

# THE CIVILIAN

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No. 3

## The Civil Service Association.---Its Work and Objects.

Résumé of an interesting correspondence — A Report on  
Progress, and a Declaration of Principles.

Prior to the Federation Convention of April 29 and 30, the secretary of the Ottawa Association brought the matter of the proposed formation of a more comprehensive organization within the service before Mr. Fisher, as the minister of the government who has been most closely associated with the recent legislation affecting the civil service. Mr. Fisher expressed approval of the work which the Ottawa association is doing for the service, and of the proposed Federation, but added a warning that the association should not identify itself entirely with the movement for higher salaries, lest it incur the reproach of being greedy, and only greedy. Mr. Fisher added that the activity of the association in other directions was seldom or never advertised, and that it would be well if this were otherwise. In connection with Mr. Fisher's letter it was thought advisable by the local executive to state more fully to Mr. Fisher the exact objects of the organization and the different steps that had been taken in the attempt to realize them, and the secretary was accordingly authorized to send the following statement. The letter is to a degree a report on

progress by the executive, as well as a declaration of principles. As such, THE CIVILIAN was requested to publish a copy for the information of the membership at large:

Ottawa, April 17, 1909.

Dear Mr. Fisher:

I beg to acknowledge receipt of your letter of March 30th, in reply to mine of the 24th ultimo, re the proposed Civil Service Federation, and to express to you our very cordial appreciation of your statement approving the work of our association. We assuredly think that the suggested organization will accomplish good for the service, and it is in that hope alone we have undertaken it.

With regard to your remark that the activity of our association has been confined thus far to the securing of larger salaries, and with reference generally to the concluding portion of your letter, may we be permitted a word of explanation:

I can assure you we have been very sensible of the fact that our movement for a general increase in salaries has not been calculated to place us in a wholly agreeable light. That movement, however, was not a matter

wherein we had a choice, but was forced upon us by the change in living conditions of the past decade, a change which has been nothing short of revolutionary, and for which allowance has been made by every employer in Canada. But even in view of the exceptional nature of these circumstances, our representations both to the Royal Commission and to the Government have covered a wide range of subjects in addition to the cost of living question. The latter, however, represented the condition which called for more immediate remedy, and for that reason alone we were compelled to emphasize it.

As to the scope of our present activities, I might say that since November 1, 1908, the beginning of our year, our executive has held altogether fourteen meetings, at only five of which has the subject of salaries been under discussion, and at only one of which was it the sole matter of discussion. At the moment we have thirteen sub-committees at work, only one of which is concerned with the salaries and reorganization question. They are dealing with such questions as the feasibility of a Civil Service Club, the Sanitation of Government Buildings, the practicability of Co-operative undertakings, the better Organization of the Service, Superannuation, and the like. You have very probably heard of the efforts which have been made to banish usury from the service, and the founding of the Civil Service Loan and Savings Association in this connection. We have just concluded a successful campaign at Toronto for the incorporation of that body. Another piece of work of the present is the advertising of the Government insurance privileges of civil servants, to which we have voted a sum approaching

one hundred dollars on printing and other accounts. These and many similar enterprises, including the founding of THE CIVILIAN, and the establishment of the Athletic Association, which, though not directly emanating from our own organization, are a part of the same movement within the service, have been set on foot with the sole object of improving conditions and of promoting the spirit of self-help. To regard such activities as selfish would surely be to set a ban on all progress from within, which must begin with the material interests. We might point out, moreover, that action looking directly to the improvement of the quality of the work done by the service has been discussed and will be attempted just as soon as we can get the necessary foundations for such action prepared. In fact we ourselves believe it would be hard to find a body of men more energetic in a legitimate way than the service has been during the past two years in attempting to raise, by its own effort, its general standard of work and living. Especially has that been achieved in the increasing spirit of comradeship within the service, which though intangible in its immediate results is very potent for good both for the Government and the service. We have indeed realized in the clearest way that the salaries' readjustment was only a part, and a very small part, of the good work a body like ours can accomplish.

There are two matters in which we hope to gain the Government's sympathy in the near future and in bringing forward which we would like to emphasize the above spirit as underlying our action. One of these is Superannuation. While this would be an unqualified boon for the service, we believe it to be no less in the

direct interest of the Government as well, and that delay in providing a proper plan for disposing of aged and incapacitated civil servants will cause in the end serious embarrassment and expense. The second is the matter of a uniform reorganization of the service, such as Sir Wilfrid Laurier and you yourself have advocated, which would fix for every line of work a definite appraisalment, wholly beyond political or other influence, and which would thus correct the anomalies arising out of the old system of classification, to which no definitions were attached, and which as a matter of fact has been very diversely interpreted. We believe that if this were done the salaries question would be laid at rest once and for all, or until very radical changes supervene, and that the unreasonable and insistent demands on the part of individuals which you mention would not recur.

We trust you will pardon the length of this reply. The point we wish to make is that the service appreciates the responsibilities as well as the opportunities that have come with the Act of 1908, and is most anxious to prove that the Government has in the present personnel of the service a body of men who will contribute towards, and will not in any way hamper, the

success of the new policy. We do not wish to ask for anything that it will not profit the country in equal measure to confer. Once these details are disposed of, we hope, as we have said, to emerge into a broader air. One of the matters that has caused us special gratification has been the uniformly kindly spirit in which the Government and you yourself as chiefly interested have always received us. We believe that by uniting and crystalizing opinion in the service we have been able to facilitate the inter-communication of views and to assist in the solution of a very important problem. In that connection, as well as for your direct words of encouragement, we are greatly obliged for your letter, especially in that it allows us the opportunity of placing our objects thus fully before you.

Yours faithfully,  
(Signed by the Secretary.)

Hon. Sydney Fisher,  
Minister of Agriculture.

Mr. Fisher in a further letter very kindly expressed his concurrence in several of the views above put forward, and his willingness to confer with the association in all matters pertaining to the improvement of the service.

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## The Railway Mail Clerk.

### A Sketch of his Duties and Responsibilities.

(The article from which the following is a series of extracts originally appeared in the Dominion Illustrated Monthly, a magazine long since defunct. It came to The Civilian through the more immediate channel of the Civil Service Review, a progenitor of our own of the early nineties in the way of a civil service periodical, (of a career unfortunately brief as it was glorious), a fyle of

which was kindly lent us recently by friend interested in what he described as "ebullitions of the civil service spirit." The article has none of the ear-marks of age. —Eds.)

