

THE CIVILIAN

VOL. II.

JULY 2nd, 1909

No. 5

Promotions from the Third Division.

A further brief analysis of the rights in respect of promotion of those transferred to the Third Division on Sept. 1, 1908.

In putting forward any claim on behalf of a body of employees, the first concern should be to state it in terms that shall appeal as strongly as possible to the sense of justice of the employer. When an employer is made to admit that the statement is incontrovertible, and the grounds for redress unimpeachable, the cause is as good as won — especially when the employer is the government. No matter what the remedy may be, this in the vast majority of cases will be found the most expedient procedure, — the following of the line of least resistance.

Let us analyze on this principle, for what it may be worth, the present situation with regard to promotions from the third division under the Commission's regulations.

In the first place, the problem relates wholly to those ranked in that division on the coming into force of the act, Sept. 1, 1908. For entrants since that date and for future entrants the regulations are wholly just. The third division must not offer a mere side-door of evasion of the difficult access to the second and higher divisions. An advantage, of course, should always obtain for those in the third division as compared with outsiders; and this is provided for. The

passage from the third division to the second is unique of its kind: it is both promotion and entrance. Moreover, though limited to routine duties, the future third class clerk of exceptional ability must have a fair chance to prove himself; and there need be no fear, as the commissioners explain their intention, that a good man will be penned forever among his inferiors through any lack of flexibility or common-sense of the regulations.

Confining attention, then, to the case of those within the third division as at Sept. 1, 1908, and their rights in respect to promotion, it would seem to be possible, from the standpoint of one seeking to establish different degrees of claim, to distinguish three main groups:

(1). There are those whose present duties are essentially of a higher and executive character and who find themselves in the third division simply because the organization of the service, as required by the act of 1908, has not been carried out. These men, it would seem to THE CIVILIAN, have an absolutely irrefutable case. It is not a subject for argument; it is a plain matter of admitted fact. To ask a man to demonstrate by an examination test his ability to perform work he is actually performing is to commit

an injustice so extreme that it ranks as an absurdity. It is impossible to imagine that the government having for the first time evolved a series of classes with definitions attached, should refuse to make the classes conform to the definitions. Misunderstanding and neglect may prevail for a time, but their rule cannot be permanent. The reorganization, as we said a fortnight since, is not only necessary; it is inevitable.

(2). There remain those of the third division who have no complaint on the score of classification, being properly classified at present, their work being entirely of a routine character. They in turn may be divided into two groups, according as they have or have not passed the promotion examination of the old regime, making the three groups mentioned above. It will be seen that a different series of considerations are involved in the position of both these groups as compared with the first. It becomes a question largely of whether their status has been impaired by the regulations to a degree inconsistent with the clause of the act which specifically declared that the status of no civil servant should be lowered by the act.

(a) Those of routine duties who have passed the promotion examination hold that by their doing so they entered into a distinct compact with the government as to their future in the service in so far as academic tests were concerned. Many are in possession of records that entitled them at the time to go forward without further test to the rank of chief clerks. These claim it a specific breach of faith for the government now to require them to undergo another and more severe test. Altogether there are 70 who have passed the examinations, but of these the great majority are ranked under (1) above, inasmuch as their

work, altogether apart from their having passed the examination, places them on a *de jure* basis in the second division. Probably 25 would represent the approximate number of the class of purely routine clerks who have taken the promotion examinations.

(b) The routine clerk who has not passed the promotion examination feels that, on the score of vested right, a difficult test has been substituted for an easy one. That he has not taken the old examination may have been due entirely to fortuitous circumstances. A year ago he had the opportunity; to-day he has not.

THE CIVILIAN makes no attempt in the above to present the arguments that may be offered against these varying statements of claim. It is merely a review of the situation designed to supply a graded analysis of the several interests involved, in the order that will probably be found the order of strength. These classes do not overlap, though another presentation may appeal to some. The contrary arguments, however, above mentioned, must be fully stated and considered before any formal action is taken and before the ground is finally chosen on which whatever representations it is decided to make shall be based. The Association must seize to the fullest the point of view of the Commissioners, the government, and the interests of the public service in the matter. In the meantime let a halt be called to the wild and generalized pronouncements that have been filling the mouths of some since the question was opened. This is an intricate and delicate problem, requiring the nicest discrimination between the points involved; and nothing but harm will result from treating it otherwise than dispassionately and with absolute clearness.

