

PAGES

MISSING

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Efficiency Records.

Text of the addresses delivered by Messrs. Steele, Wheeler, Birdseye and Murray before the National Assembly of Civil Service Commissioners in Ottawa, June, 1916.

Mr. PHILLIP STEELE (Chicago Civil Service League, Chicago, Ill.): Mr. Chairman, I am in the class known as Employees. I started to work for the City of Chicago twenty years ago. I have seen several different systems of so-called efficiency rating, methods of keeping efficiency records, put into effect, and I have seen them become discarded, cast into the scrap heap and thrown out. I was very much impressed with Mr. Murray's address and his report. My experience and that of others in the Service he has almost expressed and when it comes to making or writing efficiency records it is purely a matter of personal judgment, and with all due respect to the gentlemen who said we had to come down to personal judgment in the final analysis to get a comparison, I do not believe it is a fair proposition to try and mark up efficiency records for any large body of men and let the judgment of different people enter into that. I am a mechanical engineer in charge of a pumping station. There are nine pumping stations in Chicago. Our daily system of marking has been discarded, but we have to make out a monthly report of efficiency on a percentage basis. Four of the chief engineers out of nine went in years ago under the crookedest examination ever held in Chicago and were not in any sense real Service men. The others have advanced through the ranks and are Civil Service men. They have to turn in a report at the end of each month on a percentage of 85 per cent maximum and 75 per cent minimum. Some of these men always mark everybody 85 per cent; others always mark on the basis of 78 per cent. Yet these marks are matters of record and when it comes to an examination for the position of chief engineer the engineers so marked up go into that examination with this inequitable system of marking on efficiency. In one instance the difference between the man who got the position and the man standing next to him was 1 per cent, and the defeated candidate was one of those who came under the 78 per cent marking. It is impossible to get at a basis of marking covering all kinds of service. It would be better to have a special note of unusual events, assuming that the man who is not specially marked is doing ordinary, efficient work. That comes the nearest to being a fair and square way. There is a chance for efficiency endeavour, but it should be devoted towards the standardization of work. A department may not be doing efficient work but the individuals in it may be highly efficient. Who is to make the standard for this inefficient department? For the last year there has been a complete check on the nine pumping stations, but it is of course essential that there should be somebody in the engineering office capable of analyzing that report. The human element must be always considered. You must have not only esprit but the feeling that everything is going on the square. The feeling that they are being treated on the square is the biggest thing towards making men advance

themselves. There is a tendency on the part of Commissions to consider employees as parts of machinery. I would make the suggestion to the Commission that they try to consider us as human beings and give us a fair deal if possible.

Mr. FORREST WHEELER (Secretary and Chief Examiner, Civil Service Commission, Minneapolis, Minn.): We have have the city only under our jurisdiction. All of the department heads are favourably inclined towards our office and the City Engineer goes out of his way to aid the Commission. The heads of the departments are not politicians and they are so greatly relieved to have the Commission stand in between them and the alderman with "just the man for the position" that they are glad to strengthen our hands. We have tried an efficiency record with only four columns and in the case of men working in waterworks construction we have evolved an effective mathematical method of taking men on and off by which we are able to get away from the strict seniority method of placing men who have been laid off back on the works. I believe that every employee would welcome a Service record that would give him an opportunity to show his good work as well as an opportunity to be checked up for ineffective work or accidental mistakes. The city employees do serious, conscientious work. But a man wants his next superior to know of his good work. I have seen many men so anxious to have the work properly done that they have worked far into the night, but no record is made of that. But if a little girl piles one letter on top of another on a typewriter, the systems I have seen take note of it. I have no hope of a record unless the employees can feel that things are on the square and that no one is spying on them. If we tried some of the systems I have seen the first thing we would hear would be "spy system." If we did that there would be no system after the Legislature meets in 1917. Just as soon as we can see how to continue this esprit and sense of square dealing and to make the employment in the city equally as pleasant as that outside of the city service, we will have some kind of so-called efficiency system.

The remarks of Dr. Shortt and of Mr. Steele are close to my heart because they are my experience for the last three years.

Mr. JOHN C. BIRDSEYE (Secretary New York State Civil Service Commission, Albany, N.Y.): An efficiency system has now been established in the Department of Highways in the State of New York. This system was established after calling in the co-operation of an efficiency expert. They took 100 or par as the average man. The average man is a little too good to dismiss. The men that are marked above the average and men who are marked below the average are marked by their division chiefs monthly. Every three months the division chief or the Marking Board meets, go over their ratings, and at that time any or all employees may appear before that Board as an Appeal Board and appeal from the ratings, discuss them, and have the matter finally decided. Every month they have the division chief's report; every quarter the average for the quarter, and then at the end of the year the full report. The men are marked above par or below as the division chief may determine. They have, I believe, seven elements. These elements are combined so that there are not more than five for any group of employees, executive ability, initiative, quantity of work, quality of work, knowledge, punctuality and good conduct. These elements have a relative weight. Take, for example, the resident engineers. They have executive ability, initiative, quality of work, knowledge and general good conduct. Take a man who handles pitch, he has quantity, quality, punctuality and general good conduct. Executive ability and initiative do not apply in that case. Each group of employees have five of the seven elements, and the weight for the five elements

which may fall in that group of employees varies according to the peculiar duties of the position. The rating for the month is multiplied by the relative weight and that gives the percentage. That percentage is entered on a card and all of these ratings are open to the candidates themselves. We hold promotion examinations of clerks or resident engineers as the case may be and send over to the department a list of those passing the routine work of which we have 50 per cent and the department have 50 per cent, and they find that John Smith has an average for the quarter or six months of so much above par. Transformed to the percentage rating, with 100 for perfect, he may have 90.01 per cent. It is automatic. It has just the one defect, that is the rating of the superior officer, whose judgment may be biased. But that is overcome to this degree: The members of the Board meet as a unit once a quarter and any aggrieved employee can appeal and you cut down that personal element as much as possible and you have this automatic system which works out, we think, to a very satisfactory degree.

Mr. MURRAY: I have listened to the discussion to-day with more interest than to any discussion on efficiency records I have ever heard. I have met men who were familiar with the general principles of Civil Service law and Civil Service administration. I have seen such men afterwards become administrative officers in Civil Service Commissions, and I never knew one of them to have the same idea after he took office as before. I will give an example. In New York our record system is not perfect. Up to the time Dr. Moskowitz took office, over ten years ago, the average length of service of the President was one year and four months. There are sixty-seven departments of New York City keeping efficiency records. There were never any two Presidents who had the same idea of efficiency records. In the year 1909 when the law was changed making effective our present system of records, the system had been based on daily contact with employees in the city government for ten years. When I devised that system I asked the views of employees over two years. It was the concensus of opinion of the employees of the city. The result was a new Commission took office on the 1st of January, 1910. We were just installing the system. In October we had a little trouble with the head of a department. The Commission, headed by a very clever lawyer, passed a resolution saying that under the law of the State of New York the Civil Service Commission had no power to compel the keeping of efficiency records in any form, and I was so notified. I paid no attention to the resolution. When the Civil Service Commission is on record as saying that you cannot do a certain thing you are bound by it. That ran along for a year. The new Commission came in and took a directly opposite view. I had never recognized that resolution and Civil Service records had been kept in the departments for ten months. The President went out and a new one came in. He kept it up about twelve months more. There was not one of those commissioners while in power who had a knowledge of the workings of a single city department. They did not have an opportunity. How could they have? They could not obtain a knowledge of sixty-seven departments. None of them was interested in the workings of any efficiency record system. How could they be? Finally a new Commission came in and instead of building up what had already been done, as usual they said everything was wrong. An army officer cannot explain to a lawyer how a battle was conducted because a lawyer has not had the training to understand military tactics. You cannot explain to a layman what is possible in Civil Service work and in Civil Service administration. Therefore I say that you will never have an efficiency record system in New York or any other place or your Civil Service examinations developed to the extent they might be,

until you have a Civil Service Commission with power for a definite length of time and not dependent on anything. A Civil Service comes in with a new Administration, subject to removal by the Mayor or President. They want to help their friends and it seems to be the general policy of Civil Service Commissions to argue that what the last men did was wrong. It takes a year and a half or two years for a Commission to get back to where the other men laid off. Under the present policy of changing your commissioners every two or three years you lose, in Civil Service administration, 50 per cent to 60 per cent of your progress in Civil Service. I consider that the most important thing in connection with Civil Service administration is to give a man a chance to be a Civil Service commissioner for an absolute length of time, not less than six years, and to provide that during that time he cannot be removed from office by anybody, except in the manner in which you remove judges. If that law went into effect in New York, in the next five years you would make more progress in the Civil Service than you have in the last twenty years.