Ask the average citizen where the sorting of the ever-increasing mail

matter is done and the almost invariable answer will be—why, in the post offices of course—meaning thereby, the stationary, not the travelling, post offices. Indeed the number of people who have never heard of such a convenience as a travelling post office is truly remarkable when we consider that the present day tendency is to turn the fierce search-light of the modern press on all relations of life. In no other department so intimately connected with the public welfare are the masses less informed than they are in this important branch of the P. O. Department. The immunity from publicity arises largely no doubt from the inflexible rule that no person outside of the mail-clerks in charge and the P. O. Inspector or his assistants are allowed in the mail-car. It is rightly held by the department that the safety and sacredness of the people's mail is a moral as well as a material trust and that all chances of its being tampered with should be carefully guarded against. Consequently the few persons in this bustling, hurrying age who do not stop for a moment to consider what are the duties of the man whom they see in the mail-car door at the different stations handing out and receiving mail-bags—conclude in an indefinite hazy way that his and the baggageman's functions are very similar. They reason from the imperfect data at their command that the mail-clerks are handed in labelled bags which they deliver at the points specified. They do not—indeed cannot know that as the trains on the different railways speed north, south, east and west, busy hands and brains, in close cars often overheated, surrounded by heaped mail-bags are sorting up more than three-fourths of the total daily mail. They do not know that the bags received are opened in a trice, often before the train has time to get under

motion again—the contents swiftly sorted then and the bagging up for the next delivery hurried forward as the whistle is sounding for the depot. The general public have no knowledge of the fact that often mail-clerks after running over a route for years could not recognize the salient features of the country traversed by reason of never having had leisure to look out of the windows. True they catch glimpses of the outlook near the station but their business in life is to do quickly and correctly their work and they are not on board to admire scenery. Could an outsider peep in the car he could see, though it might be midwinter—men with their coats off, sleeves rolled up, working as if their life depended on a supreme effort, for be assured theirs is no kid glove duty. On the contrary it demands a hearty co-operation of brain and muscle—brain in order that a mental map of the different and quickest routes may be spread out like an open book before the sorter, and muscle so that the indispensable dexterity may be exercised, for quickness combined with accuracy are essentials to keep up the pace. Let those who perhaps think the railway mail-clerks duties light and a “soft snap” because they see him with a few hours at his disposal—his trip finished—reflect what is meant by sorting letters and post cards at the rate of four thousand an hour. Yet on many routes this rate of speed must be attained and maintained in order to get through the work.

Speed is desirable, nay, indispensable, but accuracy is quite as important a factor; for a letter sorted one pigeon-hole to the right or left of the proper one may mean days of delay as one may indicate Manitoba, the other New York City. These days of delay may mean to the sender or receiver—notes gone to protest—engagements unful-

filled—friendships sundered or may-haps loving hearts broken. They mean weary anxious waiting for the delayed letter, and in every case they mean a sense of annoyance. It is, therefore, impressed on every mail-clerk on his entrance to the service that speed *must* be accompanied by absolute accuracy—indeed all the slips with which letter-packages are faced have printed directions to report on the back all mis-sent letters. In addition, the clerks are required to report for examination every two months until they make 95 per cent. on sortation, and afterwards once a year or oftener if required. That remarkable accuracy is attained is shown by the confidence of the business public who leave to the last moment letters of vital importance to be answered secure in the conviction that they will get there on time.

The position and duties of the railway mail-clerk are unique in many respects. Working with every nerve at the utmost tension, hand and brain in lightning touch, with map-photographs chasing each other swiftly across the mind whilst above all and around all the dull roar and throb of the engine almost against the partition of the car, do you wonder that at the end of a busy run he gets off the train pumped out of energy? His work differs from nearly all other clerical work inasmuch as there is absolutely no postponement or holding over for the morrow. It must be done there and then. The train is rushing on, every station adds their quota, no mail matter must be carried by and the mails must be ready for delivery. At every station your sortation good or bad is passing beyond your control not to be recalled and every minute the terminus is nearer at hand where all the remaining matter must be ready bagged up and properly labelled for waiting trains. At such times let anything go wrong and

he is a cool-man who does not get rattled. Suppose, for example, your registered letter list does not balance when near the end of your trip—suppose it shows in staring figures that will not be gainsaid that you have received one more registered letter than you can account for. You cannot, like a bookkeeper, sit down and calmly review the transactions, item by item, until you reach the mistake, simply because there is no time. In ten minutes the train will be drawn up at the station and the mail carrier will be rapping on the car door for all your mail to deliver to other routes, and thus your only tangible evidence will pass into other hands and the mistakes be duly reported. Should the missing registered letter fail to reach the person to whom it is addressed, the mail clerk at fault is required to make it good, and the uncertainty of the amount about which, of course, he absolutely knows nothing, does not by any means add to his comfort. Well do I remember how this truth was first impressed on my own mind when I entered the service. I was learning the road, and the clerk in charge—one of the coolest and brainiest of Irishmen I ever met—could not get his sheet to balance. The full import of this was not apparent to me in my untutored state and I could not understand the distress of this strong man; the perspiration stood in great beads on his forehead, though it was mid-winter, and his agitation was so great that he could not add the columns correctly though the total was trifling, whilst the roar and rush of the train bringing us nearer our destination added momentarily to his distress. The error was fortunately discovered just as the engine was sounding for the station and the recoil from the mental strain almost unmanned him again. For, be it remembered that such a

mistake may mean, not only financial loss, but loss of position, and far worse than either may mean a stigma attached to your name for life. It will be easily understood then that the security of the registered letters is closely looked after by the mail-clerk (in common with all the other mail matter).

Persons given to a loose and careless mode of speaking sometimes refer to the insecurity of sending registered letters. Indeed, I have it from a graduate of a leading Canadian business college that one of the lecturers—a prominent lawyer, who ought to have known better—referred to the registration of letters as an “inducement to loss,” in the course of a lecture to the students. It is quite true the Post Office Department does not guarantee to make good all losses sustained in sending by registered letter. A moment’s thought will show an impartial observer that this is obviously impossible—the contents not being known—but the department does guarantee to trace a registered letter and compel the dishonest or careless employee to make restitution when at all possible, and be punished in addition. How well this is performed is evidenced by the report of the Post-Master General, which shows in cold type no loose statements or exaggeration, that out of a total of 3,280,000 registered letters which were handled by the Canadian Post Office Department, during the year ending on June 30th, 1890, only 24 such letters were irrevocably lost so that the contents were not recovered. The greater part of even this small number were letters lost through unavoidable causes, such as fires, etc.

In scores of cases the non-receipt of a registered letter is reported to the Post Office Inspector, a “trace” (official letter) is sent out and when it fin-

ally reaches the office of delivery it is discovered that the letter has not been called for or has been safely delivered to the person to whom it was addressed.

All mail matter not addressed, or indefinitely addressed, finds its way to the Dead Letter Office, and what strange flotsam and jetsam does eventually fetch up there? Here are some of the articles, selected at random, from the Post-Master General’s report, 1890:—Baseball contract, diamond ring, ear drums, false teeth, liver pads, lottery tickets (31), Victoria Cross, etc., etc., all showing the universal use of the mails. Bees and other live insects, which are frequently sent in little barred boxes through the mail, are handled very gingerly—the business end of a bee is formidable even to a mail-clerk. Snakes are said to be also sent by mail, but for this I cannot vouch, and some people are uncharitable enough to say that they only exist in the clerk’s imagination.