The Press Conference of the Empire.

Lord Rosebery's Inaugural Speech.

The meeting together in conference of the press of the Empire in Great Britain is perhaps the most interesting current event in our larger politics. The conference opened some three weeks ago in London, and the occasion was made memorable by the speech of Lord Rosebery, who had been chosen to deliver the first greetings to the delegates from overseas. The speech was specifically addressed to the colonies. Civil servants, too, will note the unfeigned compliment which the great statesman paid in passing to the permanent service of Britain. THE CIVILIAN reprints the speech in full from the English papers recently to hand. For this, sufficient excuse is the historic place which the speech has already taken in the discussion of this all important problem, and its greatness as oratory.

The Occasion.

As to the nature of the occasion, and the manner in which the speech appealed to the immediate audience, the following may be quoted from The London Daily Telegraph, the proprietor of which, Lord Burnham, was in the chair:

"Whether in the brilliancy of the scene, the significance of its meaning, or the memorable character of the speaking, no public occasion could have excelled the banquet of welcome offered by the journalists of the Mother Country to those of the outer Empire. In the power and range of the influence it represented it was by far the greatest gathering in the history of the Press. No other newspaper congress in any country has

ever matched or approached it. The event, non-partisan on the one hand, yet of the first public importance on the other, was as if created to bring out the whole genius of Lord Rosebery's gifts, and he rose to the moment in the wonderful speech which no other man living could have made.

"With less than the variety of the orator's own style, who can attempt to do justice to the unsurpassable excellence of the inaugural oration? In its extraordinary interplay of opposites, the effort not only outdid all expectations of an audience captured and delighted, though in its nature one of the most critical in the world, but ranked at once above even the previous best of its author. For a quarter of a century now Lord Rosebery has been known to the world as the possessor of a platform art unmatched of its sort. In times of crisis vast audiences have hung upon his lips. The whole nation has waited upon his words. Again and again his utterances were like the spirit of England itself, thinking aloud. In the lighter art of his occasional addresses no contemporary pretended to rival him. He even then displayed in alternation different qualities seldom permitted to one man in different moods. On Saturday he combined them all, and added new.

"Since his retirement from party leadership his gifts are rather perfected than impaired, and his audience critical by the habit of its training, as we have said, was an instrument which he had at his command. This being an age of business is an age of debate, when the world is engaged

with questions of method rather than with the conflict of passions—with considerations of details rather than with issues of principle. But Lord Rosebery, and he alone among the public speakers we still possess, is not a debater; he is authentically that rare and great thing, the orator. He not only illuminates, he moves. His words not merely convey their meaning, they carry impulse. They are not only persuasive, but dynamic. It was the heaven-born endowment, and nothing less, which Lord Rosebery revealed to those of us who were familiar with his speaking, as much as he satisfied those of the delegates to whom his name till then had been a legend.

"We shall not attempt to select gems from this address, which ought to be read twice as a matter of course by everyone. Enough to point out the inimitable ripple of its satirical phrases, the dancing humor and the gleaming wit, the vivid enchantment with which, in single touches, he conjured up scene after scene, the fine and touching movement of the passages in which he dwelt upon the truth and warmth of the idea of kinship, the whipping energy of the sentences in which he roused enthusiasm and purpose for defence. In its final effect this masterpiece was more than an oration. It was an act."

Lord Rosebery's Speech.

