

THE CIVILIAN

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Address on the Civil Service Act of Canada

Address on "The Operation of the Canadian Civil Service Act," delivered by Mr. William Foran, Secretary of the Civil Service Commission of Canada, at the Convention of the National Assembly of Civil Service Commissions, held at Los Angeles, Cal., June 16, 1915.

(Concluded.)

The papers for our examinations are prepared by professors and teachers in our universities and high schools. They are forwarded direct to the commissioners in a specially designed envelope, and the printing of the necessary number of copies is done in the office of the commission by an experienced printer who is a member of the staff, and who was specially selected for that position. We have thought it necessary, in connection with our third division examinations, to have the co-operation of our high schools. It is desirable in the interests of the public service that the young men attending the high schools should know that there are other professions besides the legal or the medical or the engineering professions open to him. It should be emphasized that there is still another profession which is open to the young man who cannot get the advantages of a university education—the civil service profession—and if you have the teachers in your high schools directly associated with the work, then they are in a position to give a proper explanation of the system to their pupils, and we have found that it works out admirably in connection with our Civil Service. In connection with our Second Division examination the papers are prepared by university professors. We have a representative in the leading universities of the country; that is to say, we have an examiner for the Civil Service in Canada in these different institutions. He sets the questions and he values the answers. He knows what the conditions are, and he is in a position to afford reliable information to his students as to how appointments are obtained in the public service of the Dominion. Just as the young man from the high school seeks admission to the Public Service through the medium of the Third Division examination, the university student or graduate who does not intend to qualify for one of the liberal professions becomes our candidate for the Second Division. As I have already stated, these examinations are held twice a year. The positions are guaranteed. In nine cases out of ten we assign the successful competitors in order of merit, but if a department head informs the commission that he wants a man possessed of some special qualifications, we have authority under the law to go down the list and select the man who possesses these particular qualifications.

We do not necessarily require experience in these divisions; we want the raw material. All we require is that each man must have a good, sound, general education.

Our theory is that if you fill up your lower divisions with that class of young men, in course of time they develop efficiency and you can fill your higher positions by promotion from the lower ranks. As regards the First Division, that is fenced off very effectively from the other divisions of the service. If a young man in the Third Division desires to advance to the higher ranks of the public service, he has to apply himself to study in order that he may compete against the outsider for a position in the Second Division, from which division only is promotion to the First Division possible.

The system of examinations I have described has worked out very satisfactorily; I say this advisedly, because we have had practically no complaints regarding the fairness of the system. The people realize that our examinations are not merely qualifying, but competitive in the strictest and most rigid conception of that term. As I have already pointed out, you get excellent results from such a system as ours, because you have new candidates coming up at each recurring examination, and certainly the standard is becoming very high. In order to be successful in these examinations, candidates are required to put in a great deal of hard work, and the young men of the country are beginning to realize that fact, with the result that Civil Service schools are springing up all over the country, and are being very well attended. I venture to think that our publicity methods have made known the conditions operating in the public service in every section of the country. When the commission was established we had a suitable poster prepared and exhibited in the thirteen thousand odd post offices throughout the Dominion. We also had posters placed in the public libraries, universities, and the high and primary schools and similar institutions. Notices of our examinations and of our competitions for special positions are also forwarded to our post offices, universities and libraries, so that we feel that every section of the country is being kept well informed as regards the opportunities which are available, and the operation of the law.

Before receiving a permanent appointment, a successful competitor must furnish the commission with satisfactory proof as to his age, health, character, and habits. He may be rejected on any one of these grounds. After appointment, he may be rejected within six months on the ground that he is unsuited for the position. He is, of course, liable to dismissal at any time for incompetency. His removal, however, rests entirely with the Government. One serious defect in our law is the absence of a provision vesting in the commission a certain measure of control over employees appointed by them. The commission should have power to remove at any time an employee who is reported or who is found to be incompetent. As the law now stands, the commissioners have no jurisdiction over an employee after the certificate for his appointment has been issued.

Now, when I say to you that we have two systems of examination covering two divisions of the public service, it naturally occurs to you: "Well, surely young men with a good general education are not the only class of men you need in the public service of Canada." My answer is: "No, certainly not." We have our professional and technical men. There are two methods provided by the Act for securing men of this class. Under section 21 of the Act, it is provided:—

"If the deputy head reports that the knowledge and ability requisite for the position are wholly or in part professional, technical or otherwise peculiar,

the Governor in Council, upon the recommendation of the head of the department based on the report in writing of the deputy head, may appoint a person to the position without competitive examination and without reference to the age limit, provided the said person obtains from the commission a certificate, to be given with or without examination, as is determined by the regulations of the commission, that he possesses the requisite knowledge and ability and is duly qualified as to health, character and habits."

Under section 13, prescribing competitive tests for all positions in the public service under those of deputy head, we can hold examinations for all technical and professional positions, but as examinations under that section are confined strictly to persons over eighteen and under thirty-five, we have quite frequently found it necessary to have recourse to section 21, in order to enable us to obtain men of experience who could not conform to the age limits or other requirements prescribed under section 13. Therefore, there is very often co-operation between the departments and the commission to secure appointments under section 21, although it seems to be the clear intention of the law that section 21 was to be the exception, and was to be exercised only by the Government. There is occasional friction between the Government and the commission as regards the meaning of this section. The Government takes the ground that it can place under the provisions of section 21 any positions of a professional or technical nature, or any position where the duties can be described as "otherwise peculiar." "Otherwise peculiar" might mean anything, but it must be said to the credit of our public men that they have never attempted to use that phrase in order to secure the appointment of any person to the public service who did not possess the requisite qualifications for the office for which he was nominated. They do, however, exercise the right which the law gives them of making their own selection and nominating to the commission for many of the important positions in the service, but, if any abuse of this privilege is attempted, the Civil Service Commission has the remedy in its own hands. If the Government of the day should nominate for one of the important administrative or professional or technical positions a man who was admittedly not qualified, the commission would simply refuse to issue the certificate. All appointments, even those under section 21, are contingent upon the certificate of the commission. The bone of contention between the Government and the commission is whether or not these positions should be thrown open to competition, especially in cases where the commissioners are satisfied that a better man could be secured by this method of selection. To this dictum the Government frequently demurs, holding that, if the person nominated is qualified, it is no concern of the commission as to whether he is or is not the best man for the position.

In connection with these special positions, if the applicant must be a natural born or a naturalized British subject, within the age limits, of good health and character and so on, we hold special competitions. The positions are advertised and applications invited. The advertisement contains particulars of the examination which the candidates will be required to take. We require an applicant to file an application, giving his name, the date and place of his birth, name, occupation and residence of his father, names and location of the different educational institutions he attended from the time he started school until he finished his college course, and a detailed statement of his training and experience. He is required to give the

names of three well-known and reputable citizens who can certify as to his character and habits. In addition, he must give the names of three referees who can testify as to his fitness for the particular duties of the position for which he is an applicant. In cases where the commissioners decide that an examination is impracticable owing to the character of the position to be filled, it is customary to secure the co-operation of some departmental expert in making a selection of the best man. The methods employed in the selection of our professional and technical men might be better understood by you if I referred to them as an "experience examination" or "non-assembled" examination, which I have observed is the title you give to similar methods employed in connection with your Civil Service. For example, if an engineer is wanted in one of the large departments, and after consultation with the commission it is decided that there is no suitable test that could be prescribed, the applications, after the time limit for receiving them had expired, and all other requirements had been met, would be examined by the chief engineer of the department in which the appointment is to be made, together with the chief engineer of another department, and they would make a report to the commissioners. The commissioners make their own rating of the relative merits of the applicants and, if the two reports correspond, the selection is approved. If not, the commissioners call in these two officials and they go over the applications together, and very often they come to a satisfactory agreement with regard to the choice. Other times they cannot do so, and in these cases the position is readvertised or the services of some third man of undoubted standing is called in. It is important, of course, for the future of the system that these positions should be filled as far as possible by a test of some kind which would be satisfactory to all the candidates. Leaving too many appointments to a personal choice or to the report of the head of a department or the chief of a branch, even when such is made jointly with the commissioners, is, I think, perhaps a weakness in any system and should, whenever possible, be avoided. However, as I pointed out before, there is little dissatisfaction with the system as administered at the present time. The system of general examinations for the Second and Third Divisions seems to be the logical method of recruiting these divisions; at all events it has worked out very well.