Amongst the ills that mail-clerks are particularly liable to are kidney diseases, caused no doubt by constant standing, for they scarcely ever sit down when the train is running, as it is almost impossible to write or sort in that position. The constant shake and jar of the train also aids those insidious diseases, and an old mail-clerk with those organs in a perfect state of health is a rarity. On the other hand, though the cars are often over-heated and close, with plenty of dust from the piled mail-bags, yet the doors having to be opened at every station ensures plenty of oxygen, and consequently diseases of the lungs are rare. In collisions the mail-clerks usually suffer more than the trainmen. Cooped up in a closed car immediately next to the engine-tender, working away, entirely oblivious of the outlook or signals, they know naught of the impending crisis

till the crash comes. In a collision on the Lake Shore Railway, near Cleveland, in 1889, the whole staff of six clerks were instantly killed, "crushed like rats in a trap," as one of the morning dailies announced it. For a time after this accident the United States Post Office Department found it almost impossible to get competent men to run on this route, but the accident was soon swallowed up in the great ocean of forgetfulness.

(The article concludes by giving a very excellent selection of sketches of mail-clerks and their experiences.)

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### THE POSTMASTERS AND THE CIVIL SERVICE FEDER- ATION.

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(From the *Postal Current*, official organ of the Postal Service of Canada.)

A movement is on foot to effect an amalgamation or affiliation of all the existing civil service organizations. The idea is a good one as we have before stated. At least it could be made highly useful and beneficial.

The point which will be hard to determine will be just what shall be the unit of representation on the Grand Council, whether district, class or what. To prevent one class being swallowed up in another or disappearing in the grand aggregate, each class or each district should be organized and admitted as an unorganized body.

The postmasters who are not civil servants at all are very numerous (upwards of 11,000) and they are fairly well organized. They have no objection to some sort of affiliation, but it might not be an unmitigated blessing to them. They might have

the good-will of some of their brethren. They now have the good-will of many who would then rank as brethren, but of the others—oh, well!

Such an affiliation should have one common object, the giving to Canada of the best possible civil service. This idea is not too prevalent just now. Behind this there would require to grow up a spirit of true regard for the people's interests. A non-militant, yet very active patriotism, and also a conviction in every breast that any human being who carries himself with self-respect is entitled to the respect of every other one who does likewise.

The task is a heavy one. After some years experience in organization work, and considerable knowledge of human nature, we would say that the ideal is one hard to reach, and that even loyalty to the ideal will be very difficult to foster.

The Civil Service Associations so far organized cannot have disappointed their members, for the members could hardly expect much where the fee resembled a church collection. A higher fee and a graded fee is absolutely necessary if much is to be done.

There is much that might be done. The service could be vastly helped and the servants materially benefited.

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[The Postmasters, whose point of view is voiced in the foregoing; were the only class whose distinct approval of the Federation convention was not obtained. Their belief in the general principle, however, is apparent, and as the only difficulties mentioned above are of a kind that will vanish with discussion and clear understanding, another year will doubtless see them in active co-operation.—Eds.]

# THE CIVILIAN

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Ottawa, June 4th, 1909

## THE INCREASE.

The event of the fortnight has been the distribution of the cost of living increase to the inside service. Satisfaction, accordingly, to a degree unknown in many seasons, is the mood prevailing in the class affected. Satisfaction among a body of three thousand has its tangible and commercial aspect. There are good and not so good in such a mass; but we believe that the number of civil servants who will not take up the daily round with a new access of zeal because of the government's action is few indeed. The impulse in this direction will be the stronger because of the knowledge that the increase comes as the reward

of consistent and proper action on the part of the service itself no less than of the government. The service does not wish its benefits to fall as manna from heaven. Half the joy of any success is indirect,—being in the process of winning, and of contributing to the result. The increase, and the steps which led up to it, are but a prefiguration of a much more far-reaching campaign and a much larger achievement. Something of this is outlined in the opening article of today's CIVILIAN. The civil service must seek salvation from within as well as from without. It is on the threshold of a great future. As a profession second in dignity and seriousness to none, the service may be said to have been born again within the past twelvemonth. It is the present duty of the service to hasten the realization of that future. No body of men in Canada is more perfectly situated than the civil service for raising by intelligently concerted effort its status among the professions. It is the great merit of the cost of living increase that it paves the way to that process.

## THE LOAN ASSOCIATION.

In this moment of universal prosperity, let one and all remember the Loan Association. No one can doubt the great potentialities for good of this organization. Is the half of a tithe of the increase much to contribute to a cause like this, especially when it will establish for every civil servant a very sure haven in case of financial storm—against which no man on a salary can say he is secure.

Let the present month see the Loan Association placed once and for all upon a permanent basis as required by the recent legislation in its favour,



and left where time and its own intrinsic merit may bring the increase, as they surely will.

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### THE REGULATIONS.

As we go to press, the Association is giving final consideration to the regulations of the Civil Service Commissioners, a committee having been at work on the matter for some days past. In our next issue we will probably be able to print a resumé of what may be regarded as the best thought of the service on the subject. Speaking broadly, the point upon which criticism chiefly falls is the status as regards promotion in which the regulations leave the present third division, representing the great army of the junior second and third classes of the régime that has passed. These, as the regulations stand, must undergo a severe examination test, mitigated only in being non-competitive, before they can hope to leave their present rank. That such a rule would be fair for future entrants to the service no one will deny. The third division must not become a side-door to the higher ranks and salaries. At the same time, the man of merit who has entered by the lower portal is by no means to consider his way barred forever when he reaches the limit of \$1,200. The problem of the commissioners was to preserve sufficient flexibility in the regulations with respect to the lower ranks of the service to enable the man with limited education but of good natural executive ability to enter the service without placing himself in a *cul de sac*. This, as we have said, would seem to have been well met for the future en-

trants. But the case is very different with the men already in the service, who have conformed to all that the law at the time of their entrance and since has demanded, and who now at a stroke of the pen find themselves arbitrarily confronted by a condition entirely new and unforeseeable which may without exaggeration be said to shut the door of the future in their faces. But as we said a fortnight ago, the regulations are not written on brass; the commissioners themselves regard them as subject to amendment; and the above is merely to say that the time is one for thorough consideration by the association to be followed by discussion with the proper authorities. Already this process has been applied to at least one important detail with complete success, namely, the matter of not enforcing the age limit as against civil servants who may wish to go up for examination for the higher ranks. It should prove no less successful along the whole line, where the case is founded on reason and justice.

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### HOURS IN THE SERVICE.

The action of the government in lengthening the hours of the service is greatly to be deplored. This is not the complaint of a body of men whose desire is to avoid work. It is the complaint of men jealous of the good name and status of their calling, and who see in this sudden edict only the victory of ill-founded and non-constructive criticism. No one regards the present service as the most efficient machine that could be devised for its purpose. But the mere adding to the number of hours it has to work will not materially increase that efficiency. The root of the civil

service problem lies far deeper. If the government would reorganize the service throughout and set it definitely in the path of improvement by evolution, they would do more to increase the turn-over of work than by a dozen such enactments as that of the recent order-in-council.