Civil Service Casualties.

THOMAS H. PRICE.

Thomas Henry Price, who has died of wounds, was a railway mail clerk of the Toronto district and lived in that city. He was twenty-five years of age, a native of Wales, and had been in the postal service since 1912. He went overseas in May, 1916. His brother, John, is at the front and his father is in the 208th Battalion.

A. W. MURDOCK.

A. W. Murdock, a Public Works employee from Winnipeg, was wounded on June 10th last, and is now reported recovered and returned to his unit. He was hit in the head by shrapnel fragments. Murdock enlisted in January, 1916, as a driver in the 9th Field Company, Canadian Engineers.

C. H. CROSS.

Claude Harold Cross, killed in action on September 16th, was a Customs officer at Ashcroft, B.C. He was wounded in August, but returned to duty on recovery, only to suffer fatal injury within a few weeks. He joined the forces in November, 1914, and served with the 2nd Mounted Rifles.

CHARLES R. GRANT.

Charles R. Grant, wounded in action on the Somme and admitted to No. 2 Southern General Hospital at

Bristol on September 28th, was an employee of the Royal Mint. Though at the time of his death, October 19th, but twenty years of age, he belonged to the 43rd Regiment before the war broke out. He joined the Field Artillery in September, 1915, went overseas with a draft and first saw action in January, 1916. He was with a trench mortar battery. He has a sixteen-year-old brother also at the front.

W. E. BOUCHARD.

W. E. Bouchard, missing since September 17th, is an employee of the Printing Bureau and a son of A. Bouchard of the Department of Public Works. He enlisted when only nineteen years of age, recruiting with the Governor General's Foot Guards for a 2nd Division battalion. Leon Bouchard, of the Civil Service Commission staff, also at the front, is a brother.

LIEUT. A. H. WHARTON.

Lieut. A. H. Wharton, wounded in the thigh and in hospital at Reading, England, is believed to be Alfred H. Wharton of the Library of Parliament. This officer was appointed to an Ottawa battalion, but went overseas, in advance of his unit, with a draft company. His wound is slight.

ANDREW LECKIE.

Andrew Leekie, killed in action, was an employee of the post office at Davisville, Ont. He was thirty-seven years of age, born in Scotland, had lived in Toronto for nine years, and was a member of the 92nd Battalion.

W. J. KILLENS.

Lance-Corporal William J. Killens, killed in action on September 26th, belonged to the Department of Labour, where his father is also employed. He went overseas with the 8th Mounted Rifles, was drafted to the 27th Battalion, went to the Belgian front in March and was transferred in September to the Somme front. He is believed to have arrived there on September 24th and to have been killed on the following day. He has two brothers—the only other members of the family of military age—in the army.

W. F. REILLY.

William Foley Reilly, wounded, belongs to the Department of the Naval Service. He enlisted in the West two years ago and had been in the trenches for the last three months. He was admitted to the General Hospital at Havre on September 28th with a gunshot wound in the face.

W. H. HILTON.

William Henry Hilton, a Halifax letter carrier, was killed in action on September 26th. He enlisted in November, 1914, in a 2nd Division unit. He was thirty-one years of age and had been in the postal service since 1908.

WM. WAUCHOPE.

William Wauchope, a Toronto letter carrier, who joined the colors within two weeks after the outbreak of the war, is officially reported to have been killed in action on April 24th, 1915. He was twenty-eight years of age and joined the postal service in 1912.

E. C. HARRIS.

Information is now received that Gunner E. C. Harris, killed in the Zeppelin raid on the Canadian artillery camp at Otterpool, England, on October 13th, 1915, was an employee of the Department of Railways and Canals on the Welland canal. He belonged to the famous 10th Battery of St. Catharines, which did such marvellous work at St. Julien, the men wheeling the guns into position by hand, after the horses had been killed, and holding the Germans at bay at a distance of only two hundred yards. Lieut.-Col. W. M. King, commanding, was awarded the D.S.O. for that action.

J. W. PERKINS.

J. W. Perkins, of the Royal Sussex Regiment, killed in action on August 18th last, was also a member of the Welland canal staff, being employed as a draughtsman in the head office at St. Catharines.

LIEUT. R. E. WATTS.

Lieut. R. E. Watts, of the 84th Battalion, who died of disease while the battalion was in training, was an inspector on the Welland canal staff.

C. W. K. HOLT.

Clarence W. K. Holt, wounded in the arm and in hospital at Norwich, England, is a member of the Lethbridge post office staff. He enlisted with the 82nd Battalion, went overseas with a draft, was attached to the 31st Battalion as stretcher-bearer and had been at the front only two weeks.

GREGORY BURNS.

Gregory Burns, wounded on September 16th and removed to No. 4 Field Ambulance Station, is an employee of the Government Printing Bureau. He was a recruit of the 59th Battalion and was wounded slightly last July.

T. A. KINNAIRD.

T. A. Kinnaird, killed in action, was a member of the staff of Edmon-

ton post office. He was twenty-one years of age and entered the postal service in 1913. The date or place of his death are not reported.

ROBERT COOK.

Robert Cook, another Edmonton postal clerk, is missing.

D. A. McQUARRIE.

D. A. McQuarrie, a Public Works man of Nelson, B.C., who went overseas with the 30th Battalion, is reported to be severely wounded in the jaw and in a French hospital.

WILLIAM THOMPSON.

A cablegram from overseas announces that William Thompson, mail transfer agent of the Calgary district, R.M.S., has been killed in action. He was born in Troon, Scotland, in 1891, and entered the postal service in 1914. He went overseas with the 82nd Battalion.

S. H. THORSON.

Stephen H. Thorson, railway mail clerk of the Saskatoon district, is reported killed in action. He was 24 years of age, entered the postal service in 1912, lived at Gimli, Man., and was not married. He belonged to the 42nd Battalion.

MEDALS PRESENTED.

His Royal Highness the Duke of Connaught was pleased to confer upon James Parkinson, Inspector of Dominion Secret Service, the Royal Victorian Silver Medal for long and meritorious service. Inspector Parkinson began his police career on the Cobourg Police Force in 1884, from which he resigned to join the Dominion Police the 1st of June, 1887; was promoted Sergeant 1st of June, 1906, and to his present rank 1st of October, 1907. Inspector Parkinson is perhaps one of the best known police officers in Canada, having brought to a successful issue cases in almost every city in this country, his particular line being post office burglaries and

counterfeiting. He was chosen by the Chief Commissioner to accompany His Royal Highness on his many tours of inspection throughout Canada; was one of the special guard for the present King during his visit to Canada as the Duke of Cornwall and York in 1901 and again as Prince of Wales in 1908; was also appointed personal bodyguard to His Serene Highness Prince Fushimi of Japan during the visit to this country in 1897 for which he received the Order of the Rising Sun. He was born in the County of Kerry, Ireland, in 1858.

The Royal Victorian Medal has also been awarded to the following: George Muhlig, W. M. Hutchison, Alf. Seaby, Thomas Ambridge, H. F. Sims, R. O. Croll and John Guy, all of Government House Staff.

EXEMPT FROM TAX.

The Court of Revision on the assessment of the City of Ottawa has decided that the members of the Board of Railway Commissioners, as employees of the Government, are covered by the agreement between the city and the Government concerning exemptions from income taxes. The decision was rendered on an appeal from assessment brought by D'Arcy Scott, assistant chairman of the Board.

HOW SPENCER WON HIS CROSS

In the issue of October 13th it was announced that Captain R. A. Spencer, of No. 1 Tunnelling Company, who in civil life is on the staff of the Forest Products Laboratories in Montreal, had won promotion and the Military Cross. How he earned the distinguishing decoration is told in brief but expressive terms in the official order. It says:

During five successive nights he patrolled "No Man's Land" in order to locate a mine gallery, and then wrecked it.

The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.

FIFTY-EIGHTH LIST.