The following is the full text of the speech as it appeared in *The London Times*:

Lord Roseberry, who met with an enthusiastic reception, said: My Lord Burnham, my Lords, and Gentlemen,—I have had the great honor entrusted to me of proposing the health of our guests, coupled with the name of Sir Hugh Graham, of Montreal. I confess that I feel overwhelmed by the

importance of this occasion. It is not only that in this vast hall, speaking to so many remote tables, I feel something like a prophet in the desert—a minor prophet speaking to a number of believers in scattered oases. I dare say I shall not be able to make myself heard. I confidently expect that I shall not. But, at any rate, coming from so far, I am sure you will be merciful to one who has to address you under such trying circumstances. There is another reason which fills me with a sense of awe. It is on account of the enormous importance of the gathering that I am speaking to. We have had conferences of great importance—at which the Prime Ministers and Ministers of the Empire have met together to consult on the great matters of policy which concern the Empire. It is no disparagement to these gatherings to say that I hold that this is more important still. I have the greatest respect for Prime Ministers but whatever their splendor may be when they are in the ascendant they are essentially transient bodies—except, I believe, in Canada—while good newspapers are, or should be, eternal; and the power of a great newspaper, with the double function of guiding and embodying the public opinion of the province over which it exerts an influence, is immeasurably greater than that of any statesman can be. I say that this is a meeting of vast importance. It reminds me, indeed, of one of the few recollections I have of my classical education at Eton. Those who, like me, have pursued the same arduous course may remember the description of the Cave of King Aeolus in the *Aeneid*, the cave in which all the winds of heaven were embraced, and over which King Aeolus held sway. At a touch or sign from him these gales swept out of the cavern—ready either as hurricanes to

spread wreck and devastation all over the world, or else, in the form of balmy breezes, to bring blessing and health wherever they might attain. To-night I am in the cavern of the winds of the Empire. I do not pretend—God forbid that I should pretend—to be the King Aeolus who controls these powers. That would rather belong to my noble friend on my right in the chair. I may, at any rate, claim to be a humble, a timid—(A voice, "Derby Winner.") One does not feel like a Derby winner on these occasions. If the gentleman who interrupted me had ever been in the position of a Derby winner, he would conceive nothing so far remote from that feeling. I would rather claim, as I have said, to be an unworthy representative of King Aeolus. Well, I am quite sure when these winds go forth, when these powers are exerted over the Empire on your return from these islands they will be exerted for the benefit of the Empire.

"Welcome Home."

Now it is my duty, I suppose, to make a speech, and not immediately to sit down; but if I carried out my own sense of the occasion, if I carried out what I believe to be what is required on this occasion, I should confine myself to two words and then sit down. They would be only two words—and they are the simplest, and perhaps the sweetest, that can be heard by mortal ear—and yet they are the only two words in which I would sum up what I have to say to our guests from beyond the seas to-night. Those words are, "Welcome Home." Yes, gentlemen, that is the motto of this occasion, "Welcome to your Home." Some of you, many of you, have never seen your home, and you will see something in the course of

the next fortnight which I will not boast of, but which in its way is unmatched in the world. You will see an ancient and a stately civilization. You will see that embodied in our old abbeys and cathedrals, built in the age of fath and surviving to testify that that faith is not dead in Britain. You will see it in the ancient colleges of Oxford and Cambridge and St. Andrews and Aberdeen, shrines of learning which are venerable not only from their antiquity. As you pass about the country you will see the little villages clustering about the Heaven directed spires as they have clustered for centuries. You will see the ancient Mother of all Parliaments—the most venerable progenitor of free institutions—the House of Commons. I cannot promise you an even greater pleasure in seeing the House of Lords because that will not be sitting during the period of your visit. Throughout the country you will see those old manor houses where the squirearchy of Great Britain have lived for centuries, almost all of them inhabited long before the discovery of Australia, and some even before the discovery of America—a civilization, a country life which I advise you to see on your present visit, because when you next come it may not be here for you to see it. Speeding onwards from these more rural scenes, from all this which is embodied history and which represents the antiquity and tradition of a thousand years, go on to the teeming communities which represent the manufactures, the energy, the alertness of the commercial life of Great Britain, and last of all, surrounding all and guarding all, you will see a prodigious armada, a prodigious but always inadequate armada. All these are yours as much as ours. Your possession, your pride, and your home.

The Significance of the Visit.