The system has now been in operation seven years. Three years ago, when there was a change of Government, the new Administration, before taking any steps to carry out its declared policy of extending the scope of the law to the Outside Service, invited Sir George Murray, who had had a very brilliant career in the public service in England, and who when he had reached the age of retirement occupied the high and responsible office of Financial Secretary of the Treasury, to make a report on the Canadian Civil Service. His report shows, among numerous other things, that the system of examinations inaugurated by the commission has given excellent results. He says he knows of no better method of recruiting the public service.

Now, I am afraid I am taking up a little too much of your time. What I have already stated in the necessarily brief review which I have given you of the main provisions of our law will afford you an idea of how appointments are made to the public service in Canada. In addition to appointments the commissioners are charged with the duty of issuing certificates of qualification for promotion in the public

service. Once you are appointed to the public service, you cannot be promoted without a certificate from the commission. I shall read the section of the Act dealing with promotion:—

“Promotion, other than from the third to the second division, shall be made for merit by the Governor in Council upon the recommendation of the head of the department, based on the report in writing of the deputy head and accompanied by a certificate of qualification by the commission to be given with or without examination, as is determined by the regulations of the commission.”

The deputy head recommends the promotion, after consultation, of course, with the head of the branch in which the officer is employed. The recommendation to the commission comes from the deputy head. We have no system of examination for promotion except for employees who were in the Third Division prior to the year in which the present law was adopted. These employees, in order to be eligible for promotion to the Second Division, are required to take an examination, which is substantially equivalent to that prescribed for admission to that division of the service. In cases of promotion within the Second Division or from that division to the First Division or within the First Division itself, there are no examinations to be passed. The commissioners require that the man must be the senior unless there is good and valid reason why the latter should be overlooked or set aside. If he is shown to be inefficient, or if not inefficient, at all events not as well qualified as the person recommended, then seniority does not count. The second requisite is that there must be some material change of duties. If the duties which he is performing are simply the duties of the grade in which he is then employed, no promotion is permitted. In the third place, his efficiency ratings are considered and must be satisfactory. I have heard a great deal since I came down here about your efficiency ratings. We do not feature that work in Canada, but we have what we call “efficiency ratings,” that is to say, the departments are required to send in quarterly returns to the commission, showing the efficiency of every member of the staff. These are kept on file in the office of the commission, and are consulted when the promotion of the candidate comes up before the commissioners.

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News Wanted.

“The Civilian” wants news of civil servants who may suffer death or wounds or be taken prisoner while on active military service. Readers will please send reports of any such occurrences, or clippings from local newspapers, giving details, as soon as information is available. News also of a general nature is requested.

THE CIVILIAN

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Ottawa, Oct. 15, 1915.

THE NATIONAL DUTY.

"For those who have fallen we shall not cease to mourn, for the cause to which they consecrated their lives we shall not cease to strive until it triumphs; we are supremely confident it will assuredly triumph, and for that great purpose we are inspired by unflinching determination to do our part."

—Sir Robert L. Borden, London, Eng.

"If anyone here has the mentality to say that this war is not our business, and that Canada is not vitally concerned, I can only say that it is not my mentality. It is a war of absolutism against liberty. If you have liberty at heart, how can any of you say it is not our business?"

—Sir Wilfrid Laurier, St. Lin, P.Q.

"For those who cannot go to the front remains the task of developing and conserving our resources, of providing for the dependents of those who are fighting for us, of caring for the widow and orphans of him who has given his life for his country. And it is for all of us to greatly resolve, by every means that in us lies, to pursue to the end this bitter conflict, that public law, national liberty and common humanity may not perish from the earth."

—Hon. W. T. White, Montreal, P.Q.

OUR BOYS

Previously reported:

Dead	30
Wounded	46
Prisoners	4

DEAD.

DAVID S. HINDLE.

WOUNDED.

ARTHUR LAPOINTE.

MR. FORAN'S ADDRESS.

The concluding portion of Mr. Foran's address in combination with the part published in the last number, furnishes a very interesting resumé of the operation of the Civil Service Act. We propose to comment critically upon certain statements of fact in the address, but before doing so, desire to congratulate the author upon his very elucidating exposition. Especially is Mr. Foran to be congratulated on account of his success in inducing the United States Convention of Commissioners to make Ottawa their next meeting place. The importance of this achievement no man may to-day foresee, but in our humble opinion, it is an incident in Canada's Civil Service career unprecedented in importance; fraught as it is with the liveliest possibilities. Well it would be could the Civil Service Federation find it convenient to make the date of its convention synchronize with the date of the convention of the great United States "Merit" body.

In the portion of his address published in *The Civilian* of Oct. 1st Mr. Foran quite properly emphasized the importance of the life tenure of the Canadian Commissioners, which renders them, if they care to be so, absolutely invulnerable to all assaults up-

on the citadel of the "Merit System."

On the other hand Mr. Foran makes this statement: "There is no division of public sentiment in Canada in regard to the wisdom and necessity of Civil Service reform."

This piece of evidence, unqualified as it is, is incorrect. In the sunny days of peace we might have felt sweet-tempered enough to allow this glaring euphemism to pass. But to-day we are fighting mad and in no mood for conventional rhapsodies. Servia, surrounded to-day and about to be cracked, is the position of the public service of Canada, surrounded by patronage thieves who murder the hopes of public servants and starve their families by a pitiless partiality in the Outside Service of Canada. The "party parasites" have a decided sentiment *against* Civil Service reform. If it were not for this blind, mis-directed sentiment, Sir Robert Borden would have abolished appointments to public office by patronage many months ago. Upon this phase of our problems, we could write many books, but we will content ourselves for the time by just remarking, that though the Premier is a sincere Democrat and Idealist, he will have to be especially well muscled-up on the day that he tackles those of his supporters who imagine in their unsophisticated ignorance that they are dependent upon a rabble of pot-hunters for their election at the polls.

In concluding this comment we will just quote a sentence later on in the address: "In the Outside Service, after a candidate is successful in an examination he must have recourse to the good-will and assistance of his political friends, in order to secure his appointment." Mr. Foran might have added that this condition applies to promotions as well.

In to-day's article Mr. Foran refers to the administration of section 21 of the Act of 1908 in the Inside Service. In discussing the term "otherwise peculiar" frequently used by the Gov-

ernment in making appointments under section 21, he says: "'Otherwise peculiar' might mean anything, but it must be said to the credit of our public men that they have never attempted to use that phrase in order to secure the appointment of any person to the public service who did not possess the requisite qualifications for the office for which he was nominated."

Unintentionally Mr. Foran drops into a fine bit of Jesuitical finesse in the closing fifteen words of this quotation. He will not appreciate this unless he has been demoted by the promotion over his head of an outsider brought in under circumstances "extremely peculiar."

In connection with the reference made in to-day's portion of the address to special competitive examinations in the Inside Service, the editors will publish a special article at another time upon this most peculiar idiosyncrasy of the commission's administration.

THE POSTAL SUPPLEMENT.