- Lieut. W. W. Brookfield, Railways and Canals, St. Catharines.
 A. S. Davis, Public Works, Ottawa, Signallers.
 E. T. Langdon, Finance, Ottawa, Flying Corps.
 Lieut. R. G. Lewis, Interior, Ottawa, Canadian Engineers.
 Lieut. C. R. McCourt, Interior, Montreal, No. 6 Siege Battery.
 R. M. DeCew, Interior, Montreal, Signallers.
 Capt. R. A. Spencer, M. C., Interior, Montreal, No. 1 Tunnelling Company.
 Capt. S. J. Robins, Indian Affairs, Ottawa, 207th Battalion.
 A. J. Morgan, Indian Affairs, Ottawa, 235th Battalion.
 J. W. Waddy, Indian Affairs, Morley, Alta.
 W. Robertson, Indian Affairs, Duck Lake, Sask.
 Lieut. Geo. J. Gleeson, Interior, Calgary, 50th Battery, C.F.A.
 Lieut. Duff B. Gow, Interior, Winnipeg, 78th Battalion.
 Walter S. Gordon, Interior, Neepawa, 52nd Battalion.
 Wm. Godfrey, Interior, Prince Albert, C.A.M.C.
 Lieut. R. H. Goodchild, Interior, Calgary, 4th Pioneers.
 Capt. Rev. J. V. Gaudet, Interior, Adamsville, N.B., 165th "Acadia" Battalion.
 Capt. Krute Haddeland, Interior, Winnipeg, 197th Battalion.
 James Hepburn, Interior, Prince Albert, 28th Battalion.
 Edward St. G. Hodson, Interior, Rosthern, 165th Battalion.
 E. W. Hughes, Interior, Calgary, 53rd Battalion.
 Paul Howard, Interior, Vancouver, 121st Battalion.
 J. J. Harron, Interior, Entrance, Alta., 63rd Battalion.
 Albert Harle Hall, Interior, Swift Current, 209th Battalion.
 Capt. and Adj. P. J. Jennings, Interior, Calgary, 4th Pioneers.
 Lieut. Geo. W. Knight, Interior, Waterton Lakes, 13th Mounted Rifles.
 Thos. J. Kay, Interior, Banff, 82nd Battalion.
 J. A. Laferriere, Interior, Winnipeg, 57th Battalion.
 Lieut. H. O. Leach, Interior, Winnipeg, 184th Battalion.
 Lieut. Andrew W. P. Lowrie, Interior, Calgary, Canadian Engineers.
 T. F. Lynch, Interior, Calgary, 12th Mounted Rifles.
 Sergt. J. J. Letcher, Interior, Banff, 8nd Battalion.
 Major M. A. Macinnes, Interior, Saskatoon, 96th Battalion.
 Allan McConnachie, Interior, Edmonton, 63rd Battalion.
 Wm. B. McLellan, Interior, Dauphin, 44th Battalion.
 J. R. McNeil, Interior, Bridgeburg, 91st Battalion.
 Lieut. Arthur S. MacLean, Interior, Grande Prairie, 33rd Battalion.
 Lieut. John Alex. McDonald, Interior, Swift Current, C.A.S.C.
 Dr. Neil M. McNeil, Interior, Prince Rupert, 102nd Battalion.
 Percy Morris, Interior, Edmonton, 51st Battalion.
 H. L. Mahaffy, Interior, Winnipeg, P.P.C.L.I.
 Lieut. A. S. Monro, Interior, Vancouver, C.A.M.C.
 Lieut. R. N. Monro, Interior, Winnipeg, 61st Battalion.
 Capt. Guy L. Mott, Interior, Halifax, 64th Battalion.
 C. H. Mason, Interior, Vancouver, 1st Pioneers.
 F. E. Maunder, Interior, Revelstoke.
 Capt. M. W. Maxwell, Interior, Montreal, No. 1 Tunnelling Co.
 F. J. Moore, Interior, Winnipeg, 1st Pioneers.
 J. T. Moxon, Interior, Saskatoon, 196th Battalion.
 F. E. Naftel, Interior, Vancouver, C.M.R.
 S. C. O'Grady, Interior, Winnipeg, Royal Naval Air Service.
 C. Perry, Interior, Winnipeg, 79th Battalion.
 Alex. Pirie, Interior, Winnipeg, Canadian Engineers.
 John McN. Paul, Interior, Calgary, 50th Battery.
 Lieut. H. B. Rogers, Interior, Vancouver, C.A.M.C.

THE CIVILIAN

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Ottawa, October 27, 1916



THE NATIONAL DUTY.

If we consider that there are ten of us Allies; that each wants something from Germany after the war; that Germany still thinks she has won; and that the things which we want are still for a large part in German holding, we shall learn to disabuse our minds of the idea that the end is near. We must think, and act, and organize as though Germany meant to go on "to the last breath of horse and man," and above all else must we organize our man-power, and count nothing accomplished until our superiority of numbers in the field is absolutely annihilating.

—London Times.

It is rather for us to be here dedicated to the great task remaining before us—that from these honored dead we take increased devotion to that cause for which they gave the last full measure of devotion—that we here highly resolve that these dead shall not have died in vain—that this nation, under God, shall have a new birth of freedom and that government of the people, by the people, and for the people, shall not perish from the earth.

—Lincoln.

OUR BOYS

Previously reported:

| | |
|-----------------|-----|
| Dead | 88 |
| Wounded | 153 |
| Prisoners | 12 |

DEAD.

THOMAS H. PRICE.
C. H. CROSS.
ANDREW LECKIE.
W. J. KILLENS.
W. H. HILTON.
WM. WAUCHOPE.
E. C. HARRIS.
J. W. PERKINS.
LIEUT. R. E. WATTS.
T. A. KINNAIRD.
C. R. GRANT.
WILLIAM THOMPSON.
STEPHEN H. THORSON.

WOUNDED.

A. W. MURDOCK.
C. R. GRANT.
LIEUT. A. H. WHARTON.
W. F. REILLY.
C. W. K. HOLT.
GREGORY BURNS.
D. A. McQUARRIE.

WANTED

The name of a live Post Office or Customs man in **TORONTO** who is a regular reader of the "Star" or "Telegram."

Also

the name of a Post Office or Customs man in **WINNIPEG** who reads the Winnipeg "Telegram."

Editors, "THE CIVILIAN,"
Box. 484. Ottawa.

Memberships in the Ottawa Association for the Blind are now renewable.

BETTER YET.

In a short time the Civil Service will be face to face with the problem of renewing its contribution to the Canadian Patriotic Fund. The needs of this fund will be greater in 1917 than they have been in 1916 and the subscriptions must be correspondingly increased. At the last "campaign" the Ottawa Service promised \$100,000 and raised about \$150,000. It is now paying into the fund more than \$12,000 per month.

This is a splendid contribution, yet *The Civilian* believes that it can be increased during 1917. Practically every subscription for 1916 will be renewed for next year. Those subscribers who formerly subscribed exactly two per cent of their salaries and who have received statutory increases since that time will naturally contribute a little more next year than they gave this year. Then there are some new appointees in the permanent service and a large number in the temporary civilian branches of the Department of Militia and Defence. These will be thoroughly organized for 1917.

Against these new subscriptions will have to be set off dead, resigned and enlisted subscribers of 1916 and a few—a very few—non-renewals. On the whole, the Civil Service contribution to the Patriotic Fund in 1917 should show an increase over 1916, even if no more than two per cent of salaries is asked for.

The organization of the Service for the new campaign will be one of the first important duties of the incoming executive committee, and to the special sub-committee having the work in charge the executive must appoint its strongest members. The personnel of the Service should keep this in mind when the annual convention and the departmental elections are being held.

When the Civil Service throws its united strength into any effort it invariably achieves a degree of success

that draws applause from even its enemies. Generous support of the Patriotic Fund in 1917 will bring the Service into public notice again and in a most favourable light.

ABSENT-MINDED?

That it was necessary to create a National Resources Commission and inaugurate a system of registration in order to find out the number of possible recruits for the army remaining in civil pursuits is a reproach to the manhood of Canada. Announcement of the Government's intentions in this regard should bring the realization of their remissness very sharply home to the free and able men who have not joined the army. It is said that conscription is not contemplated for Canada, but national registration puts the slacker in the conscript class. To a man with red blood in his veins nothing could be more humiliating. To be marked as one who has not done his duty is surely the depth of degradation.