The fact is, it is the old story over again. Some have been permitted to abuse their opportunities, and the result is universal retribution. In the old days the service had the franking privilege. Some abused it—and all lost it. The hours of the past have, in a very few departments, been too short. In the case of individuals they have been shorter still. Individuals using the playing grounds on the Hill in office hours set the ball rolling that finally lost the grounds for all. The abuses of superannuation in individual cases has discredited even that eminently common-sense and business-like arrangement. So the list goes.

One privilege which the service still retains is so highly important that action looking to its preservation from a process like the above should be taken at once. The Act allows to every civil servant a liberal sick leave with pay. Like everything else of the kind, it is being abused. One day a flagrant instance will be exposed, and, in irritation at the criticism aroused, this, too, will be curtailed. Let the service through the

mouthpiece of the majority — which always pays the piper for the favours of the few—petition the government to put in force the most stringent regulations with regard to the granting of sick leave. If it does not, the service will wake up one fine morning to find nearly everything that makes the position of civil servant worth having gone forever.

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### CONGRATULATIONS.

THE CIVILIAN desires to extend its congratulations to the members of the Dominion Police upon the vote in the Supplementary estimates that will alleviate a situation in regard to the salary question not less poignant than that of any other body in the government service. It is another frank admission on the part of the government of the hardship of existing conditions and strengthens the belief that a similar measure of relief will be given to the whole Canadian service.

Last Winter the case of the Dominion Police was brought to the attention of THE CIVILIAN, it being shown that the pay of the men ran from \$45 to \$60 per month. Rarely can a finer body of Canadian manhood be found than Colonel Sherwood has enrolled in his ranks, and we are heartily glad that the increase of their salaries from these low rates is an accomplished fact.

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## Organization in the Outside Service.

### NOTES OF RECENT PROGRESS.

The following notes of recent progress in organization among outside civil servants will be of general interest:

#### The Excise Officers' Association of Montreal.

During the month of March the Excise officers of Montreal formed a local association with the following officers:

President—F. X. Toupin.  
 Vice-President—J. D. Fox.  
 Secretaries—T. M. Lane, Geo. Normandin.

#### The Quebec Civil Service Association.

On April 11th, 1909, a civil service association of the City of Quebec was founded with the following officers:

President—J. J. Battle.  
 Vice-President—J. E. Carrier.  
 Secretary-Treasurer—T. J. Aubin.

#### Victoria, B.C., Association.

The Victoria Branch of the Dominion Civil Servants Association was organized in January of the present year. Officers were elected as follows:

President—Wm. Henderson (Public Works).

Vice-President—W. P. Winsby (Customs).

Secretary-Treasurer—C. W. Finlaison (Post Office).

Executive Council—B. F. Shephard, F. W. Davey, W. Winsby, Capt. Gaudin, J. G. Brown, E. Baynes-Reed, D. Stevens, D. O'Sullivan, J. Wallace and Dr. Milne, representing each branch of the service.

Eighty-five members were enrolled.

#### Annual Report of Dominion Civil Servants Association of British Columbia.

The following extracts are from the first annual statement of the secretary of the Dominion C. S. Association of British Columbia:

Gentlemen,—In presenting for your consideration this, the first Annual Report of the proceedings of the Association, it may be necessary to remind you that although associations, styling themselves Branches of this body in anticipation of its formation, had existed independently in Vancouver and New Westminster for some months prior to 27th May, 1908, it was not until that date that the executives of those Branches met to perfect the organization of this Association. For this reason certain of the proceedings herein reported antedate the actual formation of the Association and are the proceedings of its previously existing Branches.

The Branch Associations found it necessary to take action in some matters, which, as they affect the welfare of the service as a whole, would more properly have received the attention of the Provincial Association had it then existed. Among these matters may be mentioned the important question of a general increase in salaries, the announced intention of the Province to impose upon Dominion civil servants the Income and Revenue taxes, and a request by the Railway Mail Clerks that the Association should take the steps necessary to secure for them the discontinuance of the dangerous practice of the Railway Companies of running the Postal

Cars with the Mail end next to the engine.

(Then follows a detailed reference to the action taken in these several matters.)

On the 27th May last the executives of the Vancouver and New Westminster Branches assembled at a joint meeting in the City of New Westminster and formed this association, adopting a constitution and electing officers as follows:—President, J. R. Greenfield; Vice-President (Vancouver), Nicol Allan; Vice-President (New Westminster), Geo. Kennedy; Secretary-Treasurer, W. F. Trant; with A. Kaye, W. J. Spear, J. O. MacLeod, F. E. Harrison, L. C. Carl, D. McRae, J. F. Murray, F. R. Greer and G. Mailleue (of Vancouver), and Jas. Leamy, Angus Munn, T. Sampson and C. N. Macdonald (of New Westminster), as Executive Committee.

I have been furnished with copies of the annual reports of the secretaries of the Vancouver and New Westminster Branches and from these I am able to give you the following information:

The Vancouver Branch enrolled 179 members during its year just ended. Of these, seven have since left the service and one has been removed by death. The officers during the past year, elected on the 13th January, 1908, were:—President, F. E. Harrison; Vice-President, Nicol Allan; Secretary, W. F. Trant; Treasurer, W. J. Spear; and an Executive Committee consisting of eleven members representing the various Branches of the service. Five general meetings and four meetings of the executive were held during the year. Before the formation of the Provincial Association the Vancouver Branch bore ex-

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penses which, if they were now to be incurred, would be borne by this Association, and in consequence had but a small balance, \$13.75, to its credit, with \$26.90 dues to this Association still unpaid, at the end of its year. The present officers of the Vancouver Branch, elected at the annual meeting on the 11th ultimo, are:—President, Nicol Allan; Vice-President, E. B. Parkinson; Secretary, W. F. Trant; Treasurer, W. J. Spear; with twelve members forming the Executive Committee.

The New Westminster Branch, on the 29th January, 1908, elected officers as follows:—President, Jas. Leamy; Vice-President, J. C. Brown; Secretary, E. D. Lennie; Treasurer, R. C. McDonald; and an Executive Committee composed of seven representative members. Seventy-one members joined during the year. Two of these have left the service and one has passed away. Six meetings were held during the year. The annual financial statement showed a balance of \$39.60. The present officers of the Branch, elected at the annual meeting on the 1st instant, are:—President, J. C. Brown; Vice-President, G. A. Allan; Secretary, E. D. Lennie; Treasurer, R. C. McDonald; with seven members constituting the Executive.

The Dominion Civil Servants' Association of British Columbia may well congratulate itself upon having, in one short year, accomplished the task or organization, and in having obtained recognition for itself as a body through which the interests of civil servants may be protected and promoted.

