracy. The Board of Appeal in that country decides appeals from the rulings of the C. S. Commission. A reporter of the civil service journal is admitted to the meetings of this board, for proof of which read the following from the *Katipo* of Oct. 20th last.

Before the preliminary meeting of the

whole of the nominated and elected members (to decide procedure on general lines) was held, I had decided that I would supply reports of meetings to the "Katipo" after submitting them to the Postal Board. Now that it has been decided to afford facilities to service journals to compile reports of meetings, this will not be necessary, except when the Board might sit at a place where the "Katipo" has no recognised agent, or where from any cause the agent might be unable to attend the Board room.

Regarding publicity, Elmer L. Curtiss, Massachusetts state commissioner says, "every time an attack was made in the papers it got a reply and in each reply we took pains, not to criticize the criticism, but we took the opportunity to explain something of the underlying system."

President Gallagher of the New York commission says, "I do entirely agree with Mr. Curtiss, that the Civil Service Commissioners ought to meet any criticism that may be made in the public print in just the way he suggests."

* * *

Relations with the Service.

Dr. Charles W. Eliot, president of the Civil Service Reform League of the United States, in his address at the annual meeting of the league in Boston on Dec. 12th, said:—

All civil service associations national, state, and municipal, should stately give the public, both by speech and writing with the aid of the public press, knowledge of its actual conditions.

Dr. Eliot is the highest authority in the world upon civil service. He is at the head of a league that safeguards the merit system to 600,000 people, and this number is increasing. His dictum as to the necessity of a body of civil servants stating "actual conditions" is a sufficient warrant for the present dissection of the record of the Ottawa commissioners, were such warrant deemed indispensable.

The need, the excuse and the justification of the present articles have their inspiration in the one word pub-

licity. The commission is supposed to be a check upon the spoilsmen, but from their reports it is impossible to learn of their "battles, sieges, fortunes," or of their victories so that we may render them the homage due. The present writing will therefore necessarily deal with acts of omission and commission as such appear to the "civil servant on the street." A recital will be given of conditions in certain phases of our commission government. There will follow, in certain cases, a line of conduct pursued by other commissions and commissioners. These comparisons may serve the purpose of a counter-poise or counter-irritant according to the point of view.

The commissioners have not attempted in any way, so far as can be learned, to attach to themselves the sympathy of the service or to gain its support in the battle for the merit system. There have been no confidential or social relations established between the commissioners and the association of the service, and the fault does not lie with the service. The Ottawa service (the service most concerned at present) has as its association representatives, officers and executive, a fine lot of men, who, either in themselves or their predecessors have been studying the knotty problems of civil government for years. Excepting when the association has sought interviews with the commissioners, there have been no meetings between the two parties.

The commissioners seem to have depended from the outset, and to be at present depending, upon the information received from the employer rather than from the employee. This policy is laid down very plainly in their report of 1909, to wit:—

"After making as careful study as the time permitted of the acts relating to the civil service and of the previous and existing conditions of the service, and after several interviews with the deputy heads of various departments, the Commissioners drew up a memorandum."

Also in the report of 1911, the commissioners officially discard the opinions of the employee, for we read in that report as follows:—

“Most of these amendments,” (the nature of them not being disclosed) “though essential to the efficient working of the Act, yet being chiefly concerned with matters of detail, are more suitable for discussion between the commission and a committee of Council than in the annual report of the Commissioners.”

Whatever inconsistency may be chargeable to the commissioners, it cannot be so charged in this instance. They have lived up to their confession of faith. They seem to be satisfied with the views of the Heads and Deputy Heads, one only of the parties between whom they have to arbitrate. They have failed to take advantage of the evidence gathered by the sub-committees of the local association. This one-sidedness on the part of the commissioners is to be deplored. To this, no doubt, may be attributed the lack of cordiality as between the service and the commission. Lack of cordiality is a mild term to use to describe the opinions of the members of the service as expressed on the street.

As the best instance of a very opposite character, I would record the following event:—

Miss Anna Nicholes is one of the Civil Service Commissioners of Cook County, Illinois, governing a service much larger than ours. Miss Nicholes entertained the women of that service at a “social;” 250 being in attendance. The guests were addressed by several speakers, including the president of the commission. The president said:—

“The best friend that the employees of Cook County have is the Civil Service Commission because, in the first place, it is honest, which is something of a novelty in this county; in the second place, it is fair, and in the third place, and this is the highest quality of all, its members are human. If anything goes amiss I know that they are glad to have you come and talk it over with them. They are there to see that justice is done.”

Miss Nicholes in bidding her guests farewell, said:—

“Thank you for coming. It is dreary work going into papers, and we often long to see the faces of the human being behind the papers. We want to get acquainted with you and hope to see you all again.”

It seems superfluous to argue that the two parties to an economic partnership, the employer and the employee, should be equally consulted by any party arbitrating questions between the two. As, however, the commissioners have not taken advantage of the valuable evidence in the hands of the various sub-committees of the association, it may be well to recall at this point, the fact that the New Zealand Public Service Act of 1912 was discussed by the representatives of the government and of the service, clause by clause.

(To be Continued.)

LATE HON. DAVID LAIRD.

The Hon. David Laird, one of the oldest and most honored members of the Canadian civil service, died at his home in Ottawa on January 12th. He was born in Prince Edward Island in 1833, was elected to the island legislature in 1871, took part in the negotiations which brought that province into confederation, and entered the Dominion House of Commons in 1873. Under the Mackenzie regime he was Minister of the Interior. In 1876 he was appointed Lieutenant-Governor of the Northwest Territories. Retiring from public life, he devoted himself to journalism in Charlottetown until appointed to the Department of Indian Affairs as Indian Commissioner. This position he held until his death.

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Communications on any subject of interest
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Ottawa, Jan. 23, 1914

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

* * *

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

CIVIL SERVICE BILLS.

"A Bill consolidating The Railway Act and its various amendments, as well as Bills relating to the Civil Service and to Trust and Loan Companies, will be submitted for your consideration."

The foregoing is an excerpt from the speech from the throne, uttered by His Royal Highness on Thursday, the 15th instant. The appearance of the words "Civil Service Bills" in the speech from the throne is as welcome as it is unusual. The prospect opens up a vista of great possibilities. It is pretty well understood that the bills referred to are a superannuation bill and a bill amending the Civil Service Act. What will it all bring forth?

Of course, the confiscatory principle in the old Superannuation Act will be abandoned. But what about the contribution and the benefits? How will those at present under the old Acts, and those who have served long in a temporary capacity, be admitted to the new scheme? Will wives and children be beneficiaries? And will the application of the new Act be extended beyond the present narrow boundaries of the Civil Service Act?