Often is heard the expression, "Canada doesn't know there is a war," and in view of the callous carelessness of some people the jibe seems to be justified. National registration of resources, including men, should awaken these day-dreamers. Instead of planning a winter of pleasure and amusement they should realize that it is necessary to plan for a season of national service. There is no credit to be won by doing duty under compulsion. The Government's solemn warning that the needs of the situation are not being met by the spontaneous response of the Canadian people should be sufficient. We have sinned in omission but we can atone.

There is yet time to join the brotherhood of free men fighting for freedom. There is yet time to render unnecessary any national registration by promptly bringing the Canadian army up to the half-million mark that it should reach by the end of this year.

No doubt there are thousands of eligible men who are not disloyal, nor yet cowards, but merely "absent-minded beggars." The warning has sounded that should rouse every such man out of his absent-minded condition with a guilty start. There is yet time for those to complete the simile by earning the encomium, "his regiment didn't have to send to find him."

The cause is just, the need is great, and the deeds of Canadian divisions at the front make proud indeed the boast, "I am a Canadian soldier."

Young man, you will not be *driven*, won't you *come*?

NO CONNECTION.

The activities of the employed agents of a certain Civil Service enterprise being still *sub judice* of a sub-committee of the cabinet, comment is withheld. It is, however, desirable to point out that, notwithstanding anything that may appear in the newspapers, there is not, nor never has been, any connection between the Civil Service Association of Ottawa or the Civil Service Federation of Canada and the Civil Service Club; neither is *The Civilian* the "organ" nor in any other sense an appendage of any of these organizations.

"No slackers need apply" is the essence of the recent Order-in-Council regarding employment in the Civil Service. This order is for the duration of the war, but the spirit of it will remain in the minds of Canadian employers generally long after the war is over.

"The Princess Pat's need socks, mittens and woollen comforts generally," says a recent message from overseas. So do other Canadian battalions need protection from the biting cold of the northern winter now setting in at the front. What shall we do about it? Buy a box of candy and go to a movie show?

The decoration of Inspector Parkinson of the Dominion Police was just one more of those well-judged acts that endeared the Duke of Connaught to Canadians. His Royal Highness has a keen appreciation of duty well done and his marks of approval were not lightly bestowed.

The various annual meetings provided for by the constitution of the Civil Service Association of Ottawa will be held shortly. May they be more largely attended than in any former year!

NO SLACKERS NEED APPLY.

The full adoption by the Government of the motto, "No Slackers Need Apply," is indicated by the announced passage of an Order-in-Council regarding employment in the Civil Service.

"During the war no man of military age may be appointed to either the Inside or the Outside Civil Service unless a badge has been issued to him," says this Order; the badge referred to being, of course, that signifying that the man has applied for enlistment in the army and has been rejected.

Men who have served in the overseas forces are to be given preference in appointments, especially those who, by reason of disability from military service, are unable to resume their usual occupations.

To obviate a possible shortage of clerks it is provided that women, disabled soldiers and men of non-military age who have been employed temporarily, may be continued in employment more than the six months provided for in the Civil Service Act,—this, of course, only during the war.

Men who have served in the overseas forces will not be asked to pay examination fees.

Heads and deputy heads of all departments and the Civil Service commissioners are charged with carrying out the provisions of the new Order.

KISMET.

The Sea has garnered what the Land would keep,
 The Orkneys' brine enshrouds him in its gloom.
 Unphrased, mysterious, he sank to sleep
 In ocean deeps that darken o'er his tomb.
 What message sealed his dead and sphinx-like lips
 Up from his great heart, yearning to be told,
 While strained in agony the stricken ship
 Amid that wilderness of waters cold?
 Methought while death's tubed menace sped the waves
 The Sea exultant cried from vengeful crests,
 "Him take I captive to my sombre caves
 For my lost Nelson, whom the land invests,
 It prisons still my noblest sailor son
 So from the Land I take its peerless one."

He planned in continents and Empire hewed,
 Moulding from out the waste an ordered world.
 Striding a bronzed Colossus, grim and rude,
 O'er Afric veldt and Egypt's sands, storm-swirled.
 Pressing Imperial-purposed, to his goal;
 Before, his country's high and luminous star,
 He on her altar laid his splendid soul,
 Bequeathed in martyrdom of glorious war.

Beside the Cyprus hills or Nubian sands,
 By Libya's stony, terraced, huge Plateau,
 Within the trackless silence, "what commands?"
 Whispered the sphinx, his ear alone to know.
 What portents shaped the wild Sirocco's rage.
 Where Memmon tunes across the plain at dawn?
 Saw the vast armies of the west engage
 In strife stupendous, in those days agone,
 When by the Nile he conquered at Khartoum?
 Saw he unmoved the vision of his doom?

With his high fame and liberty secure,
 He rests, his task gigantic, nobly done.
 Born for the ages, ever to endure,
 He would not pass were victory not won.
 Behold the prodigy he reared!—arrayed
 The millions, surging to his trumpet voice
 Proclaim the triumph that his genius laid.
 Be brave, my England; it is well, rejoice!
 Like Egypt's temples towering he stands
 Amid the crumbling nations, battle-strewn,
 Shadowing times, shifting, war-duned sands,
 Prodigious, silent, sombre and immune.

—T. A. Browne.

WAR PERSONALS.

Rupert Hamlyn, of the Office of the Auditor General, was presented with a wrist watch on his departure to join an overseas battalion at his home town of Bowmanville.

Horace T. Wright, former postmaster at Gowganda, now with the 15th Battery, C.F.A., has been wounded.

Second Lieutenant William Alexander Stanhope Forbes (Alec), Duke of Cornwall's Light Infantry, killed in action on September 4th, was the only son of Stanhope Forbes, R.A. His mother is a daughter of William Armstrong of the Canadian Civil Service.

Joseph Rifon, killed in action, was a son of E. Rifon of the post office, Ottawa. He was only nineteen years of age and had enlisted under the name "Joseph Beudry."

Charles Courtman, wounded for the third time, is a son of John Courtman, of the Department of Militia and Defence.

John R. Shipman, wounded on September 27th, is the eighteen year old son of J. C. Shipman of the Printing Bureau.

Lieut. Bourinot, who went overseas with the 77th Battalion, has joined a flying corps.

Byron T. Keating, reported as having died of wounds, was a brother of Miss M. A. Keating, of the Accounts Branch, Department of Public Works.

Charles J. Coulter, wounded, is a son of D. J. Coulter, of the Printing Bureau.

Sergt. Hal Brown, son of J. H. Brown, of the Post Office Department, who went overseas with the 1st Division, has been wounded and recovered and who wears the Military Medal, is home on leave.

Fred. McMeekin, killed in action, was a brother of J. McMeekin, of the Department of Trade and Commerce.

Major J. P. Girvan, of Toronto, whose wounding was reported last is-

sue, is in hospital in Glasgow. His wound is slight.

Lieut. W. W. Brookfield, also reported wounded in the last issue, is in a French hospital. He is injured in the chest.

C. J. T. McGovern, wounded, was formerly an employee of the Department of Public Printing and Stationery.

C. H. L. Sharman, of the Department of Agriculture, who went overseas as a major of artillery in the 1st Division, and who was wounded eighteen months ago, has been promoted lieutenant-colonel.

J. G. H. Bergeron, postmaster of Montreal, sent in to the "10,000 Red Cross Club" a list of three hundred members from his staff.

A new list of Canadian officers located in different German prison camps gives Lieut. E. D. Bellew as an inmate at Kriegsgefangenenlager, Bischofswerda, Sashsen. He is a Public Works man from Vancouver, belongs to the 7th Battalion, and was made prisoner, after rendering distinguished services early in 1915.

Corporal Ernest S. Hubbell, wounded, is a son of Major E. W. Hubbell, of the Topographical Surveys.

P. Arthur Ovimet, 20th Battalion, killed in action, was a son of T. T. Ovimet, for many years clerk of the French journals in the House of Commons. He had been twice wounded. A brother is also at the front.

OTTAWA NOTES.

Major A. G. Doughty, deputy head of the Department of the Archives, has returned from his trip to England and the battle-front. He has collected a great fund of information regarding Canada's part in the war and arranged for the making and keeping of records from which the future historian may be able to compile a correct history of the great struggle. Mr. Doughty also brought home a collection of war relics, which

have been on exhibition at the Archives Building.