What do you bring to us? Because that is quite as important, it is indeed more important to us than what you can take from us. What is it you bring? You bring, I trust, the youth of your vigorous communities. You bring the candour, the acute criticism, the frankness of speech which belong to our young Dominions beyond the sea. You bring, I hope, the freshest news, the most recent information, as to all the aspirations and policies of the communities amongst which you live. You bring, I suspect, that same message which the Prince of Wales brought back after his tour round the Empire, and condensed into "Wake up Old Country." I hope you come to tell us all the most recent news about the Dominions beyond the seas. I am quite aware that there is an ample representation here, from the third of the Empires which is contained in the British Empire, for there are three—the western in Canada, the southern in Australia, New Zealand, and the Cape, and the eastern in India. I am quite aware that an ample representation is here from the press of India on this occasion; but they will forgive me if I do not address myself to them, because what I have to say, spoken to that secular community, to that ancient civilization, would have to be in a different scope to that language which I can address to the representatives of the newer Empires. But I do hope—and I will say this word to the Indian delegation—they will not go away without having given some guidance to our democracy as to the right method of governing and guiding that ancient civilization of India, comprising numberless races, numberless religions, and an inscrutable whole of native populations which seem to understand us so much better than we can

be said to know about them. Well, after all, the best you can bring us is the knowledge of yourself and your communities, because we never can know enough about them.

Lord Rosebery's Dream.

The other night I ventured to dream a dream, which is a very favorite practice of retired politicians. Thinking of that vast armada, the surplus of which is constantly scrapped at what seems wholly inadequate prices to the taxpayer, I could not help imagining how admirably some of these large ships might be used, not for the purpose of war, but for the purpose of peace. I thought to myself that, if I were the lay disposer of things in this country, I should like Parliament to vote supplies for two years, and then pack itself up in three or four of these obsolete warships and go for a trip in order to find out something about the Empire. You might object at once, *in limine*, to my scheme and say, "How would the country be governed while all the Ministers were absent?" I reply with confidence that they would be governed much as they are now, by the heads of the permanent departments, and I am sure that some of us would feel even greater confidence in the welfare of the country if it was under that permanent and well ordered control. Should I include the House of Lords in this expedition? I think the House of Lords should accompany them on condition of paying their own expenses. For that, I may explain to my colonial visitors, is the great distinction between the House of Lords and the House of Commons. The House of Commons votes the taxes and the House of Lords pays them. Therefore, I think my proposal would place them on an equitable basis. Whatever their present relations

may be, I should not be afraid of putting them in the same vessels, because I am confident that the wholesome discipline of the ocean would soon shake them down into conditions of parity, if not of amity.

Now let us imagine how our scheme would shape out. I would take them first to Newfoundland on a visit of homage to our most ancient and historic colony, where even our legislators would be able to find some constitutional problems which have been solved nowhere else. I would take them on to Canada and I would give them many months of Canada. Partly for the sake of Canada and partly for the feeling that this holiday should be a leisurely one, I would give them a long time in Canada. They have an immense dominion to rove over there. They might see many things that are new to them. They would see that, even in the most advanced democracy, a Prime Minister may hold his own against the successive buffets of innumerable general elections. They might see that in Canada wealth is not a crime, because some of the most glowing specimens of that obnoxious creature, the multi-millionaire, have been produced on that soil of liberty. But I will not pause to point out the varieties both of political and physical sport in which our legislators might indulge in Canada. I would take them on to New Zealand, and in New Zealand they would see most of the policies at which they aim, and which they are endeavoring to construct in this country being carried out under the advantages of a virgin soil with an absence—a total absence—of tradition and complexity. I would take them on to Australia—that most marvellous of continents, where everything is abnormal—the marsupials and the duck-billed platypus—and point even to the fact that with a population