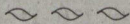
While superannuation holds first place in the imagination of the members of the service, the suggestion of amendments to the Civil Service Act is not without its romantic, as well as practical, interest. Rumored changes to be made in the classification of the Inside Service are generally accepted with satisfaction as far as they go. There is nothing to encourage the hope that there will be a general increase in the maximum of the classes. There is, however, a bright and shining prospect that the Messenger and Lower Grade classes will be benefited by substantial increases, and this is something for which to be devoutly thankful. The rumored increase in the maximum of the Third Division is no doubt intended as a belated alleviation of a distressing problem,

that the "Old Third Division" officers will hardly accept as a final solution.

The Outside Service awaits with anxiety, rarely exceeded in its intensity, for the final announcement. The great struggle with the cost of living under schedules of salaries derived from the distant past and unequal to the bread and butter problem, ever confront the various services outside of Ottawa. Will the Government fearlessly meet the problem of the increased cost?

Anticipation is rife as to the probable action of the Government in regard to granting to the Outside Service a little more merit and a little less political patronage. *The Civilian* has a number of letters on hand from all parts of Canada bitterly complaining of the horrors (there is no other word for it) of the system by which the rewards of a man's life-long labour are confiscated by our paternal Government. A sample of these letters is that published today from Vancouver, signed "Nemo S. Vivit." The spirit breathed from all such letters from the outside members of the service is that of absolute desperation.

For the information of the service at large, it may here be stated that the officers of the federation are in communication with the Minister of Finance regarding the proposed bills. The minister has promised to confer with the representatives of the service in good time, and until it is meet and proper to discuss the bills in a public manner the service must possess its soul in patience.



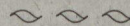
THE REFORM PRESS.

It is rare indeed that any newspaper in Canada takes up the problem of the great machine of public service in any spirit of sympathy or sincere desire to improve conditions. The inspiring animus of most newspapers seems to be centred upon the selfish, narrow, material instincts of

the patronage list. Not listing that patronage, as relating to the appointments and promotions in the service, means crucifixion of hopes and ambitions, most newspapers are content to sacrifice their responsibilities rather than risk their profits.

There is a notable exception to the above general rule. The *Ottawa Citizen*, in its daily fourth-column articles, makes frequent reference to the service as a serious problem, requiring serious consideration by serious men. This attitude of the *Citizen* is helpful and inspiring to members of the service associations and others, who often experience a sense of helplessness and loneliness in the task of studying their problems. The latest contribution of the *Citizen* was a full column article on the 16th inst., dealing with the speech from the throne, and the opening paragraph is herewith reproduced:—

The measure of reform promised to the civil service by the speech from the throne will be welcomed by the general public and the servants of the public alike. Instead of being the lame duck of professional and business organizations in Canada, there is no reason why justice and efficiency should not prevail in the public service to the same extent as in private business; not a particularly exacting demand. The standard of intelligence is at least as high in the civil service as in the commercial world. It would be hard to find more faithful devotion to duty than that of the genuine civil servant. Receiving neither adequate pay nor a modicum of recognition for minding the country's business, few salaried people work harder. Usually the only satisfaction to be derived is the knowledge of having accomplished something good, in spite of the heavy handicap of political patronage established throughout the public service.



EDITORIAL NOTE.

The short story contest that closed on January 1st was productive of ten contributions: It was thought desirable to have as judge of these stories a man not connected with the service, but so far this object has not been attained. The editors hoped to have

Mr. Sykes, of the Carnegie Library, as the judge, but Mr. Sykes is unable to act. At the earliest possible date a proficient judge will be secured and the prizes awarded.

THE OTTAWA SAVINGS & LOAN SOCIETY.

Continuing Success.

(Heretofore Crowded Out.)

The uninterrupted and growing success of the Civil Service Loan & Savings Society was admirably summed up in the address of Mr. William MacKenzie, the president, at the annual meeting on November 25th.

Mr. MacKenzie said:—"The Civil Service Savings and Loan Society has passed another successful year. In every respect it has been the most successful in the history of the society. This was not attained without hard work. The officers of the society and the members of the different boards, who brought about this satisfactory condition of affairs, are to be congratulated by all friends of co-operation. It has at last been completely demonstrated that civil servants are not only thoroughly competent to conduct as a purely family concern a savings and loan organization, but that they appreciate the benefits it confers and are particularly proud that they can call it all their own. We have steadily kept to the front that it is "ours," that it is co-operative and that upon these two outstanding principles we should stand or fall. There is no special merit in being able to conduct an ordinary loan society or to run a successful business of any kind.

"When the organization was first launched one met with differences of opinion among the heads of departments as to the need of an institution of the kind. All these doubts have vanished and it is now recognized by those officers that we are carrying on a work for the betterment of the service. Many evidences of this kind have been presented to us. There is no use of berating the usurer or lecturing the unfortunate who falls into his clutches without first providing the means of extricating the sufferer. What we have accomplished in this direction has not only been a God-send to many households but it has also in its effect added to the efficiency of the service. Those who require loans receive timely aid; those who want to save

for a rainy day take advantage of the savings system. Those who require neither are extending their patronage by way of investments in shares or deposits and in this way the good name of the service is preserved to all. The man who borrows is as good as any, as long as he establishes and maintains his credit. And after all there are very few who would be mean enough to take his colleagues money, given to him under such circumstances, without repayment. Let us say there are none such until we can prove it.

"The financial statement which is in the hands of the members shows the year's operations. It needs no explanation. Although the year's expenses were the largest on record there is a handsome surplus, after a five per cent. dividend has been declared as well as additions to the Reserve and Provident funds of the society. There is standing to the credit of the society in this way \$569 or more than would provide a ten per cent. dividend (added to the five already declared) to all the shareholders.

"During the first year of the society, 1908-09, the value of the business done was \$6,323, compared with \$9,868 for the past year 1912-13, and \$9,017 for 1911-12. To date we have paid \$1,013 in dividends. In the first year there was paid for dividends \$30 and for the past year \$266. And it should be remembered that there was no paid manager for the first year, while during the past year we paid out for salaries \$275, as well as a heavy printing account which will suffice for two or three years.

"The deposits which were \$800 in the first year have reached \$3,000. This is a very gratifying feature of the society.

"The shares have grown from 5,289 for the first year to 6,085 for 1912-13.

"In 1908-09 the money turned over was \$11,096 and for 1912-13 \$15,774.

"The best of harmony and good comradeship prevailed between officers and manager in producing these satisfactory results."

The President's able address was received with the approval which it merited.

The annual financial statement was published in the last issue of *The Civilian*.

The election of officers resulted in the following staff for 1913-14:—

President—William MacKenzie.

Vice-President—Napoleon Desjardins.

Secretary—F. S. James.