The Census and Statistics Branch is now issuing preliminary statements of the recent quinquennial census of the Prairie Provinces, which was taken last summer.

Charlotte Perkins Gilman lectured in the Collegiate Institute hall under the auspices of the Women's Branch of the Civil Service Association on "Our Brains and What Ails Them."

The appearance of "Lundy's Lane and Other Poems," a new volume of verse by Duncan Campbell Scott, is being hailed by reviewers as a memorable event in Canadian literary history.

The autumn Civil Service examinations have been postponed until December 19th.

A striking group of miniature statuary, modelled by John Sharpe, of the Department of Public Works, has recently been exhibited in Ottawa. It represents a Canadian soldier relieving the distress of a wounded German on the battlefield. Mr. Sharpe's production has received much complimentary notice.

COMFORTS SHOWER.

A tea and shower of comforts to fill Christmas stockings for members of the Canadian Railway Mail Service who have enlisted for military duty overseas was held on Wednesday afternoon and evening at the residence of Mrs. B. M. Armstrong, 33 Cooper street, and proved a most enjoyable occasion for all present. Two very large baskets were filled to overflowing with gifts of candies, tobacco, pipes, cigarettes, chewing gum, Oxo, etc., amounting in the aggregate to a value of upwards of \$115. The rooms were prettily decorated for the occasion, the reception room with yellow and white chrysanthemums and the tea room with red and white carnations.

Tea was served in the afternoon by Mrs. J. C. Heatherington and Mrs. Robert Fowler, and in the evening by Mrs. C. H. Parmalee and Mrs. John Sharpe. The helpers included Mrs. Gerald H. Brown, Mrs. Duncan Gordon, and the Misses Maude Hill, Carmen Bryson, Norah Thompson, Ruby Lyons, Olive Lowry, Janet Olmstead, Phyllis Heatherington, Irene Sharpe, Miss Burrow and the Misses Parmalee. A number of the officials of the Post Office Department and other friends attended the tea in the evening. Miss Georgie Ferguson and Miss Hinchcliffe rendered patriotic songs, Miss Gertrude Parmelee and Miss Hazel Payne also contributing to the musical programme.

AN APPEAL.

Toronto, Ont., Oct. 12, 1916.

The Honourable T. Chase Casgrain,
Postmaster General, Ottawa, Can.

Honourable and Dear Sir,—

You have no doubt given much thought recently to the subject of the ever increasing cost of the necessities of life, remembering that some thousands of your fellow citizens look up to you as being to a great extent the controlling factor in their ability or otherwise to meet this daily pressure by means of their salaries as employees of the Post Office Department of Canada.

It is believed that you will not consider it amiss if this very urgent matter be brought to your attention now, before the rigours of another winter come upon us. A few of the outstanding elements of the situation are therefore emphasized here.

At a recent meeting of the Toronto Postal Clerks' Association it was unanimously resolved that the Government be petitioned, through you, to enable such legislation as will affect an increase of two hundred dollars (\$200.00) per annum in the salaries of all Post Office clerks commencing

at the time of entrance into the Service.

But as this source of action would involve much delay, and as the need for relief has long existed, and is now acute, it has been thought better to request that the statute under which a provisional allowance of fifteen dollars (\$15.00) per month is granted to Post Office employees in Western Canada be so construed as applicable likewise to city Post Offices in the East, in emergencies like the present.

The embarrassments caused by high prices and inadequate salaries have been intensifying for some time, and are growing daily worse. All prospects in sight are in the direction of still further rises in the cost of household commodities; and unless immediate relief be forthcoming, the employees in your department will find themselves in a very bad way.

From the view-point of the Service itself, it may be pointed out that under existing conditions no person who can earn a suitable living outside is willing to enter the Service, as the immediate remuneration and future prospects are sadly discouraging. As the personal of the Service degenerates, a much lower grade of efficiency must result, and more help will be needed to execute an equal amount of work, in a less accurate manner, and at a greater ultimate expense.

It is hoped that our past, present and future financial straits will be immediately relieved in the manner suggested, and that the action taken will be retroactive, so as to date from July 1st, 1916, so that financial obligations already made necessary and incurred may be promptly discharged.

Relying with confidence on your recognition of and sympathy with our difficulties and need in this crisis, we beg to subscribe ourselves on behalf of the Toronto Post Office clerks and other employees,

Your obedient servants,
A. E. CRATE,
President.

COMMANDS THE 22ND.

The list of civil servants who are commanding units in the Canadian Expeditionary Force is now added the name of Lieut.-Col. Arthur E. Dubuc.

Lieut.-Col. Dubuc is a civil engineer in the employ of the Department of Public Works in Montreal. He went overseas with the Second Division as a junior major of the 22nd French-Canadian battalion. When the origi-



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nal commanding officer was promoted, the resulting promotions made him senior major and second in command, and now news comes that Lieut.-Col. Trembly has been wounded in action and that Lieut.-Col. Dubuc has succeeded to the command.

Long press despatches have described the magnificent work done by "a French-Canadian battalion" in the taking of Courecelette, in which it lost a great many men and seventeen out of twenty-two officers (one of whom was its lieutenant-colonel) killed or wounded.

SENIORITY.

The following article was prepared for the Manitoba Association by C. A. Hives, fully approved of at their last meeting, and copies sent to other Associations for their approval:

The question of seniority is gradually becoming a contentious subject to deal with in the railway mail service, and to create a more amicable understanding on the subject I will give you my ideas for an improvement.

In the application of any seniority system to the railway mail service there are two essential features to be considered, the effect of such system upon the efficiency of the service and its relation to the material welfare of the clerks.

To maintain the efficiency of the service practical knowledge and years of experience are a necessity; it is by attaining this standard of efficiency and maintaining it that we eventually reach the maximum salary of the railway mail service.

It is necessary to determine what shall constitute experience and necessary ability to perform efficient service, should length of service alone be considered sufficient, or should a practical knowledge acquired by actual performance of service and general efficiency at case examinations; if the latter, such clerk should then

acquire permanent relative seniority in the division to which he is assigned.

Article No. 47 of the instructions to railway mail clerks, clause B, refers indirectly to the subject, but apparently leaves the question to the jurisdiction of the superintendent or the department to apply.

Since the first of April, 1912, a clerk can procure a permanent appointment with salary up to \$1,000, with the preliminary examination, but to reach the maximum of \$1,400 the qualifying examination is necessary; while the minimum salary in both cases is \$500, a clerk must prove himself proficient in the general knowledge of his work and his distribution in order to receive his annual increases.

The contention is that clerks who have always maintained a high standard of efficiency should hold the senior positions and clerks who have not proved themselves efficient and have failed to receive their annual increase at any time must become junior clerks, and, as such, are not entitled to any seniority, only over clerks at the same or less salary. While length of service has hitherto been the standard of seniority irrespective in many cases of efficiency, there is a very great injustice done to the younger clerk who is more proficient in every sense of the word, and if, at a larger salary than the older clerk, he is not granted absolute seniority for his general efficiency and higher standing in the service.

We maintain that two clerks at the same salary, namely, \$1,000, with their qualifying and preliminary examinations respectively, the clerk with the qualifying examination to be given the seniority over the clerk with the preliminary examination in every promotion.

We believe that any system that does not recognize the principle of seniority cannot be administered without destroying some of the rights that

should accrue to clerks for faithful service, while we realize that seniority as maintained by the railway employees is impractical in the railway mail service (because all railway employees in the same position receive the same salary irrespective of length of service) should a senior clerk wish to be assigned to a run (for any cause whatever), which is a junior run to that which he now holds, such change should be granted if not interfering with the service.

We believe that the principles herein presented are practical, and would, if adopted, relieve the service of the many grievances that are becoming more evident throughout the service as the younger clerk reaches the maximum of his qualifications.

We respectfully submit the above for your careful consideration.

MANITOBA RAILWAY MAIL CLERKS' ASSOCIATION.

The regular monthly meeting of the Association was held on the 7th inst., the Vice-President (Mr. Chislett) in the chair.

The minutes of the last meeting were read and approved.

The Secretary read the correspondence.