The breezy virile spirit of the West expresses itself in an innovation appearing in *The Civilian* to-day. The Postal Journal is to be a permanent institution in *The Civilian's* pages, if the editors judge aright the exuberance of spirit and enterprize which dominate the leaders of the great postal movement now reaching out its arms of esprit de corps to take in the whole movement. The initial contribution in to-day's issue will appeal to our readers as being worthy of this association of earnest, patriotic, liberty-and-fair-play-loving Canadian civil servants.

In regard to the new name adopted by this association at its convention at Vancouver, members of Eastern associations must bear in mind that the change of title was made at the express request of Eastern postal men who desire to amalgamate all Postal

Clerk organizations into one body through the federal idea already developed by the Western association.

It now remains for the Customs officers to weigh well the example set by the postal boys of the West, and to consider whether they can compete in the pace being made by them in the way of getting together. Just read the matter in their supplement to-day and see what you think of it.

FACING A PROBLEM.

A new problem—a war problem—has appeared and demands the serious attention of the Government, the Civil Service and the people of Canada, for it affects most vitally the efficiency of the administration of the Dominion's affairs. Those who have been watching events closely have seen this situation developing, but its first notice in public print appeared last week. An Ottawa newspaper had this:

Hon. T. Chase Casgrain, Postmaster-General, announced that he intended to give a preference in all appointments to wounded and invalided soldiers, regardless of politics.

Further, it quoted the Postmaster-General as saying:

“Those who defend the country ought to form a privileged class in Canada. . . . In my department I will give a preference to any man incapacitated by the war and unable to follow his ordinary pursuit and this without inquiring as to his politics.”

The Civilian most heartily endorses Hon. Mr. Casgrain's non-partisan declaration and agrees with him that those who defend the country ought to form a privileged class, but how far this concession should be allowed to infringe upon the public service is a matter for serious consideration. The Civil Service and the best men of Canada, both in and out of Parliament, have been, for years past, earnestly urging reform and reorganization of the public service on a purely

merit basis. The “merit” to be considered is ability to serve the country, and efficiency is the aim of the movement. Some progress has been made and more is hoped for. But how will efficiency be advanced if the bars of entrance to the service are lowered to the ex-soldiers? Following the Civil War in the United States half a century ago and the rise to political power of the Grand Army of the Republic, the Federal and State civil services were filled with old soldiers and the conditions of inefficiency, overmanning and excessive cost were greatly aggravated and are only now being eliminated as the old pensioners die off. Lately, New York state successfully defeated an invasion of its civil service by the Spanish War veterans. Canada is face to face with a similar problem. It requires careful study and cool decision.

TRAFALGAR DAY.

Next Thursday—“Trafalgar Day”—Canadians will unite with other British people the world over in a new form of celebration of Nelson's last and greatest victory. It is given to few, as it was to Nelson and Wolfe, to make the supreme sacrifice in the hour of supreme triumph, but opportunity offers every day to every loyal Canadian to win a personal victory over selfishness and to live in the blessed consciousness of duty well done. Selfishness, rather than cowardice, holds thousands of our young men back from the recruiting office, and selfishness in the souls of both men and women withholds aid in other forms from our country's need. May the memory of Nelson, his death and his last message touch many a callous heart on this “Trafalgar Day”!

DO NOT

Do not pause to consider how clever you are. Get busy and prove it.

The Roll of Honour.

Men of the Public Service of Canada who are "Doing Their Bit."

THIRTY-FIRST LIST.

- E. St. C. Salt, Post Office Dept.
 A. J. Allard, Railway Mail Clerk, Montreal District.
 Lieut. P. E. Doncaster, Public Works, New Westminster, 104th Regiment.
 Elzear Valiquet, Public Works, Prince Rupert, Earl Grey's Rifles.
 R. H. Nicholson, Public Works, Charlottetown, P.E.I., Heavy Artillery.
 George Goodwin, Jr., Public Works, Ottawa, 7th Brigade, C.F.A., C.E.F.
 F. H. Ledford, Public Works, St. John, N.B., No. 1 Heavy Artillery.
 H. R. Bradley, Public Works, Victoria, B.C., 62nd Battalion, C.E.F.
 Jos. Mulvaney, Public Works, Vancouver, Irish Fusiliers.
 Pipe-Major Andrew Dunlop, Public Works, Ottawa, 77th Battalion, C.E.F.
 E. Silvester, Public Works, Vancouver, 6th D.C.O.R.
 Alfred Eastham, Agriculture, Ottawa.
 John Lawrence, Agriculture, Ottawa.
 A. V. Nicholson, Agriculture, Ottawa.
 R. W. Nichols, Agriculture, Ottawa.
 J. Curzon, Agriculture, Ottawa.
 Chas. Maconachie, V.S., Agriculture, Victoria, B.C.
 A. Watson, V.S., Agriculture, Lethbridge.
 E. N. Sansom, Agriculture, Fredericton.
 Chas. McA. Williams, Agriculture, Nappan, N.S.
 Victor Armstrong, Agriculture, Nappan, N.S.
 Robert Donaldson, Agriculture, Nappan, N.S.
 John A. Rennie, Agriculture, Indian Head.
 James S. McLeod, Agriculture, Indian Head.
 Wm. A. Gordon, Agriculture, Fredericton.
 W. Harold Estabrooks, Agriculture, Fredericton.
 Ralph Holmden, Agriculture, Ottawa, 73rd Highlanders, C.E.F.
 Wm. Godfrey, Agriculture, Rosthern.
 B. J. Cunliffe, Letter Carrier, Ottawa.
 E. J. Meehan, Post Office, Toronto.
 T. R. Jones, Post Office, Toronto.
 Wm. Skerratt, Letter Carrier, Toronto.
 Geo. Hutchinson, Post Office, Vancouver.
 Adj. J. H. Jones, Interior, Calgary, 56th Battalion, C.E.F.
 E. G. Koyle, Interior, Saskatoon, 38th Battalion, C.E.F.
 W. R. Latimer, Interior, Ottawa, C.A.S.C.
 R. T. Moore, Interior, Ottawa, C.A.M.C.
 J. F. C. Maunder, Interior, Ottawa, 8th Brigade, C.F.A.
 A. T. McFarlane, Interior, Ottawa, C.A.D.C.
 D. D. McAllister, Interior, Saskatoon.
 G. H. Nettleton, Interior, Calgary, C.M.R.
 A. Paquette, Interior, Ottawa, 7th Brigade, C.F.A.
 B. C. Seale, Interior, Prince Albert, 53rd Battalion, C.E.F.
 A. A. Traversy, Interior, Ottawa, 77th Battalion, C.E.F.
 J. Webb, Interior, Edmonton, 3rd C.M.R.
 P. A. Wood, Interior, Ottawa, 8th Brigade, C.F.A.
 T. J. Morin, Immigration, Interior, Ottawa, 38th Battalion, C.E.F.
 R. Frank Caughlin, Auditor-General's Office, Ottawa, C.F.A.
 T. H. Petley, Post Office, Brandon.
 W. Ripley, Post Office, Calgary.
 W. W. Webster, Post Office, Calgary.
 S. W. Sharp, Letter Carrier, Calgary.
 F. W. Cousins, Post Office, Calgary.
 W. F. Clelland, Post Office, Calgary.
 G. F. Smith, Letter Carrier, Edmonton.

THIS MEANS YOU!

... Kitchener plans in London
Town,

French is standing at bay,
Jellicoe's ships ride up and
down,

Holding the sea's highway.
And you that loaf where the
skies are blue,

And play by a petticoat hem,
These are the men who are
fighting for YOU!

What are you doing for
them?

Bravo, then, for the men who
fight!

Away with the men who
play!

It's a fight to the end for honor
and friend,

It's a fight for our lives to-
day!

OUR DEAD AND WOUNDED.

DAVID S. HINDLE.