Yours very faithfully,

W. F. TRANT,  
Secretary-Treasurer.

Vancouver, B.C., 8th February, 1909.

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It is the application of such a system to all civil servants, federal, provincial or civic, which is the ambition of those who advocate Civil Service Reform. Just imagine the kind of school-teachers we would have if the choice and appointment of all these men and women were left in the hands of members of the provincial legislatures! Does any sane man think that under such a system our teachers would be such a magnificent, well-equipped, well-trained body of men and women as we have to-day in every province of the Dominion? How many men would enter the public school-teaching service, if they

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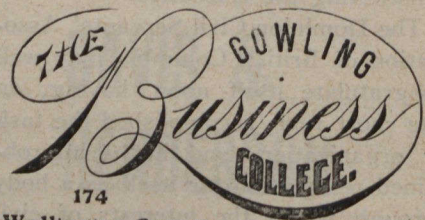
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knew that after years of work they might find some mechanic who knew nothing of education placed by political pull over their heads in a position as principal of a school or as inspector? The introduction of the spoils system into the teaching profession would ruin our schools utterly.

Yet, this is just the kind of system which prevails in other branches of the civil service. During the past few months, a grey-headed politician who was a furniture manufacturer has been appointed postmaster of Toronto; a grey-headed politician who was a business man has been made postmaster of St. John; a grey-headed doctor and ex-member of the Commons has been made postmaster at London; and a newspaper publisher and ex-member of Parliament has been made surveyor of customs in Toronto. What must be the feelings of the members of the civil service who are forced to work under these men? Is it any wonder that civil servants are occasionally found shirking their duties and careless of the return which they render for their salaries? Is it any wonder that nearly every service performed by a government department, federal or provincial, costs twenty-five to fifty per cent. more than if it were performed by a private corporation?

Every branch of every civil service should be, like the teaching profession, placed upon the merit system. Competitive examinations for entrance, merit in work and competitive examinations for promotion, and no person allowed to enter the service by the underground route, should be the rule everywhere. This improvement in the public service is the aim of all civil service reformers.

—The Canadian Courier.

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

## Appreciation from Quebec.

M. le Rédacteur :

J'ai reçu votre édition du 7 courant, via l'association du Service Civil de Québec.

Je suis heureux de voir que nous avons une fédération qui promet beaucoup. Permettez-moi de venir vous féliciter du progrès que fait votre organe, THE CIVILIAN, touchant les intérêts immédiats des employés civils du Canada.

Nos félicitations aussi pour avoir inséré en français les délibérations de votre Convention à Ottawa.

Je souhaiterais que vous ayez toujours une page ou deux dans ma langue maternelle. Ceci intéresserait nombre d'employés civils tant anglais que français.

Avec mes meilleurs souhaits pour le succès de votre œuvre, je vous prie, M. le Rédacteur, de m'adresser régulièrement THE CIVILIAN tous les quinze jours.

Bien à vous,

ARTHUR DELISLE.

Victoriaville, Que.

Elle fait son chemin—La Fédération du Service Civil en Québec.

M. le Rédacteur :

Faire son chemin, c'est le but vers lequel tendent toutes les aspirations, tous les talents, tous les efforts individuels. Faire son chemin, c'est la raison d'être de toutes les sociétés, de toutes les agglomérations d'hommes. Aussi, dire de quelqu'un ou de quelque société qu'ils font leur chemin à

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travers tous les obstacles semés sur leur route, c'est leur décerner le plus bel éloge qu'il soit possible de donner ici-bas.

La Fédération des Fonctionnaires Publics, fondée depuis le 30 avril dernier, rencontre l'approbation des employés publics dans les divers Départements du Service Civil à Québec. Ce mouvement commencé, dirions-nous, depuis pas tout-à-fait un mois, va rondement; et s'il ne marche pas aussi vite que le désireraient certains fonctionnaires, il n'en est pas moins heureux de constater que l'idée d'une union ou d'une Fédération des serviteurs de l'Etat semble du goût de tout le monde.

La constitution qui a été adoptée à Ottawa, le 30 avril dernier, nous fut expliquée à la dernière séance que nous avons eue dans notre ville; et elle nous a paru sage et de nature à rencontrer les besoins des employés publics.

Ce que les fonctionnaires trouvent le plus pratique et le plus utile, c'est la possibilité d'établir, dans chaque ville, des coopératives, et des sociétés mutuelles des divers employés publics. Avec la Fédération, ils ont pleine confiance de pouvoir se procurer, à bas prix, les choses essentielles à la vie, et aussi une assurance-vie, très peu coûteuse et dont chacun pourra bénéficier, quel que soit son âge, son état de santé et l'exiguité de son salaire. Disons de suite, sans crainte d'être contredit, que l'assurance mutuelle est le moyen jugé le plus pratique d'améliorer notre condition pécuniaire en nous permettant de laisser à nos épouses, à notre famille et à nos héritiers un montant fort raisonnable après notre mort. De fait, peut-on songer à quelque chose de plus consolant pour un homme sentant la vie

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lui échapper de minute en minute, que de savoir qu'en laissant une veuve et des orphelins, il ne lègue pas à sa ville des nécessiteux ou des misérables.

Bref, la Fédération se pousse, marche et avance un petit peu lentement, chose tout-à-fait naturelle au début, mais sûrement.

Les journaux de Québec, informés du mouvement de fédération et d'union des employés publics, ont bien vu la chose, et ont publié des articles fort élogieux à son adresse. Ils ont donné au public québécois une idée juste de ce qu'est la Fédération, de ses tendances vers l'amélioration du service civil et de son mode, tout à fait plausible, d'action pour arriver à ses fins. Nous sommes heureux de le constater ici et nous remercions, de tout

cœur, ces journaux de leur bienveillant encouragement.

On l'a dit, avec beaucoup de vérité, la presse est une puissance de premier ordre pour le succès d'une cause quelconque. Tant mieux pour nous, la cause de la Fédération nous est si chère, et tout ce qui peut lui être utile rencontre notre entière approbation.

Il est à espérer que dans les autres villes du Canada la Fédération s'implante comme à Québec. Tout nous porte à le croire, tant mieux; et, dans un an, ce mouvement aura pris des proportions gigantesques. Il aura fait un bien immense au Service Civil et considérablement amélioré l'état financier des Fonctionnaires Publics.

J. E. PHILIBERT,  
Commis Surt. S.M.C.F.

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## FROM ACT V.

Of an Unpublished Drama entitled  
 "The Future Discounted," an  
 excerpt of which appeared in an  
 earlier number of The Civilian.

*Enter Marcus Tempus and Titus  
 Hilarius.*

M.T.—Well met, Hilarius! this is  
 good indeed

To strike your hand again with hand  
 of mine.

Shake, noble Titus. Shake and  
 shake once more!

See, here it is, the torquoise-tinted  
 scrip

That calls upon the Bank of Montreal  
 To pay to P. M. Tempus on demand  
 Some eighty odd simoleons, no less.