The question of a clerk having to pass the qualifying examination before becoming a permanent railway mail clerk was discussed. Mr. Cyr, Mr. McPherson and the Secretary explained their respective views on the subject, the sense of the meeting being unanimous. The following motion was carried: That this Association fully approve of clause 75 and 75 of Bill 217 being amended (as affecting railway mail clerks) as recommended on pages 18 and 21 of Federation Bulletin.

The Secretary read an article which he had prepared for the meeting on Seniority. It was moved and seconded, That this Association approve of

the recommendations on "seniority" as outlined by the Secretary and that a copy be sent to each Association. Carried.

The notice of motion given last month by Mr. Hives, re suspension of By-law No. 4, was then seconded by Mr. Marshall and carried.

Mr. Cyr made a few well chosen remarks, and proposed Mr. Hives for Western Federation delegate for 1917-1918, conforming to the new By-laws, providing for two year terms. Mr. McPherson was pleased to second Mr. Cyr's remarks, there being no other nomination, and Mr. Hives was declared elected.

Mr. Hives thanked the members for the confidence placed in him, promised to do all in his power to further the interests of the clerks, and explained that he is now engaged in the formation of a Dominion Railway Mail Clerks' Federation.

The Secretary prepared an article on the subject of manning the Fort William and Winnipeg R. P. O., explaining that this was a ten man run, and that the superintendent was prepared to give us what we had requested, 10 clerks in charge and 10 first assistants as before the war, but that several clerks through absolutely selfish motives were anxious to run with nine crews, thereby depriving two clerks of a run and destroying the principle of the foundation of our organization. There was a large number of clerks at the meeting. It was moved and seconded, That this article read by the Secretary respecting the manning of trains on the Fort William and Winnipeg R. P. O. be approved of. Carried unanimously.

It was moved and seconded, That the Western Federation By-laws be amended to allow of two delegates from each Divisional Association instead of one, and that they be elected alternately. Carried.

Mr. Cyr gave notice of motion, That the By-laws respecting the Western Federation representative being

elected to only one office be amended at the next meeting.

It was moved and seconded, That the moyer's and seconder's name of motions be left off the minutes as put on the office board but embodied in the minute book. Carried.

The meeting then adjourned.

SASKATOON RAILWAY MAIL CLERKS' ASSOCIATION.

The sixth monthly meeting was held in the Post Office, Saskatoon, on Sunday, Oct. 8th, 1916, at 2 p.m.

Those present were Messrs. Geldard, Riley, Cummings, Maclean, D. B. Forbes, Lewis, Geo. Riley, Dutton, Gall and Cadden.

The President, Mr. Gall, was in the chair.

Minutes of the last meeting read and adopted.

The Treasurer read a report re finances, showing a balance in our favour of \$59.50.

Mr. Forbes introduced the following motion as an amendment to the Constitution, same to be discussed and voted on at the next regular meeting: "The annual meeting shall be held on the first Sunday in December, at which meeting nominations for officers for the ensuing year shall be received and the necessary ballots prepared. These ballots to be returned within two weeks, and officers elected and installed at the first meeting of the new year, at which meeting all dues shall be payable."

Cadden—Forbes: That, when possible, new business shall be submitted to the Secretary in writing, in time to be included in notice of Order of Business. Carried. (This is to replace previous motion of July 2, 1916.)

Cadden—Forbes: That a subscription be taken for the purpose of procuring an Honor Roll for the mail clerks who have enlisted from this division, and that Messrs. Dutton and Maclean be appointed a committee to

attend to this matter. Same to be done on behalf of the Saskatoon Railway Mail Clerks' Association.

Geldard—Riley: That the funds of the Association be used for the above purpose. Amendment carried.

Riley—Geldard: That a subscription be taken from all clerks in the division for the purpose of raising \$40.00, same to be used in sending Christmas hampers to the mail clerks of this division who are at the front. Carried.

Mr. Gall made the following report on behalf of the Executive: "The Executive has decided to admit for half dues, or \$1.50, all mail clerks who have received their appointments since the Association was formed."

Riley—Geldard: That we adjourn.

P.S.—The social committee are taking steps to organize a Five Hundred Tournament, and to have the Mail Clerks' Association amalgamate with the Postal Clerks' Association in holding socials and dances during the coming winter.



Attention!

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TORONTO ITEMS.

Members of the Postal Service will be pleased to know that John A. Kirkpatrick, clerk in charge at Postal Station "A," Toronto, who was knocked down by a locomotive and seriously injured in July last, is now making satisfactory recovery and may be expected to resume his duties in a few weeks' time.

During his absence his duties were taken over by Mr. A. E. Crate.

Part of the staff still remains at the old quarters in the Union Station building, where daily papers are still despatched, but the greater number have been transferred to new and more commodious quarters at the corner of Front and Bay streets, where other publications, with third class matter and parcel post, as well as mails re-sorted in transit are handled. The official designation of the new station is Postal Terminals, Toronto.

JOHN BARNETT.

Death has invaded the circle of customs officers and removed John Barnett, a veteran of thirty years in the department. His demise occurred Tuesday afternoon in his home, 36 Janette avenue, Windsor, Ont., from a complication of diseases. His illness began about three weeks ago, although he had been failing for some time.

Deceased was born in England and was 71 years of age. He came to Canada about 45 years ago, settling first in Amherstburg. He also lived in Kingsville and Ruthven before removing to Windsor some 32 years ago.

The late Mr. Barnett served several years in the department, having charge of customs collections on mail and express parcels. He was a man of scholarly attainments and displayed in his speech and press contributions a diversified knowledge of current events, being also a keen student

of history. He was a frequent attendant at meetings of the Literary Society, in which he took a deep interest.

Mr. Barnett was married to Miss Hughes, Kingsville, who died about 16 years ago. He later wedded Mrs. Laura Heming, who survives, as well as two sons, George and James, of Detroit, and one daughter, Mrs. C. H. Arner, of Buffalo.

THE CANT OF "CAN'T."

"The word 'impossible' is not in my dictionary." It was a boast, but it showed the spirit of a real man.

"Think twice before you say you can't, and then think again," is a good piece of advice.

There is a lot of fatalistic cant being written and talked, and the worst of all may be summed up in the word "can't."

"It can't be done" was the judgment even of men considered wise in their day when bolder minds proposed to replace horses by steam.

"It can't be done" was the contemptuous comment when a daring prophet said that men would fly.

"Can't" is giving place to "can" every day now.

Look at the men carried off the battlefields of Europe. A large proportion would simply die if the surgeons and doctors had not been absolutely resolved to turn "can't" into "can."

The percentage of recoveries, even from serious wounds, has been raised to an astonishingly cheerful figure.

Then the men who have actually lost limbs, or suffered other permanent injuries, are being taught to turn "can't" into "can"—by the training and exercises given in our own military convalescent hospitals and in the similar institutions of Europe.

Some of these men might be excused, if any one could be excused, for thinking nothing is left for them

but a life of useless idleness. But happily it is not the nature of our soldiers to give in.

When a man "bucks up and buckles down" to it he may have lost even a couple of limbs, he may have lost his nerve,—and that is worse,—but he finds himself able to conquer his deprivation, to get his body and mind into fine trim again.

He bothers no more about the things he can't do, he has discovered so many things he can.

"My dear friend," as Dr. Johnson said to Bozzy, "clear your mind of cant," and he might have added, "by knocking off the 't.'"

Personals.

General.

Clare Doutré Walters, daughter of H. McDonald Walters, of the Department of Public Works, and Mrs. Walters, was married in All Saints Church, on October 16th, by Rev. Archdeacon McKay, to Harry A. Bertram, of the Imperial Munitions Board staff, son of Sir Alexander and Lady Bertram.

Charles John Furlong, of the Department of Inland Revenue, was married on October 18th, in St. Joseph's Church, by Rev. Father Cornell, to Mary Usobel, second daughter of Mr. and Mrs. John McDonald.

Kenneth Gordon Chipman, of the Geological Survey, was married in St. John's Church, on October 16th, to Marjorie, daughter of Mr. and Mrs. W. H. Pennock.

Alden Blanche, daughter of Mr. and Mrs. Rodolphe Boudreau, was married at Vernon, B.C., on October 18th, to Capt. Harold H. Campbell.