A letter has been received by William Hindle, of Regina, giving details of the death of his brother, David S. Hindle, who was fighting in Canadian ranks in Flanders. It is stated that he was killed by the explosion of a bomb dropped by a German aeroplane into the Canadian trenches. He was looking over the parapet when the missile fell upon him. His death was instantaneous. "Dave" Hindle was but twenty-two years of age and had been in the Customs service for two years. He enlisted for active service at the outbreak of the war, with the 95th Saskatchewan Rifles. He was connected with several social organizations in Regina and was a very popular and promising young man.

DRIVER A. LAPOINTE.

Three Ottawa letter carriers enlisted early in the war—R. Walter,

"Bob" Lacroix and Arthur Lapointe. Walter was wounded and made prisoner several months ago, Lacroix was recently wounded, and news is now received that Lapointe has had the same misfortune. He was shot in the arm on September 27th and is in hospital at St. Omer. Driver Lapointe enrolled with the Field Artillery but has been attached to the Divisional Ammunition Park. He has a wife and four children in Ottawa. Frederick Lapointe of the Post Office Department is his father.

CANADA'S WAR OFFICE IN LONDON.**Organization Pay and Record Office.**

The editors have just received a copy of Vol. 1, No. 1, of the *Maple Leaf*, the magazine of the Canadian Expeditionary Force Pay and Record Office; Chas. Crean being editor, and "Duty is the sublimest word in the English language" being its device. The following clipping is from its pages:

To keep pace with the current work means that there can be no let up from eight in the morning until very late at night, and, indeed, some departments are obliged to work through to the early hours of the morning.

It takes the full time of 44 officers and 716 clerks to do that, and this is not to be wondered at when it is considered that every detail of Pay and Record of the Expeditionary Force from the front, from the base, and the camps, is dealt with by this one central organization.

In the organizing and running of an institution such as that of which we have the honour of being members of the staff, great credit is due to Col. W. R. Ward, chief paymaster, for the able manner in which he has arranged everything, with the help of a staff of very efficient officers. Great praise is due to all warrant officers, N.C.O.'s and men, and also to the civilian staff, for the able manner in which they have carried out their respective duties and attended to the needs of all our comrades and dependents.

The object for which the *Maple Leaf* is published is "to raise funds

for our Prisoners of War and Field Forces Cigarette and Tobacco Fund."

This tobacco fund is administered by servants of the Canadian Government in London.

The *Maple Leaf* says:

"One of the things that is going to help win this war is TOBACCO.

"That is what men home from the Trenches say.

"WE WILL FORWARD DIRECT TO ANY SOLDIER OR UNIT. WRITE PLAINLY, Name, Rank, Regimental Number, Company, Battalion or Battery, Regiment, Division.

"We will enclose a postcard in every parcel, addressed to the SENDER, so that the recipient can acknowledge receipt of the goods direct.

"Thousands of letters are being received from the Brave Boys at the Front asking for SMOKES.

"If you do not know a special regiment, we will send to those most in need."

\$1.00 will buy 430 Woodbine cigarettes, 5's packages, postpaid, or 200 Players Navy Cut cigarettes, 10's packages, postpaid, or 1 lb. Capstan medium $\frac{1}{4}$'s, postpaid.

All donations to this fund should be made by cheque, bank draft, or money order, payable to Staff-Sergt. C. Crean, and crossed Tobacco Fund.

Address: Charles Crean, Staff-Sergt., Hon. Sec., Canadian Pay and Record Office, Prisoners of War and Field Forces Cigarette and Tobacco Fund, Westminster House, 7, Millbank, London, S.W.

A WAR PUBLICATION.

"The Listening Post" is the official organ of the 7th Battalion (1st British Columbia Regiment), published on August 10th in France. This is the first paper published by any Canadian unit in the field. It is full of matters of interest, and says a great deal for the editor and members of this unit that in conditions which might daunt a Mark Tapley they can turn out such entertaining and vivacious copy.

CHASED BY A SUB.

Charlie Bott, of the Topographical Surveys, who went to England with the troops on the Scandinavian, writes to his father (in part) as follows:

"Dear Dad: Arrived safe after a dandy voyage. We had fine weather all the way. The sea was like glass and I was not seasick at all.

"We had a narrow escape from a submarine. The one that sank the Hesperian chased us fourteen miles that day before we landed.

"We did not have an escort until the morning before we landed, when we were met by two torpedo destroyers. When the destroyers came up their crews greeted us with cheers; they came close to our ship and threw papers and tobacco at us.

"We are camped at a place called Caesar's camp, about two miles from a city called Folkestone.

"There are about fifty or sixty thousand Canadian soldiers around here.

"One of our companies left for the front on Friday, and another will leave on Tuesday. I am now in the 39th Battalion from Belleville.

"There are always a lot of airships and dirigibles flying around here. The people here think there is nobody like the Canadians and treat us fine. There is a long park beside the ocean and there are all kinds of amusements, roller rinks and theatres.

"We have to work pretty hard and there is a lot of difference in the work over here and in Canada."

WAR PERSONALS.

Sergeant Darcy Latimer, now a prisoner at Giessen, Germany, writes of another Ottawa boy, Allan Beddoe, who he says is in the same prison camp and is "doing some good work with water colors." He is "kept busy making sketches all day long."

Lance Corporal A. G. Viets, of the "Princess Pats," brother of R. B. Viets of the Department of Finance, who was twice wounded in action, has entirely lost his sight.

Private B. J. Woodruff, 2nd Battalion, C.E.F., has been discharged from hospital in England but is now

in a convalescent home. His wounded shoulder has healed but it is still stiff and sore.

Word was received in Ottawa on Sunday of the death of Private Oscar Y. Brown, of the Third Battalion, C.E.F. Private Brown was wounded and taken prisoner at the battle of St. Julien and posted as missing on May 13th. For months he fought for life in a German hospital, but his wounds were too serious and he died on September 15th. He was well known as a journalist in Ottawa, Toronto and Montreal. J. H. Brown of the Post Office Department is his father.

ANOTHER D. C. M.

Another Canadian civil servant has won the Distinguished Conduct Medal for gallantry in the field. Private H. T. Cameron, of the Railway Mail Service, Winnipeg district, serving with No. 3 Ambulance in the First Division, C.E.F., has been thus decorated, as the order states, "for great bravery and devotion to duty at Festubert, where he was the first to volunteer to assist in collecting wounded in the famous orchard captured from the enemy when it was still under very heavy fire. Of eight men who undertook the service, four were severely wounded."

Private Cameron, D.C.M., claims Toronto as his "old home town."

WELL DONE, VANCOUVER!

Besides the splendid monthly contributions to the patriotic funds made by the members of the Vancouver Post Office, forty-five members of the staff have enlisted for active service, twenty-two of whom are letter carriers. Of the forty-five, F. E. Carr has "gone west," H. B. Cox is in the Canadian Convalescent Home at Bromley, Kent, and A. E. Doyle is in a German prison for soldiers at Limburg. Twelve are known to be in the trenches in France and Flanders and fourteen of the others are thought to have been moved

to the continent from England with the second contingent last month. The others are in training camps.

THE MOTHERLAND.

One day there came calling across the blue sea
A Voice from the Motherland—home of the free,
"Oh, fair daughter Canada, what of thy sons?
Are they men for my flag? are they men for my guns?"

"Quick march!" came the answer; it swept like the tide
From ocean to ocean, far reaching and wide;
And thither came marching the thousands as one,
The pride of the Empire, each Canada's son.



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WHAT IS THE MILITIA DOING?

The work of the active militia of Canada is at no time very much in the public eye and now that all thought is centred on the recruiting of our overseas battalions the question, "What is being done by our militia forces, on which so much has been spent?" must often be asked.

It must be remembered that the Canadian militia was formed and has been maintained primarily as a force for the defence of Canada on the soil of this country and, although it may seem improbable that the troops will ever be called on for this work, it is a contingency which should always be borne in mind.