Board of Supervision—A. H. Brown, G. D. Finlayson, P. A. Gay.

Board of Administration—Wm. MacKenzie, N. Desjardins, F. S. James, A. D. Watson, W. A. Code, M. H. Goodspeed, L. LeB. Ross.

Board of Credit—Wm. MacKenzie, J. C. O'Connor, E. E. Stockton, S. J. Willoughby, J. E. Marion, John Byrnes, W. J. Glover, J. A. Doyon, Ernest Green.

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Water
used in
Tea Room
Kitchen

Murphy-Gamble Limited

Pure
Spring
Water
supplied on
Tea Room
Tables

Please Patronize Our Advertisers

THE NIGHT BEFORE PAY-DAY

By Silas Wegg.

'Twas the night before Pay-day, and
 through the East Block
 Not a creature was stirring, excepting the
 Clock,
 Who, mindful of how he had lagged before
 five,
 Now hustled to keep the small hours alive.
 I stood near the door which is nearest the
 vault,
 Where the Gold lies in bags as if it were
 salt.
 I stood there and pondered that very old
 text:
 "If a good thing is going you ought to
 get next,"
 And wondered what cipher was used by
 the Chief
 To keep all this wealth from the hands of
 the thief;
 What mystical figures or signs would avail
 To open the doors to an indigent male.
 As thus I stood thinking and doing the
 sums
 We do before Pay-day on fingers and
 thumbs,
 Such as "Thirty for rent, and a ten-spot
 for coal,
 Fifteen for the grocer—I am five in the
 hole,"
 I heard the smart jingle of bells and the
 crack
 Of a whip as it fell on some animal's back,
 And, ere I could say, "What in thunder
 is this?"
 Through the window there came, with a
 crash and a hiss,
 A sleigh drawn by leopards, with a driver
 so grim
 I knew at a glance it was no one but
 him,—
 The High-Cost-of-Living,—the demon
 whose curse
 Was stamped on my pocket and sealed on
 my purse.
 Down the hall like a flash his fleet
 leopards they came,
 And he shouted and snarled as he called
 them by name:
 "Now Goldbug! Now Tariff! Now Wages
 Illspent!
 On Dreadnought! On Rifle! On Taxes and
 Rent!
 To the treasures that lie at the end of the
 hall!
 Now dash away, dash away, dash away
 all!"
 I trembled to think, as still onward they
 flew,
 Of the Nation's Reserve and my notes
 overdue.
 O, what of the morrow if no one calls halt
 Before he has entered the doors of the
 vault!
 I thought of my comrades now sleeping
 secure
 In the faith that the Fifteenth was stable
 and sure,
 Whose dreams were ne'er darkened by
 fears or distrust
 Of the virtue of Pay-cheques to call forth
 the Dust.
 With courage that comes from the depths
 of despair
 I sprang to the front, seized a beast by
 the hair,
 Fought the fool-fight with Fate, and fared
 second-best,
 For the beast ripped my coat, and my
 shirt, and my vest,
 In a search, I presume, for the cash which
 he thought
 I might have about me, but which I had
 not.
 No harm did he do to a vital or limb,
 For the purse, not the person, is what
 fetches him.
 Then the High-Cost-of-Living, stepping
 down from his seat,
 With his whip-lash secured both my hands
 and my feet,
 And said with a chuckle that quivered
 and snapped,
 "The folks I encounter are always left
 strapped."
 Did he enter the vault? Did he pilfer the
 Gold?
 The answers by me cannot ever be told.
 I am bound to keep silence, and silence I
 keep,
 Lest the High-Cost-of-Living take that
 while I sleep.

Study the Problems.

To the Editors of *The Civilian*:

Will you permit me to offer, through your columns, a few critical remarks regarding the recent quarterly and annual meetings of the Civil Service Association of Ottawa?

At the quarterly meeting a resolution was offered "adopting" a clause of the annual report, but was withdrawn on the objection of an old and honored member of the executive committee who declared, in effect, that the quarterly meeting had no power to pass upon the report, which was addressed to the annual meeting. In my opinion, the objection was well taken, and it had the agreement of the chair. The quarterly meeting had no right to "adopt" or "reject" the report, or any part of it, but it did have the right to pass resolutions "approving," "disapproving," or otherwise expressing opinion concerning it. While the quarterly meetings have no mandatory power, they are yet the public forum of the service and the expression of the opinion of these gatherings on any subject of interest by formal resolution should be encouraged.

A regrettable feature of both meetings was the display of ignorance on the part of several speakers regarding the subjects which were discussed. More than once they had to be recommended to peruse the last general memorial of the association to the Government, which outlines the demands of the service in detail. No one who is not familiar with this comprehensive and explicit declaration of the civil service position is competent to debate those matters in any general meeting. Half the explanations and replies required of the chair and executive committee at these meetings were entirely unnecessary, as the matters are fully explained in that memorial. It was printed, referred to every class and department for consideration, and, after final

amendment, again printed and distributed broadcast throughout the Ottawa service. That it was disregarded, lost or forgotten, is not the fault of the executive.

A third matter of regret was the ignorance displayed by some speakers on the superannuation question. Valuable time was consumed while explanations were made to them regarding points which have been discussed at length in former meetings and have been the subject of numerous articles in *The Civilian*. To my mind the demand for a "non-contributory" superannuation system is nonsense,—and for many reasons. I will state a few that occur to me at this moment:

1. The Government would be very unlikely to offer to Parliament a bill providing for such a system, and were such a bill offered it would be sure to be turned down in the House.
2. Were it possible to get such a bill passed, the benefits which the Government would grant entirely at its own cost would certainly be small.
3. Unquestionable evidence has shown that "non-contributory" superannuation systems reduce salaries.
4. "Non-contributory" superannuation is charity. Upon such a superannuation fund the employee has no claim. It is at the complete control of his employer, to grant, reduce or withhold at will. Under the "contributory" system this is not so. The contribution establishes a contract, and the employer is bound to carry out his part. The employee has a legal claim upon the funds.

These are points to be considered by anyone who is tempted to shout "no contribution," just because he thinks it may save him a few dollars per month. What he might save that way he would lose over and over again in other ways.

Our civil service gatherings are full of interest and value, but if those

who wish to address them will first fully inform themselves of their subjects the debates will be greatly improved.

“WAKE-UP.”

Ottawa, Nov. 5th, 1913.

* * *

To the Editor of *The Civilian*:

Another quarterly general meeting of the Civil Service Association of Ottawa will be held soon. I hope it will be largely attended, and that many will take part in the general debate. The enjoyment and value of the meeting will be greatly increased if all the speakers take the trouble to gather all the information they can concerning their subjects beforehand, so that valuable time will not be wasted in profitless talking and the wearisome repetition of information already in print. Particularly, let everyone read up and become familiar with the last general memorial of the association to the government, which embodies all the demands of the service, and states them in precise and exact form.