A quiet wedding took place October 10th, at the home of the bride's parents, Mr. and Mrs. C. S. Holmes, of Treherne, Man., when their eldest daughter, Annie Selina, was united in marriage to Samuel M. Acheson, Railway Mail Service, Winnipeg. The ceremony was performed by the Rev. W. M. Fee, pastor of the Presbyterian Church. After the honeymoon in the West, they will reside in Winnipeg. Only the immediate relatives of the bride and bridegroom were present at the ceremony. The bride, who is a niece of Mrs. J. L. Renton, of 105 Bryce street, has resided in the city for some years.

Obituary.

Robert C. Allan, of the Department of

Customs, died on October 14th, aged eighty-four years.

Ernest H. Ouellette, of the Post Office Department, died on October 15th, aged twenty-eight years.

Aristede Charlebois, who died on October 11th, was a brother of Honore Charlebois, of the Department of the Interior.

John Barclay Manson, for many years an employee of the Printing Bureau, and a leading Oddfellow, died on October 11th at the age of sixty-three years.

John Grierson, who died at Halifax on October 4th at the great age of eighty-nine years, was the father of Captain Frank Grierson, of the Department of Finance.

J. M. McGovern, immigration agent at Port Arthur, died on October 24th, aged sixty-two years. His only son was killed in action last June.

Died—At Mount Forest, Ontario, Florence, the beloved wife of Sgt. J. Sebert (formerly of the Railway Mail Service, Winnipeg,, of St. James, Man.

W. B. Clarke, sub-collector of customs at Port Dalhousie, died suddenly on October 20th.

Correspondence.

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

Editor *Civilian*:

Sir,—We hear a good deal about the low wages of the labouring branches of the Civil Service—charwomen, etc.

I am conversant with three departments of the Service, and I am in a position to say that the charwomen in these positions do not average one hour's work a day—for which they receive one dollar. I know of one case in which a charwoman works at a department for one hour each morning and gets her dollar, and then goes to an apartment house where she works hard till six o'clock—about nine hours—and receives \$15 per month (including work every alternate Sunday). In other words she gets one dollar from the Government per hour, and about 5½ cents per hour from her other job. *Quantum sufficit.*

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Every fastidious dresser will delight in the possession of such garments.

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Plain Baltic Seal Coats at \$135, \$140, \$167.50, \$175, \$187.50, \$215, \$220.

Baltic Seal Coats trimmed with Alaska Sable at \$195, \$220, \$267.50, \$275.

Baltic Seal Coats trimmed with Coon, at \$175.

Baltic Seal Coats trimmed with Fox, at \$247.50.

Baltic Seal Coats trimmed with Natural Lynx, at \$195.

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THE POSTAL JOURNAL

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VOL. II.

OCTOBER 27, 1916.

No. 2

THE DEPUTATION.

From the circular letters recently issued from headquarters, branches may know that arrangements are being made to send the deputation to the Capital as authorized by the Regina convention. Doubtless we shall be criticized in some quarters for deciding to wait upon the Government's representatives at such a time as this when the war is everyone's first consideration. However, we are all able to and must meet steadfastly any such criticism that may be heard. Somehow or other, the country's business and correspondence must be kept going in these days of war just as in times of peace and, in consequence, the post office must continue to play the prominent part that it does in everyone's daily life. Going further, while the post office plays its part, we in turn, as an organization of postal clerks, must continue to play ours. When the post offices close their doors and correspondence stops will be quite time enough for the Postal Clerks' Association to suspend operations.

We are not desiring at this time to petition the Department on anything affecting the war or upon much that is in consequence of the war, the same matters being taken up for consideration as would be if the world were at peace. Furthermore, since the convention which authorized this deputation convened for no purpose of discussing working conditions as affected by the war but rather as these conditions affect clerks continually, be we at war or at peace, so then it is the purpose of this deputation to seek an interview on much the same topics and subjects as we have previously submitted memorials upon before the war started. A large majority of the subjects are those of purely a departmental character which, should our views be considered and found acceptable, would not in any way interfere with the Government's war policy nor with its treasury.

On a large number of the points which we desire to bring to the Department's attention, we believe that it is within their power to satisfy us with very little, if any, inconvenience to themselves, in fact it only needs such an interview at that which we

shall ask for and hope to obtain in the near future to clean up many of the little misunderstandings that exist at the present time.

NOTES BY THE WAY.

Those branches which have not already submitted the information asked for in the General Secretary's letter of the 5th October will kindly do so without delay. Submit all the information possible. DO IT NOW.

The Organizing Secretary has instituted a system which will keep track of the attendance of all branch meetings throughout the country together with much other valuable information. Secretaries will be co-operating to a worthy extent if they will see that their returns are sent in regularly and promptly. It now behooves members to see that their branch shows up well when compared with other offices. The reputation of each office and each member is at stake. Don't be at the bottom of the list at the end of the year.

It is to be hoped that all our postal readers have been reading the series of addresses delivered during the convention of Civil Service Commissioners at Ottawa, as they have appeared in the front pages of *The Civilian* during the past two months. They are especially worthy of everyone's attention, all being by men with considerable experience on the subjects dwelt upon. Some very striking, very true and very lamentable conditions are shown in the address delivered by Colonel Rice, which address appeared in the issue of September 29th.

It will have been noted that Lethbridge informs us that they did somewhat better this year in their departmental exams, than they did last year. Those who recall the results of their 1915 results, as published in these pages, will begin to wonder when Lethbridge will be satisfied. Not until all make 100 per cent we suppose. We raise our hat to that windy city. They believe in efficiency in the Guide as well as in the Association. As our President so truly remarked, the two should go together in individuals,—and we believe they do, too,—so why not in branches also.

The Calgary organization committee recently made a very successful trip to the home of the P. O. I. and R. M. S. headquarters. The result being that some dozen more members have been enrolled, members who have post office experience at that, and who are sure to be live and useful fellow-workers in a good cause.

Such additions to any branch can only have the most beneficial results and will undoubtedly promote a better feeling where its possible and generate interest in the different branches of the Service which will be conducive to healthier and better attended meetings at whichever point these members are attached. Now, Moose Jaw and other divisional points, you'll have to go some to keep up the pace.

Mr. Pickup, unknowingly, was in no small measure responsible for Calgary's success in the above direction since the fact that a P. O. I. man was Organizing Secretary carried considerable weight. Mr. Pickup will without do good work in this branch of our campaign just as much as in all others.

BRANCH NOTES.

Winnipeg.

The regular monthly meeting of this branch was held on October 10th and was the best attended meeting this branch has had for some time. This is the finest kind of support that the members can give, the officers who have worked so hard to improve the working conditions of the staff. To accomplish anything every member must take an interest in the affairs of the Association as after all the Association's affairs are the individual's. Well done, boys, keep the good work up. Next meeting we elect the officers for the ensuing year and every member should be present to record his vote. This should be a banner year for the Association and for the Winnipeg branch, so rally round and do your bit by attending the annual general meeting.

Four new members were admitted to membership at this meeting and as there are only a few who are not members a little persuasion may bring the membership up to 100 per cent of the staff. This is something to work for and every member can help.

During the past month three more members decided to try the double harness. Congratulations are now in order to Messrs. R. Bowman and D. S. Phillips and S. Newton. Mr. C. Neilson is the proud daddy of a bonnie girl; congratulations, Charlie.

Mr. Morley Weir has donned the khaki and is leaving soon to assist in the final push toward Berlin. This makes fifty members of the clerical staff now on active service.

What caused the renewal of interest in submarine warfare in the Registration Department?

Vancouver.

Once more the members of this branch have been the recipients of sad news from the firing line. We have just learned that one of our members, Mr. H. H. Jackson, was killed in action on the 16th inst. Mr. Jackson, who was 23 years of age, was employed in the Forwarding Branch of the office, and enlisted in Vancouver's kilted battalion (72nd Seaforth Highlanders) last year. It is rather a remarkable coincidence that he enlisted on the 16th September, 1915, and was killed on the 16th September, 1916, after having been exactly 16 days in the trenches.

He was well known in athletic circles in this city, especially to devotees of the "soccer" game, and in the old days of rivalry between the Customs and the Post Office Harry was always to be found in our team. The news of his early death will be received with much regret by all his associates, both in the office and out.