The secondary purpose of the Canadian militia is to form a nucleus and training school for such forces as it may seem necessary to call into being at a crisis such as the present.

Have our militia forces justified their existence in this latter respect? Taking one of our Ottawa infantry regiments as an example, it may be of interest to know that the Governor-General's Foot Guards has sent overseas 182 n.c.o.'s and men, who were actually on the roll of the regiment at the outbreak of the war. In addition this battalion has since August, 1914, recruited, partially trained and sent to one or other of the overseas units very nearly 500 men, who are now at the front or will shortly be on the fighting line. Of the officers who held commissions in the Guards before the war all have volunteered and 17 have been accepted for active service. In addition 38 officers who have received commissions since August, 1914, are now attached to one or other of the overseas battalions.

This record is probably no better than very many of the militia regiments and is not given for the purpose of eulogizing the work of this one unit, but merely as an example.

It will be seen, however, that our militia forces, which are serving without pay this year and yet with an added enthusiasm, are striving to perform and are, in fact, carrying out an important work at this time in providing a constant stream of partially trained recruits for the expeditionary army.

The Governor-General's Foot Guards and the other city regiments also are looking for more recruits at the opening of the autumn drill season and call on the men of Ottawa to fill up their depleted ranks. In the case of those who for good and sufficient reasons are not able to proceed to the front, no effort will be made to induce them to do so, but they will have the satisfaction at least of feeling that they are helping to constitute the second line of defence. Others, who are willing to join eventually our brave troops in Flanders, will receive a valuable preliminary training, which should fit them for early promotion in their new service.

ON THE ROAD.

Our old friend "Vagrant" left on Sunday, the 10th October, on a tramp to Montreal. He had company as far as Caledonia Springs. After that, he hikes it alone via Rigaud and Ste. Anne de Bellevue. He had intended going to Boston, but could not secure a companion. An account of his trip will appear in *The Civilian*.

C. S. CLUB, OTTAWA.

The annual general meeting of the club will be held at the Club Rooms on Wednesday, October 20th, at 8.30 p.m. A number of amendments to the by-laws will be offered for discussion.

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THE SLACKER.

On each budding British beauty
Lies the patriotic duty
When the male who isn't khaki-clad she
sees;
If he's young and strong and healthy,
Be he poor or be he wealthy,
Of arousing him from lethargy and ease.

Let her snub him if she meet him;
Though she know him, fail to greet
him;
Be contemptuous, as pretty woman can;
Till at length, in shame and anger,
He casts off his slothful languor
And acquits him like a soldier and a man.

It's not courage he is lacking,
Though he's stay-at-home and slacking,
But the sense of understanding, I'll be
bound.

If she manage by derision
To awake his clouded vision,
At the botoom she would find his heart is
sound.

Once he joins the clash of battle,
And he hears the bullets rattle,
To the winds his cloak of indolence he'll
fling;
And amid the hellish stench
Of the gassed and poisoned trenches,
Do his duty to his Country and his King.

"THE BEAM AND THE MOTE."

Poet Low-Rate, you should know
That the woman rate you low
In the views you hold about them, each
and all;
But perhaps you do not care,
Still we warn you to beware,
For worms may turn and pride precedes a
fall.

We will speak first of the vote,
And your own words we will quote,
For the vote you say we'll "rant around
and roar";
If we read our history right,
Men put up a hotter fight
When they wanted votes, but that you
quite ignore.

With tobacco for your text
We hear you preaching next,
And you seem to think that all we women
smoke.
If reform at home should start,
As you say, then 'tis your part
To first free your fellow smokers from this
yoke.

Then of alcohol you talk,
Well, put it under lock
From the women, but be sure, young man,
be sure,
If reform at home should start,
That upon the water-cart
You've first seated all your fellow men
secure.

Next upon the social vice
You launch forth in a trice,
And blame the women for their share
therein;
If reform at home should start,
How many men now smart
With the words you've spoken to them for
this sin?

Poet Low-Rate, 'tis too true
We're not perfect, nor are you,
We're about as inconsistent as the men
But we mean to stand together
And abuse like yours we'll weather—
Let us hope we'll never hear from you
again.

W. J. P.

POLITICS AND PUBLIC SERVICE

Mr. C. A. McGrath before the Canadian Club at Ottawa on Wednesday, the 5th instant, made some pertinent and poignant remarks upon the relationship between efficient political partyism and inefficient civil serviceism. The Prime Minister was an interested member of the audience. A few extracts from the address follow:

The "Next Election."

A doctrine of political partyism that is absolutely bad is that which demands that the weather eye shall always be fastened on the next election. Public men must not breathe in the same direction twice, in case it loses a vote at the next election. Too many men rush forward to political leaders urging action that involves taking chances with the taxes of the people, chances with the honour of the country, but never such an unholy act as to take any chance with the life of the party. The writing on the wall is clear, but party strategy will not permit its being read.

Promotions From Outside.

In referring to our Civil Service, it seems sufficient to point out that very few of our deputy ministers have in the past been from promotions within the ranks. The plums—if they are to be so dignified—have not been falling to men whose life work has been in the Service. Gentlemen, that indictment is sufficient to place the seal of inefficiency on the Service, and it is not the fault of the employees.

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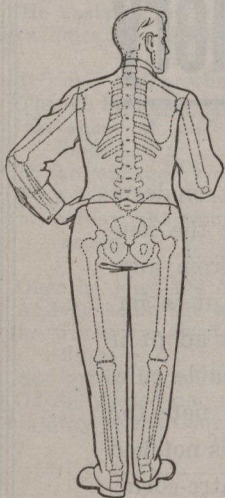
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the best in its history. Why not take advantage of the dull times and prepare for the wave of prosperity that is bound to sweep over this great Canada of ours when the war is over?

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W. E. GOWLING, *President.*

CO-OPERATIVE NOTES.*A New Coal Club.*

The Ottawa Co-operative Store has handled 25 cars of coal so far this season.

The man who buys his coal a ton or two at a time should investigate the new coal club scheme. Only members or debenture-holders in the association can share the privileges of this club. Get in touch with the manager now—winter will soon be here.

Consumers' Wholesale Department.

Another new feature of co-operative service. Available to members or debenture-holders only. Special quantity prices on practically all lines of goods. This department will not be featured hereafter in these columns—it will advertise itself. The quantity buyer can step into his store any day in the year and find that everything is "special"—not a few catch items only.

Winter Supplies.

The manager has closed his contracts for apples, butter, canned goods and will probably have booked up potatoes by the time this issue is published. From present indications, quotations on these commodities will be in advance of last year.

Flowers and Confectionery.

Two new lines are being added to our regular stock. By an arrangement with Mr. R. H. Wright, our stores will carry potted and cut flowers. We have also secured the agency for Nicoll's candies and confectionery. His "Specials To-day" may be secured hereafter from our stores.

Uptown Meat Department.

Arrangements are under way to open up a fresh meats shop in connection with the O'Connor street store. It is expected to be in operation about October 20.

Salt as a tooth-powder is worth trying; it keeps the teeth brilliantly white and the gums hard and rosy.

SALE OF CO-OPERATIVE DEBENTURES.

The midsummer campaign for the sale of debentures of the Ottawa C. S. Co-operative Supply Association had most encouraging results, a substantial increase of 40 per cent in the capital of the association being realized. From its inception, the enterprise has never been adequately capitalized, and it is the determination of the Board of Directors to remove this handicap. An effort will be made during this month to secure an additional \$2,500 capital, and the directors have confidence that there are a large number of men and women in the Service who realize the advantage a co-operative association with strong financial backing will be to them.