"Give it me back! The thing's re-  
 storative

I' the touch and sight," as one old  
 poet says.

O, never dawn came fairer than this  
 morn!

Methought the Sun was Master of the  
 Mint

And every dandelion minted gold;

The very winds seemed like to al-  
 moners

Who scattered Maundy money to the  
 poor;

And I who just a month ago declared  
 That I would sell my chances for a  
 drink,

Now find myself a-studying the  
 boards

To see when next the smoke-exhaling  
 ship

Sets sail for Cyprus! Wilt thou come  
 with me?

T.H.—Nay, Marcus, for there's one  
 O'Donahue

Who keeps the tavern by the South-  
 ern Gate,

And he insists that I have made a  
 vow

With him as party thereunto to pay  
 The major portion of these glad ar-  
 rears

Into his hands to liquidate a debt.

The rest I keep to liquidate the debtor.  
 But I should think that fair Virginia,

Who clicks so softly on the lettered  
 keys,

She whom thy fancy in but recent  
 days

Compared with Juno to the latter's  
 scorn,

**Civil Servants and MUSIC**—If you want some of the  
 hits from the latest comic  
 opera, or perhaps a new Two Step, Waltz, etc., or again perhaps your wife  
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Rates - - \$2.00, \$2.50, \$3.00 per day, with bath

JAMES K. PAISL Y, Prop.

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Would gladly go as comrade of thy  
voyage.

M.T.—No more, my friend! I thought  
the self-same thoughts

As you now think, but when at  
noon to-day

I laid myself and pay-cheque at her  
feet,

She said: what thinkest thou, O soul  
of mine,

But that a woman has a place to fill  
Within this universe, a mission here,  
A calling unto work for all mankind,  
That no man understands, et cetera.  
And so these eagle-wings of sudden  
gold

With which I sought to soar unto her  
side

Are but the replica of wings she has,  
Engrafted on her by this late decree,  
That bear her farther towards the  
heights than me.

T.H.—And yet you grasped my hand  
with such a grip

That for a moment I was half in  
doubt

Whether you were that Marcus whom  
I love

Or some insidious vender of old  
books.

How is it you can glow with thank-  
fulness

And yet be hiding such a grief with-  
in?

M.T.—Why, is it not an hour since  
then, my friend?

Dost thou imagine that these pangs  
endure

Throughout all time? Come! To  
O'Donahue's,

Where we will fill our glasses and be-  
seech

A full Olympic blessing on the day,  
And I shall tell you of a peach in-  
deed

Who measures ribbons at the Ten-  
Cent-Store,

On whom proud fortune and a grand  
O.C.

Has poured no riches. She, per-  
chance, may wish

To travel eastward with this happy  
man;

But, if she wish not, then we fill  
again

With thankfulness that we have more  
to spend.

MERCUTIO.

*When at Cobalt—the Silver City, Stop at*

## **The Cobalt Hotel**

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## A JOURNEY FROM THE YUKON TO THE MACKENZIE.

By JOSEPH, KEELE.

THE CIVILIAN has already published several extracts from Mr. Keele's report, which is to be issued shortly in full by the Geological Survey.]

(Published by permission of the Deputy  
Minister, Dept. of Mines.)

On the morning of the 4th, a band of ten Indians, including men, women and children, arrived at our camp, with four toboggans, and about twenty dogs. None of them could speak English, and the few Yukon Indian words we knew did not help us; so that we got very little inform-

ation about the country they had come through. They indicated by signs that they had seen our cache on the bench, and that it was two sleeps to timber line on the other side of the divide. Their dogs were in good condition, and they had light loads, and how far they would go between sleeps was a question that gave us some anxious conjecture. These were the first Indians we had seen since leaving the Pelly, last August, and their presence here indicated that we were on the right road to the MacKenzie waters, as they came from that direction.

We afterwards learned that they were from Fort Norman, where they are known as Mountain Indians, to distinguish them from those who hunt on the plains to the east of that port.

# TWO GOOD NOVELS

## *Deep Moat Grange*      *Heart of a Child*

—BY—

**S. R. CROCKETT**

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**TORONTO**

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It appeared that another party of Indians were on the head of the McMillan river, which lies to the north-west of us. These Indians generally leave Fort Norman in September, travelling on foot, the dogs packed and the women carrying loads. They strike the Gravel river about 100 miles from its mouth along which they hunt. When winter comes they make toboggans and snowshoes. Sometime later in the winter they cross the divide, and trap marten and beaver on the headwaters of the Ross and MacMillan rivers; but they get nearly all their fox on the Gravel river, where they build mooseskin boats, and float down stream to the Mackenzie, and from thence back to Fort Norman. These Indians are very careful not to venture down the streams on the Yukon side, on account of the fierce and bloodthirsty Indians of the Yukon. The Indians of the

Yukon side are also extremely cautious of getting too near the divide, on account of the gigantic and war-like Indians that come up from the Mackenzie. So mutual distrust and fear has established a dead line over which the representatives of neither side cross.

We got all our freight up to the bench and camped there on the evening of the 6th in one of the worst snow-storms of the season. The Indian toboggan trail was completely obliterated, and our freight almost covered in with snow, which packed so hard with the gale that we had to dig it out with a shovel.

Our camp on the bench was just at the south-west entrance to the pass, which sloped up at an easy grade to the summit, about five miles further on.

The floor of the pass, estimated at a height of 4,500 feet above sea level,

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was from a quarter to half a mile wide, with mountains from 1,500 to 3,000 feet above it on either side. A little water trickled down from the mountain sides under frozen water-courses. A portion of this water finds its way into the Arctic ocean, and the remainder into Behring sea, by way of the Yukon. There was very little snow in the Pass, the wind having swept it quite bare in places. There were no trees, but some very small willows grew in sheltered places.

At the north-east end of the pass we reached the extreme head of the main branch of the Gravel river, and our downhill pull began.

At a distance of about seven miles from the summit, or twelve miles from our last camp, we found patches of large willows on the bank of the Gravel river. In one of these clusters we made our next camp. We managed to collect enough dry sticks to make fires for cooking. The lowest temperature we experienced at this point was 26 deg. below zero.

Christie and I suffered much from snowblindness about this time; due to the glare from the snow in

the lengthening days, and the absence of trees to relieve the eyes.

The quantity of ptarmigan along this part of the river was amazing; they were feeding on the seeds of the willows. Some of the flocks contained as many as fifty birds, and we shot enough with our rifles for eating. Had we possessed a shotgun we could have fed the dogs on them. Having been without moose meat for some time now, we were feeding the dogs on rice and bacon. This is the best dog food known, but has two disadvantages: you have to bring it into the country with you, and it has to be cooked. We had a small stock of bacon for this purpose, but were never reduced to the necessity of eating it ourselves.

After much tribulation, we got our freight through the pass, and down to this willow camp, on April 11th, the storms on the summit never ceasing, and we are all three convinced that they never do cease.