“BE PREPARED.”

Ottawa, Jan. 19th, 1914.

RAILWAY MAIL CLERKS.

The following paper was prepared for reading at the recent convention of the Civil Service Federation, and has been submitted to The Civilian for publication:

As the long-promised revision of the Civil Service Superannuation Act will, in all probability, engage the attention of the ensuing session of Parliament, a discussion by the convention of the anticipated legislation may therefore prove valuable, and such special features as may commend themselves to its judgment should be brought under notice of the Government with all possible dispatch. The claims of railway mail clerks and other civil servants engag-

ed in arduous and dangerous avocations, to special consideration may be fittingly brought under notice. Those claims in the case of railway mail clerks may be briefly outlined as follows:—1st. The long hours on duty and the ever growing volume of postal matter to be handled on the trains necessitate the exercise of physical strength and endurance of such a degree that none but the young and robust possess; consequently the period of a mail clerk's life on the train is comparatively brief. This statement is amply supported in the report of the Civil Service Commission of 1907, which clearly points out that as a rule the hardships and nerve-shattering nature of a mail clerk's duties affects his health at an early age, and, as a rule, compels his retirement from the service “long before the age of 60.”

2nd. That the list of mail clerks killed or injured while on duty, as well as the high premium charged by insurance companies on mail clerks' risks, abundantly confirms the statement of the said commission regarding the hardships and dangers inseparable from this branch of the public service.

3rd. That no Government provision has been made to provide a mail clerk with less strenuous employment when age or infirmity has unfitted him for work on the train.

Therefore, the equity or justice of placing more favored branches of the civil service, whose conditions are free from the objectionable features above mentioned on a parity with mail clerks by adopting “length of service” as a uniform standard for computing superannuation can be fairly challenged.

In view of the low salaries allowed railway mail clerks and the brief tenure of his official life, it would seem but fair that he and all other members of the civil service following dangerous and arduous avocations should be placed under a separate

classification in the proposed new Civil Service Act. That this classification should allow a railway mail clerk after twenty-five years' active and continuous service on the train, to retire with superannuation, and the amount of his superannuation should be equivalent to the superannuation allowed a clerk drawing the same salary but engaged in less dangerous and arduous employment for thirty-five years' service. The amount of the mail clerks' contribution to the Superannuation Fund during his tenure of office to be based on an actuarial computation of a twenty-five years' service.

SEASONABLE GREETINGS IN THE "WILD AND WOOLLY" WEST.

When the Collector of Customs at Edmonton sent through telephone messages that he would like to meet all the officers on Christmas Eve, a large muster put in an appearance at headquarters, and for the space of an hour or so stern duty gave place to pleasure. Interchange of friendly greetings between the various departments, intermingled with a certain amount of good-humoured "chaff," put everyone on terms, and then Mr. J. W. Shera, the Collector, took the floor. He said how pleased he was to be able, personally, to wish his officers "A Very Merry Christmas and a Happy New Year." It was the first opportunity he had had of meeting so many at the same time, and it was a favourable moment to thank them for their co-operation during the past year. He was especially glad to see such good comradery existing amongst the staff, and he hoped by a continuance of unanimity and that fellowship to make satisfactory progress in the Port. There might be some members who thought they were unfairly treated, but he recommended patience and hoped all would come

right. Mr. Shera proceeded to explain that he had a happy function to perform in the presentation of a wedding gift from the officers of the Port to Mr. V. J. Reay, their cashier, who had so recently entered into the bonds of married bliss. Calling upon that unfortunate official, he handed him a most useful case of cutlery and plate, accompanied with remarks suitable to the occasion. These were supplemented by other members of the staff, and equally shared by all present, Mr. Reay being popular, not only from his official standing, but for his own genial personality. The small token of regard came as a surprise to its recipient, who had evidently thought he was going to get through the evening without the customary good wishes and friendly banter. He made the best of the situation, however, and for a newly married man came through the ordeal very creditably. The happy incident has already apparently had its effect, and if report speaketh truly, another such union will shortly take place. Meantime, it is sufficient to hope that the good feeling existing at the gathering of Christmas, 1913, may always be associated with the Customs in the far, far West.

T. A. K. T.

SUPERANNUATION.

Representative Hamill, the father of the Superannuation Bill on behalf of the Federal service of the United States, has made an important statement on the subject:

"You can say for me," he said, "that just as soon as the session opens I shall continue my efforts to have my Retirement Bill enacted into law. At first glance it might seem that there has been some delay about this matter, but when you consider that we are asking the Government to establish an entirely new policy, it will then readily occur that time for

consideration is very necessary. Many men in Congress must be shown all sides of a proposition before they will vote on it. They will take nobody's word for it.

"Not long ago I was talking to a member of the cabinet, and he said to me that his department was losing more money by keeping old men on the job at their full salary than if he was able to retire them under the provisions of the bill and put younger men in their places. He struggled along with them, he said, as he did not feel it in his heart to drop them, knowing full well that if he did so they would thus be virtually cast out into the cold without any means of support."

OTTAWA CUSTOMS ASSOCIATION ENJOY THEMSELVES.

A-very enjoyable progressive Euchre party was held by the Ottawa Customs Association on Monday evening, Dec. 29th, in the 43rd Sergeants' Mess Rooms, corner Bank and Slater streets. Mr. J. E. Mulligan, of the Long Room, won first prize, a large turkey. Second prize, a large goose, was won by Mr. E. Dufour, of the C. P. Ry. baggage department, while the booby prize went to the president of the association, Mr. R. Spittal.

Towards the close of the evening a handsome cased pipe was presented to the president, the presentation being made by the collector, Mr. F. M. Journeau, on behalf of the association, who spoke in eulogistic terms of the untiring efforts put forth by the president in making the association a success. Mr. Spittal was completely taken by surprise, and thanked the members for being so kindly remembered.

A hearty vote of thanks was unanimously tendered the entertainment committee, consisting of Mr. R. Spittal, Mr. W. H. Sproule and Mr. J. B. Potvin, and also to the Sergeants' Mess through Mr. W. H. Sproule, for

the use of their commodious quarters for the evening's entertainment. All the members of the committee made responses.

CIVIL SERVICE MUTUAL BENEFIT SOCIETY.

The annual general meeting of the above society will be held on Monday, 26th inst., in the Lecture Hall of the Carnegie Library. In addition to the usual regular business, the committee appointed last year to revise the system of benefits and contributions will present its report and proposed amended constitution. Briefly, it is intended that for future entrants the amount of insurance shall be \$250, with a fixed monthly assessment according to age at entry. These assessments are here given for quinquennial ages:

TABLE I.