The volume of business is much in excess of the same period last year; under an aggressive management several changes of policy of benefit to the membership have been made, and the business is reaching out in many directions. The fact is not to be disguised that the association would be much more powerful if it received more of the trade of the bulk of its nominal membership. It takes two parties to co-operate just as it takes two to make a bargain. The association stands ready to deliver the goods if the member utilizes his privileges.

Meantime, with the help of a loyal group the association is well on to doing a turnover this fiscal year approaching the century thousand mark and it is now, from many indications, out of the infant class.

A GOOD CHANCE.

Lady offers cozy rooms and board with private family in Ottawa to a limited number. House warm and comfortable and centrally located. Good cook and homelike service. Address, Alpha, c/o *Civilian*, P. O. Box 484, Ottawa.

MARRIAGES.

The marriage was quietly solemnized on Sept. 30, in St. George's church, Ottawa, of Bertha May, only daughter of Mr. and Mrs. Edgar D. Shaver, and Herbert Frank Cook, of the Accounts Branch, Militia and Defence Department. Rev. J. E. Lindsay officiated.

On the 29th of September Arthur Morton Jones, of Smith's Falls, was married to Bessie Agnes, third daughter of Fred J. Alexander, of the Department of the Naval Service, Ottawa.

The marriage was quietly solemnized in All Saints' church, Ottawa, on September 29, of Elmira, daughter of the late Chester Spearman, to George Allan Colquhoun, B.Sc., of the Topographical Surveys Branch.

A quiet marriage was solemnized on October 2nd, at the residence of the bride's father, when Stella B. King, youngest daughter of Wm. King, of the Public Works Department, Ottawa, was united in marriage to S. Wallace Dafoe. Only immediate relatives were present. The ceremony was performed by Rev. Dr. Mavety, pastor of the Eastern Methodist church.

Edith Eleanor, elder daughter of F. K. Bennetts, Assistant Clerk of the Privy Council, and Mrs. Bennetts, was married in St. George's church by Rev. Canon Snowdon, on October 8th, to Humphrey S. Grove.

The marriage took place on September 1st, at Vancouver, of Mr. W. Davis, of the Lockers Room, Customs Dept., to Miss Noble, also of Vancouver.

S. L. T. McKnight, of the Department of Railways and Canals, was married on September 29th, by Rev. D. N. Morden, to Lillian Isabel, daughter of Mrs. Isabel Young.

The marriage of Miss Natalie Lampman to Loftus McInnes was celebrated in St. Bartholomew's church on October 4th, Rev. Ernest Voorhis officiating. The bride is a daughter of the late Archibald Lampman, one of Canada's most gifted Canadian poets and for some years before his death a member of the Civil Service. Mrs. Lampman was subsequently appointed to the staff of the Library of Parliament, where she remained until her death, and Mrs. Loftus has also been connected with the Civil Service.

The marriage was quietly solemnized at two o'clock on October 7th, in Christ Church Cathedral, of Miss Vaudry Phyllis, only daughter of Mr. and Mrs. Frederick C. Anderson, and Mr. James Bryden Christie, of St. Catharines, Ont., son of Mr. and Mrs. J. S. Christie, of Perth, Scotland.

Rev. Lenox I. Smith, the rector, officiated. Mr. F. C. Anderson is a member of the Post Office Dept., Inside Service.

A nuptial event is announced for the 27th of this month, when Mr. Moise Lavoie will be united in marriage to Miss Marie-Ange Paradis, daughter of Mrs. Dr. Boutin. The bridegroom-to-be is a popular member of the staff of translators, House of Commons. The ceremony will take place at Frampton, Dorchester, the home of the bride.

OBITUARY.

Margaret Anastasia McBrien, relict of the late Hugh Myers and mother of Mrs. M. E. McIver, of the Patents Branch, and of Miss Kathleen Myers, of the Post Office Department, died on October 8th.

Robert W. Keir, formerly of the Government Printing Bureau, died suddenly on October 8th, in his seventy-fourth year.

An old member of the Service passed away at Niagara Falls on Sept. 28, in the death of Fred F. Wood, for twenty years a Customs officer of that port, having resigned five years ago. He leaves a widow and two sons to mourn their loss.

On Sunday, Oct. 3rd, Geo. H. Brown died at the General Hospital, Ottawa. The late Mr. Brown was a member of the staff of the Militia Department, and during his life spent in Ottawa evinced an interest in the local sports, lacrosse and football. He was fifty-two years of age and leaves a widow, two brothers and three sisters.

Mr. J. O. Brault, father of Mr. Romeo Brault of the Department of Public Works, Toronto, died at Montreal on Sept. 23rd. The late Mr. Brault was a well-known figure in Montreal civic circles and had won the respect of all with whom he came in contact during the twenty-five years he was superintendent of the Central Division of the Montreal waterworks.

Catherine O'Keefe, wife of Patrick Daly and mother of Patrick J. Daly, of the Mining Lands Branch, Department of the Interior, died on October 10th, aged 72 years.

Mr. Henry A. Palmer passed away on Oct. 6th at Ottawa. He was in his 74th year. Mr. Palmer was born in the city of Montreal and moved to Ottawa with his parents when a boy. Later he entered the Civil Service and there he was employed until twenty years ago when he retired and returned to reside in the city of his birth. He was one of the organizers of the Princess Louise Dragoon Guards of Ottawa.

Athletics.

The Civilian inadvertently omitted to record the final winning of the Rosenthal lawn bowling trophy by the Ottawa L. B. C., who defeated the Victorias in the last contest of the long series. The Rosenthal matches will be much missed from lawn bowling events next season.

* * *

A would-be wit has referred to the recent baseball contest as "the world's serious." Judging from the absorption of some of our young men in this event, it must really have been, to them, the most serious of world events. One "man" cheerfully admitted, on arriving at work one morning, that he had not troubled to purchase a morning paper or look at a bulletin because he had read the sporting extra the night before! For pre-occupation and sport-mania this specimen belongs in the same class with Nero and Kipling's "flannelled fools" and "muddied oafs." The only cure for such as these is conscription.

* * *

S. L. T. McKnight, who has been the mainstay of the Ottawa Civil Service Lawn Bowling Club for years, was married recently. On the eve of the happy event fellow members of the club gave evidence of their appreciation of Mr. McKnight's splendid services by presenting him with a handsome mahogany mantel clock.

Correspondence.

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

Inland Revenue Appeal.

Editors of *The Civilian*:

Dear Sirs,—Your magazine has constantly advocated a new Civil Service Act and an increase in the salaries paid to Government employees. Both are sorely needed, the former in justice both to the taxpayer who pays these salaries for service rendered and the civil servant who masters his calling and has a man's ambition to rise in the service; the latter an increased salary in justice to the employees who have been sorely pressed by the general advance in the cost of necessities the past ten years.

The general impression is that a

new Civil Service Act will come in course of time but in the meantime could not your journal well turn the searchlight of publicity on happenings, past and present, in the Outside Service of the Inland Revenue Department? This has long been a classified service and laws governing it are clearly enunciated, but for nearly 18 years these have been observed mainly in their breach. Promotions to the minor advancements are made on technical examinations but the law provides that all higher offices, or mostly all, must be filled from the ranks. It is here the shoe pinches. Take the inspectorships. There are men auditing and inspecting a technical business who never had the slightest experience in excise work until they were appointed to supervise the work of experienced officers though regulations made by order-in-council direct otherwise.

There are collectors in the most important divisions who hold either no certificate or one of inferior grade.

The deputy-collectorships have long been a joke. In this rank are dozens of men, drawing larger salaries than equipped and classified officers, who are only able to perform most unimportant duties and who have been catapulted into good positions at the fancy of the persons holding patronage.