There is a great difference in the amount of snow on the opposite sides of the watershed; that on the slopes we were now on being comparatively light—only a little more than two feet

If all the careless men were to leave it  
to us to look after their clothes—  
there would be more well  
dressed men than there are

**MARTINS**  
**MY WARDROBE @**  
**MY VALET**

**THE NEW METHOD**  
224 SPARKS ST. Phone 25  
W. F. BOWDEN MARTIN, Rep.

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deep. The storms which had raged so long on the other side, and on the pass, did not trouble us here, for which we were grateful, as we were all worn out with the continual struggle against wind and snow.

A good deal of the river was open, but we were always able to avoid these places, as the valley was wide and bare of timber.

The stream had "glaciated" at a few points and we had the satisfaction of sledding over the bare ice of these glaciers for several miles.

About seven miles from our camp of April 11th, we encountered a narrow canyon about one mile long, in which there was an open waterfall with a thirty foot drop. To avoid this we were obliged to climb up the bank and shovel out a trail on one of the sloping hillsides which bordered the canyon.

On the night of April 14 we camped at the foot of this canyon in the first spruce timber we saw on the banks of the Gravel river, and again enjoyed the luxury of plenty of firewood, and beds of spruce boughs. This camp was about fifteen miles from the divide, the difference in elevation being about 900 feet.

On April 23, we reached a point on the river about thirty miles from the divide, which we were satisfied would afford boating water when the ice went out; hence we decided to rest here and make our spring camp.

The weather was now delightfully bright and clear, and the sun strong enough to soften the trail during the middle of the day, but the nights and mornings were cold and frosty. Latterly, we had to do most of our sledding at night; but were very fortunate in getting good sledding so late in the season.

## ATHLETICS.

Two important athletic events took place on Victoria Day under the auspices of the C.A.A.U. Messrs. Ketchum & Co. pulled off a most beneficial event for boys under sixteen. Boys must be kept busy or they will get into mischief, and there is no healthier channel than athletics for their energies. The Spartan plan for the elimination of the weak may be a little severe, but strenuous athletics for the young is in accord with Darwin's theory of the preservation of races in the struggle for existence. Well done, Messrs. Ketchum.

The second event took place at the Oval, being an all-round athletic competition. Our own Mr. R. S. Stronach gave a typical exhibition of good sportsmanship. Stronach is to the manner born. He was probably much surprised at the comment his magnanimity aroused. May his good example bear fruit and multiply.

\* \* \*

White-winged peace hovers over the field of athletic warfare. Conciliation is in the air and it is as desirable as it is inevitable. Fighting like drinking is such sweet sorrow, and ath-

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## Watchmaker & Jeweler

91 Bank St., Ottawa

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Special attention paid to Chronometers,  
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Watches.

**RAILROAD WATCHES, a Specialty**



letics will seem a bit prosy until we get accustomed to the new atmosphere of modest stillness and humility. Many of the officials at the amateur meet on the 24th, purveyors of a hundred professional athletic junketings must have gazed at the seigniorial balance of \$1,200 in the box office with hungry looks as of guests invited to a Barmecide's feast. Gentlemen redolent of the odor of amateur sanctity and gentlemen reeking with the fumes of athletic commercialism are joining in a mutual paean of praise. The two contesting parties, instead of mounting barbed steeds, will caper nimbly to the lascivious pleasing of a lute. Mr. William Stark and Mr. Emmanuel Tassé will represent the opposing elements in the peace dance, and a handsome reel they'll make of it at that.

While peace is desirable, peace at any price is worse than war. The proposal to compromise in regard to professional lacrosse, allowing amateurs to play in the professional leagues is mooted. To forego the amateur principle because the M.A.A.A. makes a profit of \$825 from professional lacrosse is a chattel sale. A union on these terms would resemble a marriage between a Don Juan and a Queen Zenobia.

\* \* \*

The failure of civil servants to take a more active part in the harrier events of the past Spring must not weigh too heavily upon the spirits of the ex-

ecutive of the C.S.A.A.A. Organizations formed within the service labour under unique disabilities. These difficulties presented themselves at the formation of the association. Members of the service in the past were subjected to impositions in appointments and promotions. Strangers from without and juniors from within passing ingloriously over the heads of their elders in years and experience. Such was the system. It was not conducive to companionship or unselfishness or esprit de corps. Mistrust instead of confidence was in evidence everywhere. In theory these anomalies, or some of them, have been legislated out of existence. In the administration of this legislation lies the hope of the service that faith and hope, long since dead, will be resurrected.

Presuming the hopes of the optimistic to be realized in this regard, there yet remains work to be done to give to the sponsors of the athletic association the advantages possessed by similar organizations. The service needs a headquarters and an athletic grounds. A community of interest, a strong sympathy between all members of the service, would then arise which would not only enhance the happiness of the individual but would improve the service officially and would in time overcome the cold indifference and lethargy of the past. Let all eyes be fixed upon these ideals patiently and confidently.

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### Report of the Lawn Bowling Committee.

To the Executive Committee of the C.S.A.A.A. :—

Sir,—I beg to report as follows on the Lawn Bowling season of 1908, and to make the report as short as possible will give merely the statistics.

Two matches were played on Ottawa greens against the Ottawa Lawn Bowling Club, with eight rinks per side, and both were won by the home club.

In the Eastern Canadian tournament the service rink, composed of Messrs. McGill and Richards, Goodspeed, Urquhart and Warne, skip, finished second for the Dewar trophy; Stevens and Morley first, Warne and Good-

speed second, in the doubles, and Sutherland second in the singles.

In the city tournament, Messrs. Weld, Huband, Allen and Kilgallin finished second in the rink matches, Hoey and Lanigan third in the doubles, and Wall second in the singles.

Of club matches there were three series held, the Spring, Fall and Departmental.

In the Spring series, the rink composed of Messrs. Cullin, J. H. Johnson, R. C. MacPherson and Hoey, skip, won out in Section A, while in Section B, Messrs. Sutherland, D. Wood, McGill and Warne, skip, proved victorious. In the play off the Warne rink was successful.

In the Departmental matches the finals narrowed down to the Customs

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Statistics rink, Errett, F. Campbell, F. Shannon and Hoey, and the Agriculture No. 2 rink of Bowker, Mac- kie, Thomas and Kilgallin, the former winning.

The Fall series resulted as follows:

Rink matches — First, Milliken, Weld, Stevens, Farrow; second, Groulx, Wilkins, Bowes, Payne.

Doubles—First, Blatchley and Far- row; second, Chandler and Raby.

Singles—First, H. S. Campbell; second, Stevens.

**Ladies' Bowling Club.**

Club organized 15th May, 1908. President, Miss A. G. Monaghan; secretary, Miss Dalton. Active mem- bers, forty.

Games played: Spring series, thirty games, won by No. 1 Agri- culture. Players: Miss Kilburn, Miss Grenfell, Miss Bartlett, Miss Mona- ghan, skip.