Age.	Monthly Assessment.
20	\$0.27
25 .....	.30
30 .....	.36
35 .....	.43
40 .....	.51
45 .....	.61
50 .....	.76

The amount of insurance for present members is \$200, with rates fixed as a percentage of the annual salary. It is proposed that these members may continue on the system as heretofore, or that they may pay fixed rates, i.e., independent of increases in salary, in accordance with the following table, for quinquennial years of birth, the amount of insurance remaining at \$200:

TABLE II.

Year of birth.	Monthly Assessment.
1850	\$1.19
55 .....	.91
60 .....	.71
65 .....	.56
70 .....	.46
75 .....	.38
80 .....	.32
85 .....	.28
90 .....	.24

Further, it is proposed that present members may, under certain conditions, increase their insurance to \$250, the rates being those shown in Table I. above, as at age attained at date of transfer.

It is the intention to permit members to increase their insurance to \$500 after the membership will have become sufficiently large to warrant the increased amount.

The executive specially requests that each member regard it his duty to be present. The meeting is called for 8 p.m. sharp.

Correspondence.

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

MERIT IS DEAD.

To the Editors of *The Civilian*:

I read with pleasure your article re the Merit System in the issue of Oct. 17th. Your paper is certainly doing good and hitting the nail on the head. I would like to see an article on that subject in every issue, as it is the nucleus of the trouble of our present system. Keep harping on this string for the Lord's sake. The more you air it the better. In Vancouver Customs we have the very thing you complain of. Within the last year and a half there has been dozens of appointments to the permanent staff without examinations or anything, simply political pull, and old hands have been left behind. A high up office has just been filled without regard to seniority. Political influence was brought to bear, and the political aspirant got the job. Just now it is the talk of the port and many sympathetic glances are to be seen for those who have been neglected. The whole trouble with the service is undoubtedly political influence. The ministers can get inspectors to tell fairy tales that merit will only count, and thus keep the rank and file toiling in hopes, but it is such Baron Munchausen Fairy Tales that soon makes the subordinates lose respect for their seniors, and they soon learn that the teaching that "merit only counts" means get political pull first and you will be considered meritorious, even if incompetent, for honest work generally is made to take what it can get, or, if dissatisfied with this, is given the option of getting out.

Yours truly,
NEMO S. VIVIT.

Vancouver, B. C., Jan. 5th, 1914.

OUTSIDE CUSTOMS SALARIES.

To the Editor of *The Civilian*:

Dear Sir,—Re your memorial to R. L. Borden, Premier, re salaries of collectors of customs, should this not read \$2,500 to \$4,500, not \$500 to \$4,500?

Yours truly,
H. A. PRATT-PIERCE.

Fort Francis, Ont., Dec. 29th, 1913.

Collector's salary, minimum of \$500 is correct. This is a proposed advance of \$200 on the present amount. The explanation of the small amount received by the collectors of some ports is due to the fact that there is very little work and small revenue, and other duties are sometimes performed such as duties of postmaster, etc.—(Editors.)

* * *

GRADED HOLIDAYS.

To the Editors of *The Civilian*:—

Representations have been made to the executive committee of the Civil Service Association with a view to the advocacy by that body of a system of graded holidays somewhat similar to that which exists and has worked satisfactorily for years in the British Civil Service as follows:—

1 to 5 years	2 weeks
5 to 10 years	3 weeks
10 to 15 years	4 weeks
15 to 20 years	5 weeks
20 to 25 years	6 weeks
25 to 30 years	7 weeks
30 & upwards	8 weeks
	or 48 working days.

There may be some objection as to the extent of the holidays to which length of service would entitle, and that officials holding responsible positions could not afford to be away for an extended period, but it should be remembered that these holidays would not be compulsory, but the privilege would be there without being compelled to go, with hat in one hand and a medical certificate in the other, to obtain a needed leave of absence.

It should also be remembered that conditions were adjusted in the British Service and a Royal Commission reported that the Government was more than compensated for time lost by increased efficiency and the improved mental and physical condition of that most valuable class of Civil Servants, the experienced ones, whose



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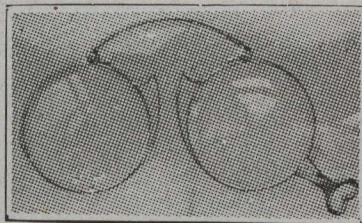
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knowledge of departmental affairs increases with length of service.

It should also be recognized that only a comparatively small proportion of officials would eventually attain the length of service rendering them eligible for the extended leave, yet the privilege would be there which every Civil Servant could look forward to.

If there is one condition more than another that is galling to the older Civil Servants it is the fact that the man with long and faithful service to his credit has no more privileges, under the law, at present, than the young man who has just entered. Could any business firm be found where the junior clerk is accorded equal privileges with the old and trusted employee? Now is the time for action to be taken to ensure the insertion in the new Civil Service Act of an enabling clause, otherwise it will be too late, as once it is amended this session it will likely be years before any further amendments are incorporated.

As already stated, the graded holiday system has worked successfully for years in the British Civil Service from the point of view of the Government, as well as the Civil Servant, and as conditions were adjusted there they can be adjusted here.

It now remains for every Civil Servant to press upon his representative on the executive committee, the necessity of urging this committee to, at once, prepare a draft clause in this regard, and also a draft of all amendments desired to be made to the proposed Amendment Act and submit this information without delay to the members of parliament for Ottawa and urge immediate action. The proper and only effective channel of communication with the Government is through our parliamentary representatives and the executive committee should recognize this.

“DOITNOW.”

Ottawa, Dec. 5th, 1913.

* * *

• **Material and Ethical.**

To the Editors of *The Civilian*:

The aspirations of civil servants today may be symbolized by the three stylishly clad young ladies known biblically as Faith, Hope and Charity.

Faith—in the government’s interest and sense of justice when re-organization is eventually enacted.

Hope—for things mostly unseen at present, such as promotion by merit.

Charity—which will raise the salaries to the present aerial level of increased living expenses.

Can it be wondered at that under existing conditions the best men get out of the service, when other fellows are seen outside government spheres not working so diligently, and with fewer qualifications maybe, yet making twice, four times, even six times what you yourself may be getting.

It is a fact not to be gainsaid that the majority of us are actually earning less relatively each year working for the government since the all-round increase of four years ago.

Exempli gratia:

Here is a case showing one’s credit and debit per month over last year’s:

	CREDIT.	\$
Stat. Increase		4.16
	DEBIT.	
Deduction for Retirement	\$	
Fund		0.2083
Rise in rent		2.0000
Rise in groceries		1.5000
Rise in coal		0.4175
(say 10 tons a year.)		
Other things too numerous to mention. At least . . .		1.5000
Total		5.6258
Say		5.63

It is an awful fact for a man, who is growing older every year and who, may be, has a growing family to support, to face,—although his value to his employers is increasing, he is, in reality, getting less and less each year.