These statements are not the vapourings of a diseased mind. Let *The Civilian* take up the inspectorships and the Inland Revenue divisions one by one and scrutinize the executive officers and it will be found in every instance that few or possibly one only possess the technical qualifications required by law. Should *The Civilian* desire to help the outside officers of the Inland Revenue service let them hereafter publish and call attention to every appointment or promotion that is made without proper qualification or under cover of the joke regarding deputy collectors.

VERITAS.

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THE POSTAL JOURNAL

VOL. I.

OCTOBER 15, 1915.

No. 1.

*Edited under the auspices of
The Postal Clerks' Association of the Dominion of Canada.*

Executive Board of the Postal Clerks' Association.

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The Association Aims.

1. To obtain for all Post Office clerks, one day in each week for a day of rest.
2. To impress upon the Government our desire that eight hours shall constitute a day's work, such eight hours to be completed within twelve hours and to consist of not more than two attendances.
3. That seven hours constitute a day's work between the hours of 10 p.m. and 7 a.m.
4. To obtain time off for all overtime worked or payment in lieu thereof.
5. To secure equal conditions for all Post Office clerks, whether employed in semi-staff or city offices.
6. To abolish, by any and every means in its power, the patronage system, at the same time bringing all possible pressure to bear upon the Government in order to obtain the adoption of the merit system throughout the entire Civil Service.
7. To secure, as a reward for merit and long and faithful service, the higher positions in the Postal Service, knowing that such positions can be filled more advantageously from the rank and file of the service than by the appointment of individuals having no knowledge of Postal work.
8. To stimulate and foster organization among Post Office clerks, believing, as we do, that by this method only is it possible to obtain justice at the hands of the Department and equal rights for all.

FOREWARD.

Ever since the Western Postal Clerks' Association has been in existence the need of a medium for still more effective organization has been felt. The reason that annual conventions are held is, of course, among other things, to promote efficient organization and the least interested among us must, and do admit that our conventions have done a tremendous work in this respect.

However, conventions only come once a year and then only a very few are privileged to attend them. Those who have attended them know that a friendly feeling has been established between the different offices, in a small way at any rate, just owing to the fact that a man from one office spends a few days in the company of a man from some other office, and friendly feeling is the very first step in the long ladder of efficient organization.

Now the only medium that can bring every member of every branch of the Association together is the press. By this means we can all be in convention all the time and our numerous branches can have "friendly chats" and "talk over affairs" one with the other.

Surely now, when the realization of our greatest aim, viz., a Dominion-wide Association, is on the horizon, is the time for us to get such a medium working and working regularly and thoroughly.

Our Association has believed itself to be a live organization and others, notably our friends down at Ottawa, have constantly referred to us in that way. Now, then, let us once again show ourselves and others that we actually are alive and constantly alive. Let us see that our doings are known to one another, for the knowledge that your fellow workers in the next city are up and doing is a source of great encouragement to you.

Curiosity killed the cat—but a healthy interest in the work, play and organization of your fellow clerks throughout the country will do no harm but an immeasurable amount of good.

Our thanks and deep appreciation are due the Editors of *The Civilian* for allotting us space in their periodical, for without their co-operation we should have been unable to publish a magazine under present conditions. Let us, therefore, show our thanks in a practical way, by subscribing to the paper.

THE ASSOCIATION MOVEMENT.

Its Aims and Objects.

Although the Association movement amongst postal clerks is yet in its infancy in Western Canada, that is, as compared with a few similar organizations in the Eastern Provinces, yet we venture to say that it has accomplished more for its members in the way of obtaining better conditions, higher salaries, a more equitable scale of provisional allowance, etc., than its most optimistic devotee ever hoped for. Yet, in spite of these successes, the main object of our organization still remains to be realized. To the untutored this may read like a joke, yet it is a stubborn fact. Article 2 of the Constitution of the old Postal Clerks' Association of Western Canada, now the Postal Clerks' Association of the Dominion of Canada, reads: "To unite fraternally all Post Office employees who are eligible to membership; to secure through co-operation with the Post Office Department the classification of Post Office clerks, with a view to securing more equitable salary rates, regulation of hours of labour, the upholding at

all times of the Civil Service Rules and Regulations, and such other objects as may from time to time arise."

Now read this again carefully and you will find that although co-operation with the Post Office Department is mentioned nothing is said of co-operation with the patronage distributors. You may say that this is unnecessary, for have we not obtained more equitable salary rates? Yes, dear reader, we have, but without the co-operation or recommendation of the Patronage party the promotion which you aspire to and which, by your effort, you may be rightfully entitled to, cannot be yours. Remember, there are wheels within wheels, and although the big wheel of Departmental action may be the only one visible to you, yet there are other wheels working within. The writer has had the privilege, or rather disgust, of witnessing some of these inner and concealed wheels at work. Many a postal clerk who has tried hard to obtain promotion has found his leg caught and firmly held by one of these concealed wheels, thus making it impossible for him to reach his goal. Others, who perhaps have made no particular individual effort to deserve promotion, have

also been caught in the clutch of these same wheels and forced to the top. You may ask, why is it that the wheels pull some down and force others up? It all depends on who is at the lever and the party vantage in the machine. Now, while this machinery remains so complicated and irregular in its action it is next to impossible to get good results. What is wanted is a new machine, with all its wheels accessible, and you, dear reader, can help to build this machine by working for the abolition of the patronage system, the introduction of the merit system and the upholding of the Civil Service Rules and Regulations, as they will be in the new era that is dawning on this country. Ninety per cent of the grievances of civil servants will then disappear forever.

Another great object of this movement, and one which we are pleased to say has met with no small amount of success, is included in the three first words of the article quoted: to unite fraternally. What possibilities for the good of us all are included in these few simple words. Have you ever stopped to consider if you are doing your share towards the attainment of this great object? No previous experience is necessary. Every one of us has a certain amount of responsibility to others and woe betide the man who has shirked his share should he ever run across evil days. Scarcely a day passes that does not bring with it some opportunity of doing a fraternal action. Many a man and woman has reason to bless the pioneers of organization among the working classes. We remember the time when a man would work in a large city post office for years and would scarcely know more than half-a-dozen of his fellow workers. How times have changed! Now, we are getting to know everybody. Why? Because we are all together in one Association. When a new man comes into the Service he soon finds that the best way to get acquainted and to feel at home is to join the Association and we know that he is quickly invited to do so. How much nicer it is for him to go to the secretary or some other officer of the branch in search of information relative to rules and regulations and prospects in the Service than to have to interview the P.M. only those who have experienced it can say.

We do not wish to boast unduly but we certainly can take much pride and credit in the spontaneous generosity of our members in supporting the many patriotic movements started since the commencement of the great war. Without some kind of organization, such results would have been impossible, for no single individual would have ventured to canvass the whole staff, and even had they done so we do

not think that the result would have worked out so satisfactorily. Again, stored away in a little pigeon-hole of the secretaries' desk are a whole bundle of programmes and invitations to dances, concerts, picnics, etc., that have been held at various times by almost every branch. We never heard of these enjoyable affairs previous to the inauguration of our Association. Wait until the war is over and we will hear of many more. Then last, but not least, our conventions—every one a complete success and rosy prospects for continued success. Ask Regina. It is a pity that more cannot attend these conventions for a more happy party is seldom seen than that which met together at Vancouver in July. It is an honour to be chosen as a delegate for any branch, and more so to be elected as an officer of the Association. There is only one way to accomplish either of these things and it is WORK. Work for your Association and you will be surprised at the amount of satisfaction and pleasure that you can derive from it.

NOTES BY THE WAY.

From an article in the press recently, we learned that a Money Order clerk in one of the city post offices was in serious trouble. We're not here to discuss the case at all. The point is this, that the clerk in question was receiving a salary of \$600 per annum, according to the most recent Civil Service list, and notwithstanding his junior grade, was apparently holding a position of more than ordinary responsibility. Cases such as this should show the Department the wisdom of the Association's resolution at this year's convention, in which it is asked that no clerk in receipt of less than \$800 a year be employed in the Money Order, Registration and such like Departments.