which is about two-thirds of the capital of this country it is able to maintain seven capitals, seven Governments, and seven ministries without any serious inconvenience. In our country we have always found one of each of these to be sufficient; and it shows the vigor of the young continent to be able to supply such a multiplicity of these onerous blessings. And, if my expedition was disposed to take its leisure, it might indulge in the permanent sport of Australia—hunting for a Federal capital — and then they should return through South Africa, where they would see the greatest success of the Imperial Government of Great Britain—the greatest and the most recent success—where a bold and magnanimous policy has healed the seams of war and from the blood gallantly shed on both sides in the recent war — which might well have been a stream of unending division between two contending populations—has extracted a cement which has united the new Empire. (Cheers.) And if my excursionists were not tired out, and if they were not too urgently summoned home—which I do not think would be the case — they might proceed northward through Africa, avoiding Uganda, so as not to disturb the privacy of the late President of the United States. (Loud laughter.) They might take their way home by Egypt, where they would see what British government wisely directed could do to rescue order from chaos. (Cheers.) The dream I recently dreamed is, I know, impracticable. I know that the fact that Parliament is sitting and constantly sitting is one of immeasurable consolation to every British taxpayer. And I am quite certain nobody could be found in England willing to lose the advantages of

THE CIVILIAN

A fortnightly journal devoted to the interests of the Civil Service of Canada.

Subscription \$1.00 a year;
Single copies 5 cents.

Advertising rates are graded according to position and space, and will be furnished upon application.

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

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Ottawa, July 2nd, 1909

HOURS IN THE SERVICE.

"A rule lengthening the hours of work in the Federal Departments has awakened some disgust in Ottawa."
—Daily Paper.

Not at all—at least not in the way our friends of the press suppose. It is true that the sudden manner in which the government announced its intention may have touched the *amour propre* of some. If, too, it was intended by the government to make the lengthened hours a *quid pro quo* in view of the general increase, this was felt to be unjust, the increase being a cost of living increase pure and simple, and already doubly earned by the service in being perhaps the last class of employees in Canada to receive it. On more general grounds, moreover, the service, as we said a

fortnight since, did not see in the change a logical contribution to the solution of the problem in hand. When a machine needs oiling or a re-assembling of its parts, the first remedy suggested is not usually to work it longer. However, had the government begun by bringing to book the few departments and individuals whose hours were admittedly too short; had it then, if found necessary, when the reproach invoked by this minority had been removed, decided to make the hours in the service from nine to five, with the relaxation of an hour in the time of closing during the summer months between sessions; incorporating the change with an intelligent estimate of the equipment and organization of the service in relation to the output of work required; we do not think that any feeling save one of commendation would have been manifested in the ranks of the service. We believe, of course, that conditions both as to wages and hours should be somewhat better in the service than in corresponding occupations outside, for reasons we have set forth on previous occasions. But within the limits of this perfectly businesslike principle, there is certainly no objection on the part of the service to a proper and uniform adjustment of hours. As it is, THE CIVILIAN is hopeful that the final result will be to recognize the interdependence of such a question as hours of labour with the larger aspects of the situation.

It has been a solemn thing to see in this connection how all-wisely the newspapers can size up a proposition like the civil service. But the service should remember it is not the only sufferer. To make a noise like a specialist in any branch at ten or fifteen minutes' notice is the joy of the twentieth century editorialist. It is

only an amateur like THE CIVILIAN that can afford to take life seriously.

ATTENDANCE BOOKS.

As we were saying above, one of the notable circumstances attending the announcement of the increase in hours of the service was the ecstasy with which it was received by almost every newspaper in the land. "Good," was the universal comment; and some were stern in expressing it, though the tendency to chuckle was uppermost. One or two added a word on overmanning, the inference apparently being that it was only fair that a body of men with nothing to do should be made to do it a while longer each day.

Some similarly light literature on the attendance book has also made its appearance, and as a somewhat different form of superficiality is involved in this line we may furnish a sample. We quote from the Toronto News, which honours both the service and THE CIVILIAN in the following with a quite unique misrepresentation:

"It must be admitted that there has been a lack of *esprit de corps* in the civil service. For example, in a recent number of THE CIVILIAN, the official organ of the service, there is a reference to attendance books and shorter hours. It is admitted that the attendance book has caused a great deal of dissatisfaction. 'In some departments the practice is purely a perfunctory one; in others, on account of dereliction of duty on the part of a few, the application of the rule is enforced with martinet severity to the humiliation of tried and faithful officials.'