Is it much wonder, with such conditions prevalent, that many of us get into debt, some lose heart, a few take to booze, others to procuring outside employment, at which certain of the public kick.

The blue books, giving only the salaries of the higher officials, we read (sometimes) and these are considered as fair averages of what civil servants are paid,—the struggles to keep the home together and appearances fairly respectable are not tabulated in the blue books; it would

require moving pictures to effectively portray the true conditions.

Keep out the indolent and indigent who creep in by the backdoor of nepotism or political subterfuge and apportion the salaries by merit; this is the only way to obtain an efficient and economical government service and were this method to obtain the civil service could be easily run at present with two-thirds of its present numerical strength.

"PRO BONO SERVICIO."

Ottawa, Dec. 1st, 1913.

* * *

Critical.

To the Editors of *The Civilian*:

We read in the latest number of *The Civilian* of a short story competition.

Would it be possible or feasible to

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conduct a "short poem" competition? This might accomplish a double good. It might bring to light some obscure Shakespeare or Browning ("Full many a flower," etc.), and it might also produce the much desired effect of putting the quietus on some of the sadly fatuous vaporings that have been thrust upon us of late.

We can hardly even characterize the incoherent verbiage of your most prolific "poet" as rhymed prose (for it seldom rises to the level of meriting the designation "Prose"), and it frequently does not rhyme. As to meter, —I doubt if a Horace or a Virgil could scan it. The titles too are often quite irrelevant, frequently it would


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appear that "labels" had been indiscriminately drawn from a bag.

One does not wish to appear hypercritical, but it seems to me that if we must have poetry, the subjection of these efforts to competition would—by a process of elimination—eventually call forth something worthy of a place in the columns of *The Civilian*.

P. E. N.

Customs Dept.,

Montreal, Dec. 8th, 1913.

CO-OPERATIVE NOTES.

This article is a frank talk about the Ottawa Co-operative Store. It is not sectional, inasmuch as the matters dealt with are common to co-operative business in any locality. It is intended herein to withdraw the veil from the proceedings of the Board of Directors, in order that the membership, present and prospective, may gain some inkling of the problems facing the association and its servants, the directors. There is not a note of pessimism throughout.

* * *

Capital is the first problem. The membership have responded splendidly, taking all things into consideration, and have paid into the association over three thousand dollars in debenture capital. The bank has been generous with a liberal line of credit, which is fully utilized in the fall season, when winter supplies of butter, canned goods, potatoes, and so on, are laid in. But we are doing a \$60,000 annual business on a cash and loan capital of approximately \$5,000, and the demands of such an output mean that more capital is desirable. The store can struggle along as it is at present, but everyone knows that cash in hand is the best factor in obtaining low prices when orders are being placed. We might as well be paying five per cent. as debenture interest to our members instead of six

per cent. to the bank, and, in any event, no matter how large our capital may be, we can always fall back on the bank when necessary. Five dollars may seem a small amount to an individual, but if each member were to take out an additional share the sum of about \$3,500 would be added to our debenture capital. The business would then be upon a splendid footing.

* * *

The Canadian Co-operator, from time to time, contains accounts of the business done by other stores in the Co-operative Union. Most of these show an average of ten dollars share capital per member. If each of our members held an average of two debentures, our capital would be between six and seven thousand dollars. The best authorities in the co-operative movement state that each member should contribute \$25 capital. This, of course, is the ideal "line of safty," but to many in the civil service it would be no great hardship to have this amount invested in their store. Some members have subscribed \$100; there are numerous subscriptions of \$25 and less. These subscriptions undoubtedly are more for the convenience of those who prefer to run monthly accounts than from the desire to invest. There is room for more capital, however, from what may be termed the rank and file. It was stated in the local press recently that before a so-called co-operative store would be opened in Ottawa the sum of ten thousand dollars was required to be subscribed and paid in. If the trades unionists could put up this sum for a business, which is not truly co-operative, surely the civil service membership and their true co-operative friends can go one better.

* * *

The next problem concerns expansion, and will be dealt with in next issue.

Personals.

The following list concludes changes in the personnel of the service from July 1st to Sept. 30th as far as obtainable. The term Division (Div.) applies solely to the Inside Service.

Appointments.

Public Works.—R. Grant, W. H. Scrim, Wm. Boucher, J. A. Grace, messengers, Inside; W. H. Hutchinson, Div. 2B; Miss Annie Irwin, Div. 3B; W. P. Gross, engineer, New Westminster; J. J. MacLachlan, engineer, Victoria; H. E. Matthews, architect, Winnipeg; J. C. McDonald, engineer, Antigonish; W. McTavish, engineer, Toronto; L. Bisson, engineer, Fort William; Jas. S. Kingston, sanitary engineer; H. Gale Legg, Div. 2B; F. Harbour, Div. 3B (Art Gallery).

Railways and Canals.—Jas. Lyons, Div. 3B; J. A. Nevin, Div. 3B; R. R. Miller, Div. 2B; Chas. T. Fillan, Div. 2B.

External Affairs.—A. L. Cooper, Div. 3B.

Secretary of State.—Marcus J. Mulhall, Div. 3B; D. M. McCaffrey, Div. 3B; C. G. O'Connor, Div. 3B.

Railway Commission.—Miss Jean Hardy, stenographer; Geo. Spencer, assistant to chief operating officer; C. M. B. Chapman, clerk.

Promotions.

Public Works.—J. C. Lafontaine, to Div. 2B.

Railways and Canals.—Miss J. Martineau, to Div. 3A; Mrs. M. J. Lyons, to Div. 2B; W. V. Cope, to Div. 1A.

R. N. W. Mounted Police.—John Stevens, to Div. 2B.

Secretary of State.—Placide Gaudet, to Div. 2A; Henri Boy, to Div. 1B.

Archives.—H. H. Holmden, to Div. 2A; Dr. L. M. Pelletier, to Div. 1B; Norman Fee, to Div. 2B.

Transfers.

P. E. Levesque from Marine to Mines, Ottawa; Leonard G. Smith, from Interior to Militia, Ottawa.

Robt. Fowler, from Inside Post Office, to P.O. Inspection, Ottawa; T. S. Heaslip, sorter, P.O.D., Ottawa, to Interior; Miss Bertha Gosselin, from Inside P. O. D., to Inspection, Montreal; Miss Mary T. Edwards, from P.O.D., to Marine; Miss L. M. Guay, and M. L. Fontaine, from Inside P. O. D., to Inspection, Quebec.