* * *

If half of what we read is true, and we have no cause to doubt that the statements are true in their entirety, our cousins to the south of us, employed in the Postal Service, are up against some pretty tough propositions. It is more than probable that if they had one strong organization, instead of being somewhat divided as they are at present, they would be in a far better position to cope with the problems confronting them. Don't let us make any mistake, we must have one organization from the Atlantic to the Pacific, at all costs.

* * *

Sir Herbert Ames has just completed a tour of the country on behalf of the Patriotic Fund. No one who heard him could

fail to be impressed with his appeal, nor could any fail to realize the grave responsibility on the shoulders of those not going to the front. Yet we have reason to doubt that every man in the Postal Service, with a regular salary such as he has, realizes that responsibility.

* * *

The next issue should be better than this one—maybe you think it needs to be. Well, it's up to you. See that your office furnishes all the interesting news that it possibly can.

* * *

One of the most astonishing things of to-day is the average man's apathy towards the affairs around him that concern his own welfare and go towards the betterment of his own condition. Scandals in the administration of either Government or civic affairs, which alas! occur from time to time, can in most cases be shown, more or less directly, to be the result of the public's indifference to those affairs. A man will pay whatever is asked of him as city taxes, not worrying an awful lot about what use is made of the money, until one day he wakes up to find that his city is on the verge of bankruptcy, and then he kicks—when it's too late. It is not financial support that will have sent that city bankrupt, but, indirectly, moral support. There are no end of clerks who would wake up and kick if they suddenly found their association bankrupt. No, not financially bankrupt, oh! no, for those men would have paid their dues regularly, but morally bankrupt, simply because the members had not given of their time or brains, but had left it to those other boys "who liked that sort of thing," etc., etc.

* * *

In a recent edition of *The Civilian* there appeared what was called "The Federation Ten Commandments." It is respectfully pointed out that the Ten Commandments are usually permanently, conspicuously displayed. The Federation commandments are too good to die in one issue.

* * *

Great encouragement has been given to those chiefly concerned in the editing of this supplement, by the letters received from the different city offices. If all the letters have not been answered personally, it is hoped that "pressure of business" or "the war tax" will be accepted as the reason for it, and that the offices referred to will accept this note as their acknowledgment.

* * *

The following extract, taken from an article written recently by F. F. Riley, chairman of the Executive Committee of

the Postal and Telegraph Clerks' Association of the United Kingdom, may interest some of our readers. Mr. Riley in referring to the granting to postal clerks of a war bonus, which was obtained solely through the efforts of the association, said: "Who is going to get this bonus? Practically every subordinate in the provinces, and a very large number in London. Who obtained it? The combined members of the various associations. The non-members did not though they will also get the pay. . . . The non-member has folded his arms, taken his ease, looked on while other people have done the work, and then come along to share the harvest. Now is the non-member quite easy about this? If so, he is an extraordinary person. If there is a single person amongst us who has been opposed to our principles as trade unionists, and who takes this bonus with a good heart and conscience, then we are a queerer class than I thought we were. If there is a single non-member amongst us who thinks that he has a right to this bonus, then I think he should admit our claim that, having sown the harvest which he is now reaping, we have the right to expect and demand that he should come in now and do some plowing for the next harvest."

BRANCH NOTES.

Secretaries please note: Send in your news to the editor of the "Postal Journal," Calgary, Alberta, as frequently as possible and it will appear in the next issue published after receipt, if at all possible.

Brandon.

Mr. W. J. Quinn, who was a temporary helper in this office, has quit the service to join the colors and is now at Sewell Camp. Mr. Bain was in Calgary recently for a few hours and paid his respects to our brother members in that city.

Calgary.

Still the boys continue to exchange the handling of mail for the handling of a rifle. Among the most recent to leave us are Messrs. Webster, W. Ripley, H. Ripley, Chudley, all of the Despatch, and Messrs. Clelland and Cousins of the Registration. Geo. Chudley, the last day or two, is to be seen walking Main street with his three stripes on his arm. Congratulations, George! Mr. H. Webber, otherwise "The Duke," is at present having a most enjoyable time. Having taken Miss Wright of this city to the altar on the 27th of last month, Mr. and Mrs. Webber are now studying harvesting operations in the foot-hills.

Congratulations to "Wilfie" Hives on the birth of a daughter.

The president of the Brandon Branch paid us a flying visit recently, and arm-in-arm with Mr. Sims he went the length and breadth, from top to bottom, of our office and mentioned that they hoped to have a dandy new office themselves before long.

Edmonton.

In preparation for the coming season we recently elected an entertainment committee composed of Messrs. Swafeld, Cousins, Goodall, Hartford and Cook. This hardworking body at once arranged a trip to St. Albert, but owing to the inclement weather this had to be cancelled.

Lethbridge.

The local association held a banquet on the 25th of last month at the Alexander Hotel, for the purpose of taking a farewell of three members of the association, viz: E. Soddy, secretary; C. W. K. Holt, and F. J. Colpman, who have enlisted for active service. Eighteen members and their guests sat down to a well prepared repast, the chair being taken by H. S. White, president of the association. Among the guests were: E. N. Higinbotham, ex-P.M.; J. S. Hamly, acting P.M.; W. R. Ward, asst. P.M.; Mrs. Holt, Mrs. Soddy and Miss Ross. After supper, the president, in the name of the association, wished the guests of honour the usual wishes and a safe return and also mentioned how pleased he was to see Mr. Higinbotham, an old friend of the staff, with them. Messrs. Soddy and Colpman replied suitably and Mr. Higinbotham rose to say how pleased he was to think that the boys had not forgotten him on such an occasion as this. During the evening those present were favoured with songs by Miss Ross and Miss Washbrook and Mr. Soddy mystified the guests with his sleight-of-hand tricks. Great credit is due Mr. Huggett and the committee under him for the splendid arrangements made for this affair.

New Westminster.

A presentation took place in this office recently, the letter carriers and clerks combining in giving Mr. A. J. Dailey a wrist watch on the occasion of his enlisting in the 47th Battalion. Mr. D. J. Quarrie, the postmaster, made the presentation and Mr. Dailey, who leaves shortly for Vernon, made a very suitable reply to the postmaster's remarks.

After peeling onions it is often difficult to remove the unpleasant odour from the hands. Rub the hands with salt, and then wash in cold water.

TORONTO POSTAL NEWS.

On the evening of the 4th inst., amidst a large representative gathering of members of the Postal Service, at Toronto, the presentation of a fully equipped motor ambulance for overseas service was made to the Canadian Red Cross Society. The presentation was made on behalf of the Postal Service by Lt.-Col. Geo. Ross, I.S.O., A.D. of P.S., assisted by Postmaster W. B. Rogers and Deputy Postmaster W. E. Lemon, to Lt.-Col. Noel Marshall, president of the Red Cross Society.

The fund for the motor ambulance was raised through voluntary contributions by members of the Postal Service at Toronto, the sum of over \$2,600 having been donated towards the ambulance.

Up to date, nearly \$9,000 has been contributed by members of the Postal Service in Toronto, towards the Red Cross work, some of the contributions having been set aside for a machine gun, motor ambulance, Soldiers' Disablement Fund, etc.

One hundred and forty members of the Postal Service in Toronto have enlisted for overseas service, four of whom have been killed in action at the front and two others are reported missing.

Col. Marshall, president of the Red Cross Society, intimated that the ambulance would be included in a body of 50 Canadian ambulances being sent to the front. It is stated that one ambulance has taken as many as 150 wounded men from the field of battle. It was also intimated that the women of Canada are doing seven-tenths of the Red Cross work in Canada.

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