We are pleased to learn that Sergeant Stafford, until recently a member of our branch, has received an appointment on Major Proctor's staff. Sgt. Stafford has been promoted Sgt.-Major and has been placed in direct charge of soldiers returned from the front for convalescence. As he himself is a returned soldier, who has gone through every stage of the game, and knowing Stafford as we do we have every reason to believe that those who come under his charge will receive every consideration and kindness.

Edmonton.

A radical change has been made in the internal arrangements of this office. The letter despatch which has had its habitation on the south side of the building, ever since we moved into it, has been moved bodily to the north-east corner, taking up the space formerly occupied by the P.M.'s office. It is rumoured that the P.M. will very soon emulate the example of one Tom Bowling, only in an earthly sense, of course. The new despatching area is somewhat gloomy, and as artificial light has to be used almost continuously it resembles at various periods of the day a combination of the New Jerusalem and the Black Hole of Calcutta.

The unbounded success with which the Secretary's appeal for subscriptions to *The Civilian* has been greeted proved staggering. The imagination recoils at the bare thought of what would have been the result had the sub. list remained open for another day or so.

Another happy benedict, R. H. Rae, of the Paper Despatch, is wearing that secre-

tive but meaning smile these autumn days. We wonder why.

We have been busy tackling Brother Goodall, the man behind the gun on the Entertainment Committee, as to what he has in store for us this coming winter season. It would appear that nothing definite has been settled. Last year some very successful sessions were held in the way of whist drives and the like, and it would prove very pleasant for all concerned if this programme were duplicated.

To all who have subscriptions of any description outstanding we would say settle now and in full. "To-morrow never comes."

Now that Alberta's noted days of torridity have come to an end we should like to draw the attention of certain parties to the fact that some of the doors in the office will shut if pushed. Try them, the exercise is an all round excellent one.

BRANCH MEETINGS.

At this season of the year branches should be having their best attended meetings. Officers must come to the conclusion that, if their monthly meetings fall short of their expectations and if the attendance fails to satisfy them, a radical change is required somewhere. Their duty then is to find the weak spot and rectify it. The fact has got to be faced that, unless a man is an enthusiast almost to the point of a crank, he will not attend a meeting unless it's of such interest that he is licking his lips at the prospect of the meeting a week in advance. There is nothing unusual nor extraordinary in this statement. From the highest to the poorest order of organizations you will find that the average member is bored at the thought of attending. He wants the meeting held, will make anxious enquiries if it isn't held, but he himself wishes to do something much more interesting than attend a humdrum meeting where there is such a routine of official business. As an example, take those fraternal societies in your own city with large memberships. Every other man in town belongs to one or more of these organizations but rarely attends a meeting unless he be in office for a year. The probable reason for this state of affairs is that so few men are capable of getting upon their feet and saying what they are thinking without being embarrassed. For that reason all members should be encouraged in every conceivable manner when they do by chance endeavour to make themselves heard. It must be granted then that branches desiring a big attendance at their meetings must rely upon something more than routine business. Live entertainment committees must be requisitioned to

make such attractive arrangements as will insure a man's attendance no matter what competition there is from outside. See to it that your meetings are happy, congenial, and, above all, fraternal affairs, and then not only will your association run smoothly but your post office as well.

To those of our branches that are too small to successfully run meetings on a large scale we earnestly commend Lethbridge's idea, which is to meet at one another's homes. If this scheme doesn't find favour you cannot be practising fraternalism. For the next few issues we are out to encourage big, interesting and enjoyable monthly meetings in all our branches. To this end we ask and expect the co-operation of the various branch entertainment committee men. If you are getting good results from your efforts don't keep your methods a secret, but rather place them at the disposal of your neighbours by enlightening them through the pages of the "Postal Journal."

A PARABLE.

Once upon a time there were bands of Indians, which we, in order to distinguish them, will call the Red Indians and the Brown Indians. Now, although each band were of equal birth and of equal station, the Brown Indians were considered the superior band because they had better land to live upon and many wise chiefs, but the Red Indians were very many as compared to the smaller numbers of the other clan. These two bands lived near together, but a mighty and wide river separated them, so that communication between them was very difficult. One day, after what they believed to be too much interference on the part of the Brown Indians, the Red band got together and held consultation one with another. Said they, we do not consider that the band across the mighty river treat us as fairly as they ought; come, let us war against them. So, after much labour, a big canoe was built which they called "Association." And some, big, strong men, who cared not for their lives as much as some of the others, were placed in the bow of the canoe and were commanded to shoot arrows from their bows at the tribe on the other bank as soon as the canoe was near enough. Other chiefs, with wise counsels, were placed at the helm and commanded to guide the canoe over many rapids and through difficult channels. All the other Red men got into the boat and were to row it across the river. It was a big and wonderful canoe and very strong, and the men at the bow with the arrows were very skillful as were those who guided the boat. And after much labour on the part of these men and a cer-

tain amount of rowing by all the other Indians, great things were expected and hopes ran high, especially among the large number of rowers who thought that the marksmen should make little work of the Brown Indians across the river. Soon then much shouting was heard from the crowd in the canoe urging the bowmen to do better and shoot harder. But lo! the bowmen worked until the sweat poured from off them and they were the mark of the opposing forces so that great credit was due to them, but few of their arrows went home and then only the lighter and consequently smaller of their arrows. So the bowmen at last looked around as did those at the helm to see where the trouble was, and lo! they found that those who were supposed to be doing the rowing of the canoe were so busy shouting greater efforts to those at the bow, that they had forgotten all about the rowing. Then did they all realize that it was not the fault of the bowmen but themselves for not rowing better that caused the canoe to stay in much the same place from where it was impossible to get at the Brown tribe on the distant bank.

Then, with one accord, all began to work instead of shouting. The brave men at the bows kept shooting, the chiefs at the helm kept guiding, and also the others all rowed so that, in a very little while, the canoe was so close to the shore where were the Brown Indians that the bowmen were able to easily cause these men to take notice of them. Then was a consultation held as none wanted to badly hurt the other and matters were fixed up satisfactorily between them.

FROM OTHER SOURCES.

The Postal Clerks' Association of the Dominion of Canada, at its recent convention in Regina, went on record as favouring the abolition of the patronage system in the Civil Service. These earnest men realize that there is a long, hard fight before them, but to all appearances they are fully determined to begin activity against the system as soon as the war comes to a close.

The elimination of the "spoils system" would seem at first sight to be a very simple matter, since practically everybody realizes and admits that the injustices of the system are most deplorable. The real difficulty lies in the fact that the system itself is merely a loose mass made up of the generally well-meaning acts of a great many individuals. For instance, the clerks themselves, who are unanimous in their desire to eliminate the system, are yet human enough to expect and to make use of the influence of their friends. The politician, in many cases, secures the appointment of his friends who come to him

for help, for the simple reason that he does not know any other eligibles.

The struggle over the spoils system in the United States lasted for sixty years—from 1836 to 1896. We venture to say that during that time the majority of the men who were responsible for the evils of the system were perfectly upright and had the best interests of the country at heart, but were practically compelled to add their bit to the sum total of iniquity. Jefferson, Webster, Clay, Calhoun, Benton—all the foremost statesmen of the first half of the century—went on record as condemning and deploring the spoils system in the strongest terms.

Acute conditions, not theories, give rise to reforms. In the assassination of President Garfield in 1882 the country found the necessary stimulus for decisive action against the inefficient, expensive and extravagant, and in many cases corrupt, Civil Service. A law passed by Congress in 1883 was the first great step toward Civil Service reform. A system of competitive examinations, later improved and elaborated, has brought the Civil Service of the United States to a very laudable state of efficiency.

Are we Canadians going to spend sixty years, and martyr some of our great men, in order to establish a little thing like a system of examinations? It may be worth such a price, but such a method of going about it would not reflect credit upon the intelligence of our people.—"The Evening Province," Regina.

MATTER OF OPINION.

"Mary!"

Father's voice rolled down the stairs and into the dim and silent parlor.

"Yes, papa, dear."

"Ask that young man if he has the time."

A moment of silence.

"Yes, George has his watch with him."

"Then ask him what is the time."

"He says it is 11.48, papa."

"Then ask him if he doesn't think it about bedtime."

Another moment of silence.

"He says, papa," the silvery voice announced, impersonally, "he says that he rarely goes to bed before 1, but it seems to him that it is a matter of personal preference merely, and that if he were in your place he would go now if he felt sleepy."

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