W. J. Hickey, from Electrical Staff, Outside Service, to Div. 2B, Inside; Miss Blanche Chevrier, from Trade and Commerce to Library of Parliament; Miss C. W. Cameron, from Trade and Commerce to Justice.

Superannuations.

Governor General's Secretary. — C. J. Jones.

House of Commons.—Harry Macdonell, H. H. Loucks, J. A. Polkinhorne, A. H. O'Brien, 10 years added.

Inland Revenue.—Wm. Dawson, Guelph; D. M. Cameron, Hamilton; Patrick Boyle, London.

Insurance.—A. K. Blackadar.

Justice.—John Leslie.

Post Office.—G. R. Dewar, H. D. Filion, Montreal; S. J. Wood, Winnipeg.

Railways and Canals.—David Pottinger.

Resignations.

Public Works.—Miss M. S. Jones, Miss Marie Kelly, O. Lefebvre, Inside.

Railways and Canals.—D. W. MacLachlan.

Trade and Commerce.—J. A. Heisler.

General.

Mr. E. Burton Jost, for some time on the Outside Service, Trent Canal, has been appointed Assistant Engineer (Hydraulic), in the Department of Railways and Canals, Ottawa.

Mr. R. A. C. Henry, Civil Engineer, has been appointed Assistant Engineer (Civil), in the Department of Railways and Canals, Ottawa. Mr. Henry has taken up residence on MacLaren street.

Mr. R. C. F. Alexander, formerly in the Engineering Department, Canadian Pacific Railway, has been appointed Assistant Engineer (Railways), in the Department of Railways and Canals, Ottawa. Mr. Alexander has taken up residence on Wurtemberg street.

William Hutchison, Dominion Commissioner of Exhibitions, has gone to San Francisco to superintend the erection of Canada's building at the Panama-Pacific Exposition.

Mr. L. H. Martell, M.A., B.C.L., of the Department of Marine and Fisheries, was made the recipient of a handsome travelling bag and a case of pipes by some of his fellow-workers in the department. The occasion of the presentation was the departure of Mr. Martell for his native province, Nova Scotia, where he will enter into the practice of law in the town of Windsor.

Lieut.-Col. H. R. Smith, Sergeant-at-Arms of the House of Commons, was the recipient of many felicitations on being in his old place and apparently in the best of health at the opening of Parliament. During last session Lieut.-Col. Smith suffered a prolonged illness.

Henry George Roche, of the Department of Inland Revenue, Inspector of Gas and Electricity for the Ottawa district, died at his home in the Capital on January 11th, at the age of sixty-three years—fifty of which he had spent in Ottawa. He

was well known a few years ago as a progressive municipal official of Ottawa city and Ottawa East. Walter J. Roche, of the Department of Inland Revenue, is a son.

William Ranstead, of the staff of the Department of Militia and Defence, died at his home in Ottawa on January 11th, aged forty-eight years. He was born and lived all his life in the city, and had been a civil servant for about ten years. The widow and four sons survive.

Several Ottawa civil servants were placed in positions of trust by their fellow-citizens at the municipal elections. Controller "Joe" Kent was handsomely re-elected; A. W. Desjardins, of the Department of Agriculture, and George J. O'Connor, of the Customs, became alderman; P. S. Dodds, of the Post Office Department, and F. D. Henderson, of the Topographical Surveys, were chosen Separate School Trustees, and Charles Olmstead was elected a Public School Trustee in Eastview.

The promotion of Mr. R. W. Brock, for some years past Director of the Geological Survey, to be Deputy Minister of Mines, is announced.

Mr. Watson Griffin, formerly Industrial Commissioner of Brandon, has been appointed Special Trade Commissioner to the West Indies, and has proceeded to that field to take up his duties.

Dr. F. J. Birchard, a Canadian by birth, but lately connected with the laboratories of the United States Department of Agriculture at Washington, has been selected to have charge of the grain-testing laboratory to be established by the Dominion Grain Commission at Winnipeg.

Under the Royal patronage of H. I. H. the Grand Duke Nicholaj Mihajlovich, the Ural Society of the Lovers of Science in the City of Ekaterinaburgh have presented a diploma to Dr. Eugene Haanel, Superintendent of the Mines Branch, Department of Mines. He has been notified that at the general meeting on Sept. 20, 1913, he was elected as an honorary member.

J. A. Schryburt, formerly of the Department of Mines, is now connected with the Department of Trade and Commerce.

George H. Bugar, Postmaster at Welland, Ont., for forty years, was lately presented with an address and a beautiful clock by the Postmasters' Association of Ontario, of which he was one of the organizers and president for four years. The address was signed on behalf of the association by W. Hamilton, President, and H. E. Proctor, Secretary, and pays a high tribute to Mr. Bugar's long service as a public official, and to his zeal in advancing the interests of the class of civil servants to which he belonged. *The Civilian* regrets to learn that, since this pleasing event, Mr. Murgar (who is now

a resident of Toronto), sustained a severe fall, which caused a fracture of the forearm and other painful injuries.

A. P. Starr, formerly of the Library of Parliament, is now in the Customs, Outside service, in Ottawa.

W. E. Tupper, Inspector of Subsidized Steamship Services, has come up from Nova Scotia to spend several months at the headquarters of his department—Trade and Commerce.

Albert J. Nixon, Chief Operating Officer of the Board of Railway Commissioners of Canada, died very suddenly of heart failure at his home in Ottawa on the evening of January 12th. Mr. Nixon was but thirty-nine years of age, and had a wide experience in railway work before becoming a Government official. His early days were spent in the Eastern Townships, where he entered the service of the Canadian Pacific. Later, he transferred to the New York Central, and finally to the Grand Trunk, rising to be superintendent of the Middle Division, with headquarters at London. As an officer of the Railway Commission he had managed his department with that energy and skill which make for efficiency and satisfaction. His early demise is deeply regretted in many circles.

Major C. Frederick Hamilton, one of Canada's foremost journalists, and an authority on military affairs, has been appointed Assistant Comptroller of the Royal Northwest Mounted Police.

George Yates, Secretary to the Minister of Railways and Canals, has returned from the Maritime Provinces, where he accompanied Hon. Mr. Cochrane on an inspection tour.

Dr. C. Gordon Hewitt, Dominion Entomologist, has been elected a Fellow of the Entomological Society, and also a Corresponding Member of the Zoological Society of London.

Frank E. Buck, Assistant Dominion Horticulturist, has returned from a business trip to England.