Fall series, thirty-six games. Championship won by rink skipped by Miss Bartlett. Players: Miss Mc- Kinnon, Miss Grenfell, Miss Mona- ghan, Miss Bartlett, skip.

R. W. MORLEY,  
Secretary.

**Report of the Tennis Committee.**

To the Executive Committee of C.S. A.A.A. :—

On behalf of the Tennis Commit- tee I beg to submit the following re- port:

The year 1908 saw a still further increase in the tennis enrollment, and at least 150 members took part in the games. The use of the west side of the front lawn gave space for a greater number of courts, and in fav- ourable seasons the full number were in use.

In the spring of 1908, the Ottawa City Tennis League was formed, con- sisting of the following clubs:

The Civil Service Tennis Club.

The Ottawa Lawn Bowling and Tennis Club.

The Ottawa Cricket and Tennis Club and

The Y.M.C.A. Tennis Club.

The Civil Service Club was an easy victor, winning ten matches. The re- sults were as follows:—

	Matches Won.	Matches Lost.	Events Won.
Civil Service ...	10	1	47
Ottawa... ..	6	3	38
Cricket ....	2	7	13
Y.M.C.A. ....	1	8	12

There were five games not played.

For the Civil Service the following men took part:—Messrs. H. W. Brown, R. P. Brown, V. Woodland, F. J. Shannon, R. S. Raby, G. H. Wattsford, R. A. J. McIsaac and A. H. Brown. Messrs. Brown, Wood- land and Shannon played in almost all games, and the success of our club was due to their readines to uphold our honour. It is to be hoped that the coming season will see keen com- petition among our players for the honour of representing the civil ser- vice in all competitions with city clubs.

The grounds now allotted to tennis are very rough and uneven, and a strong effort should be made to im- prove them. The retiring executive made representations to the Public Works Department in this regard, but no material results were accomplish- ed. It is to be hoped that the coming executive will take an active interest in the matter and get parts of the grounds levelled and re-sodded, and the whole lawn thoroughly rolled.

Respectfully submitted,

J. A. McKENNA,  
Chairman.

Ottawa, Feb. 7, 1909.

**Report of the Association Football Committee.**

Association football in the service entered on its second year last fall, and showed big progress.

A league was started on similar lines to the cricket league and consisted of four teams, but difficulty was experienced due to the fact that darkness fell so early as to necessitate a very short period every afternoon in which to play.

However, the service entered a team to compete for the Bigg's cup, held by the Ottawa Association F. C., but were defeated by the small margin of 2 goals.

Between fifty and sixty members turned out during the short autumn season and participated in association football on the Hill.

F. H. H. WILLIAMSON,  
Chairman.

\* \* \*

**Supplementary Report of Cricket Sub-Committee.**

Attached herewith are statements: (a) the standing of the teams in the inter-departmental games; (b) the bat-

ting averages; (c) the bowling averages. It will be observed that Mr. H. Ackland, of the Outside Blocks, heads both the batting and bowling, with averages of 33.3 and 4.3, respectively — a most excellent performance. He also is responsible for the highest score made during the season, viz., 60, which he scored against the Ottawa Cricket Club. Mention should also be made of the bowling of Messrs. Clarke and Williamson, both of the Outside Blocks, who captured over 50 wickets each, viz., 67 and 70 respectively.

**THE STANDING OF THE TEAMS IN THE INTER-DEPARTMENTAL CRICKET LEAGUE.**

	Wins.	Losses.	Drawn	Games.	Points.
Outside Blocks	6	1	1	1	13
East Block	5	3	—	1	10
Militia	3	4	1	1	7
West Block	2	6	—	1	4
Langevin	2	6	—	1	4

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## BATTING AVERAGES.

(4 innings to qualify.)

NAME.	Runs	No. of innings	No. of times not out.	Highest score.	Average.
Ackland, H. ....	267	8	—	60	33.3
Pereira, F. ....	211	11	1	51	21.1
Campbell, F. ....	60	7	3	19*	15.
Williamson, F. ....	189	17	2	27	12.6
Turcotte, E. ....	43	7	3	22*	10.7
Wattsford, G. H. ....	125	13	1	55	10.4
Wilson, W. T. ....	69	8	1	22*	9.9
Bradley, W. ....	102	11	—	32	9.3
Crean, E. ....	82	9	—	32	9.1
Errett, P. A. ....	122	17	3	21	8.7
Webb, Capt. ....	52	8	2	14	8.7
White, E. P. M. ....	178	21	—	44	8.5
Clunn, T. H. G. ....	51	8	2	15	8.5
Brown, H. ....	124	17	1	21	7.8
Walmsley, H. ....	46	6	—	19	7.7
Munroe, E. ....	83	12	1	17	7.5
White, P. ....	45	6	—	19	7.5
Grierson, F. ....	66	10	1	27*	7.3
Boville, T. C. ....	51	8	1	16	7.3
Nelson, F. ....	44	8	2	11	7.3
Steele, V. H. ....	28	4	—	16	7.
Telford, R. ....	20	4	1	10	6.6
Raby, R. S. ....	90	16	2	21	6.4
Apperley, R. ....	51	9	1	13	6.4
Clarke, G. A. ....	94	16	1	22*	6.3
Welsby, H. ....	80	15	2	20*	6.2
Dawson, S. ....	43	8	1	14*	6.1
Wilkinson, E. ....	54	10	1	29*	6.
Dawson, G. ....	42	8	1	10	6.
Pereira, G. ....	96	16	—	25	6.
Campbell, D. C. ....	30	5	—	13	6.
Brown, R. ....	69	13	1	20	5.8
Grout, F. S. ....	63	11	—	14	5.7
Plucknett, E. ....	66	12	—	19	5.5
Allen, W. ....	27	6	1	18*	5.4
Ellis, W. C. ....	64	14	2	27*	5.3
Turton, E. ....	55	10	—	13	5.
Ross, G. W. ....	25	7	2	10*	5.

\*Not out.

BOWLING AVERAGES.								
(10 wickets and over.)								
				Wkts.	Runs.	Avge.		
Ackland, H. ....	14	48	3.4	Bradley, W. ....	35	172	4.9	
Campbell, F. ....	12	45	3.6	Clarke, G. A. ...	70	357	5.1	
Turton, E. ....	45	192	4.3	Ellis, W. C. ....	44	267	6.1	
Osmond, H. ....	11	48	4.4	Belsey, A. ... ..	10	61	6.1	
Williamson, F. ...	67	294	4.4	Munroe, F. ....	12	76	6.3	
Roberts, G. ... ..	30	134	4.5	Fraser, D. J. ...	26	175	6.7	
Pereira, F. ....	43	199	4.6	Welsby, A. ....	37	263	7.1	
				Apperley, A. ....	11	81	7.3	
				Steele, V. H. ...	14	106	7.5	
				Woodill, J. S. ...	16	123	7.7	
				Grant, F. S. ....	17	153	9.	

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