Sarah A. O'Donnell, wife of Daniel A. McLaughlin, Government Photographer, died recently in Los Angeles, Cal. Mr. and Mrs. and the Misses McLaughlin had been called to the West by the serious illness of Mr. McLaughlin's father, Samuel McLaughlin, a retired civil servant, who is spending his declining years on the Pacific Coast. While there, Mrs. McLaughlin's health failed, and death ensued. The funeral was held in Los Angeles.

The marriage took place at the Church of the Blessed Sacrament, Ottawa, on January 14th, of Ursula Declan, daughter of J. G. Foley, Esq., Clerk of the Crown in Chancery, to Edward Leo Ginna, of Toronto. The ceremony was performed by Rev. Dr. Declan Foley, uncle of the bride.

Mr. Edwin D. Bryant, the new President of Bowood Lodge No. 44, S. O. E., is the chief draughtsman in the Geographer's Branch of the Department of the Interior. He is the Secretary of the Devonian Club, and an active member of St. George's Society. He is also a member of Civil Service Lodge, A. F. & A. M.

Athletics.

The annual meeting of the Montreal Customs Hockey and Social Club was held on January the 9th, after the business routine was transacted, the following officers were elected for the ensuing year:—

Honorable President—Mr. R. S. White.

Hon. Vice-President—Mr. H. McLaughlin.

President—Mr. H. C. Irwin.

Vice-President—Mr. J. H. Decondu.

Treasurer—Mr. H. Roche.

Secretary—Mr. G. B. Grondin.

Manager of the Hockey Team—Mr. J. Newton.

Chairman—Mr. C. Singleton.

The committee have decided to have a few entertainments during the present year.



The schedule of the Ottawa Civil Service Hockey League is as follows:—

Jan. 13—Interior at Customs.

Jan. 15—Bureau at Post Office.

Jan. 15—West Block at Interior.

Jan. 20—Bureau at Customs.

Jan. 24—Post Office at West Block.

Jan. 24—Interior at Bureau.

Jan. 26—Customs at Post Office.

Jan. 26—West Block at Bureau.

Feb. 2—Post Office at Interior.

Feb. 7—Customs at West Block.

Feb. 7—Post Office at Bureau.

Feb. 12—Customs at Interior.

Feb. 14—Interior at West Block.

Feb. 14—Customs at Bureau.

Feb. 16—West Block at Post Office.

Feb. 19—Bureau at Interior.

Feb. 20—Post Office at Customs.

Feb. 21—Bureau at West Block.

Feb. 26—Interior at Post Office.

Feb. 27—West Block at Customs.

The above is published notwithstanding that several of the matches have been played.

The match Interior vs. Customs was a draw. The full hour's play failed to produce a goal on either side.

Bureau vs. Post Office met on the 15th. This, too, was a drawn game, 3-3. (A win counts 2 points and a draw 1.) On the same day Interior defeated West Block 3-0.

The photo of the President of the League, Mr. T. V. Doyle, appeared in

these columns last summer, when that gentleman was the very efficient Secretary of the Civil Service Baseball League.

Mr. Bennett, the Secretary, is a member of the Customs Statistics Branch, a department of the Government service which has contributed more players to various sports than any other. He is a native of Kemptville, Ont., and in addition to his prowess in hockey is a noted baseball player.

The Ottawa Ski Club is flourishing these days. Mr. J. A. D. Holbrook has been re-elected President, a position he fills admirably. Mr. T. J. Morin, of the Immigration Branch, was re-elected Secretary. For the first time the championships will take place in Ottawa. The date fixed is Feb. 28th. All the experts of Eastern Canada, and many from the United States will likely be present. Being under Royal patronage, the meet cannot fail to be a brilliant event.

Women's Branch of the C. S. Association of Ottawa.

A mass meeting of the women of the Ottawa service is called for Monday, February 2nd, at the Y.M.C.A. Hall, at 7.45 p.m., to receive the report of the constitution committee, to perfect organization, and to elect officers.

THE BRITISH EMPIRE.

Extract from "Hausa Superstitions and Customs," by Major A. J. L. Tremearne.

The Hausas are the traders of West Africa. It is characteristic that in some of the tales a man's wisdom is measured by the length of his purse, and a rich man is believed whatever he says, while the pauper is scoffed at when obviously speaking the truth. Truth and honesty in fact are not the ideal virtues of uncultured man. In these examples, fair dealing, Major Tremearne points, is at times extremely unprofitable. The accomplishment which is really admired is cunning. The essential thing is to be clever, and the test of cleverness is the successful trick. Man is on a level with the brute, and such higher feelings as honour or gratitude do not come into play at all. The hero of the anthology is the spider, the king of cunning, and all the stories are told in his name. The spider may have originally been symbolical of the sun, but if so all trace of the derivation is lost.

As regards man himself, the gentle arts of lying and deceit are inculcated by many examples. To be found out is the only fault. The traditional view of industry is shown by the proverb, "To volunteer for work is worse than slavery," but it should be added that laziness, though not reprehensible in a husband, is very much so in a wife. Woman is not allowed any moral ideas: "the lover's chief difficulty is not to persuade the wife (for she is always ready for intrigue), but to avoid the husband. The latter is regarded as being exceedingly foolish if he thinks otherwise and attempts to prevent the inevitable." There is no word for "love," but there is a substitute in the proverb, "With wealth one wins a woman."

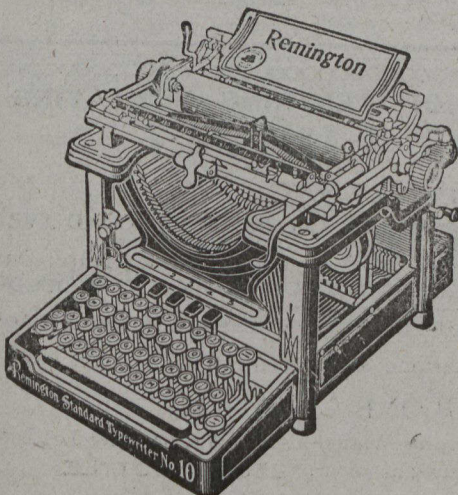
"COME TO THE 'OSSES."

A country horse-dealer, who was in London on a holiday, recently noticed one of the posters advertising the play, "Within the Law," at the Haymarket Theatre, which shows a smartly-turned-out four-in-hand being driven through a mass of documents, mostly Acts of Parliament, the idea being to illustrate the old saying that you can "drive a coach-and-four through an Act of Parliament." The horse-dealer, after waiting in vain for the appearance of the horses, went up to an attendant between the acts and remonstrated. "Look here, when do the 'osses come on?" he asked. "I sh'n't wait if they ain't comin' on soon!"

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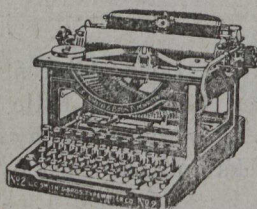
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