"Why to their humiliation? There is nothing degrading in the signature of an attendance book. If an officer

is paid to be present at half-past nine o'clock, he should be there. Men who are interested in their work will not be late. Others do not earn the money they receive, and should be awakened by a martinet discipline."

Of course the primary mistake of The News in the above is apparent. It does not distinguish the means from the end. It mixes up the concrete specific with the abstract virtue. Because THE CIVILIAN disapproves of the attendance book we are quoted as making light of punctuality, and even as excusing unpunctuality. Which is ridiculous.

It is, as we have previously stated, because of the unsatisfactoriness of the attendance book as a means to an end that we would have it removed—interpreting "end" as the general efficiency of the service. The attendance book is first and last a substitute, and a poor one, for more thorough powers of discipline in the hands of the higher officers.

In a more general way, the chief objection to the attendance book is simply that it is emblematic of a low kind of employment. You might place civil servants in buttons and call them by numbers, and perhaps no criticism could be raised except as to the atmosphere of the thing. It is safe to say that the editor of The News does not enforce an attendance book in his office, and we can inform him that if he were to install one he would have a meaner-spirited staff about him shortly. And yet it is a fair wager that the staff of The News is as punctual as the staff of any government office.

In view of this, therefore, it is particularly sad that The News should single out our criticism of the attendance book as a sample of the lack of *esprit de corps* in the service. Why, the very essence of our protest was

that the attendance book is the enemy of the condition in which alone *esprit de corps* can be produced.

* * *

That at least one effect of the keeping of attendance books is to relax perception generally of where disciplinary authority ought to begin and end in the service, is shewn by the following extraordinary paragraph which we take from a letter which appeared in *The Citizen* recently, apparently written by a civil servant:

"The majority of employes would no doubt be as punctual with or without attendance books, but there are a large number in the service, as elsewhere, who will take advantage of every opening that presents itself. Therefore attendance books are an absolute necessity and cannot be dispensed with. Not only should they be signed in the morning, but at the hour of departure as well, for in some cases where the latter is not done, clerks will leave at 4 p.m. when they should be at their desks until 5 p.m."

If this means anything, it means that discipline is absolutely non-existent in the service. That is, of course, untrue. On the face of it, the chiefs of branches should be capable of exercising the elementary authority of keeping their staffs in the office, seeing that they already as a matter of fact have the much more serious charge of seeing that the clerks work while they are there. Punctuality, in other words, is no harder to secure than any other attribute of a well managed staff. If there were even an approximation of truth in the paragraph, the remedy would be on general principles to add to the powers of the heads of branches, not to take away from them.

The argument against the attendance book is, therefore, to recapitu-

late, twofold: it is repugnant to a self-respecting staff, appealing constantly to their meaner rather than their higher instincts, and producing inevitably a lowered *morale*; and it is an infringement upon the authority of the heads of rooms and branches which reduces their general standing and the calibre of the offices they occupy. It is by the aid of props like the attendance book that the second-rater flourishes in the higher ranks of the service.

THE LOAN ASSOCIATION.

We conclude in the present issue, Mr. Desjardins' interesting description of the working methods of the Co-operative or People's Banks, with which his name has been so largely identified in Canada. Needless to say, our interest in the subject is primarily on account of the fact that it was *THE CIVILIAN* which first conceived the idea of applying the co-operative principle to the banking and borrowing needs of the civil service. How successful that has already proved may be learned from the statement as to existing conditions furnished, also in the present issue, by the secretary of the Loan and Savings Association. (Incidentally we beg again to appeal for the support of every individual civil servant to this worthy undertaking). It is of very decided interest, however, to remember,—quite apart from the immediate indebtedness of the service in this way to Mr. Desjardins—that the idea which bids fair to revolutionize conditions in an important department of our social life on this continent first took form in the mind of a member of the Canadian civil service. No better testimony could be cited as to the position which Mr. Desjardins

has thus won for himself than that of the Bankers' Magazine of New York, which in its issue for the current month reprints the address of Mr. Desjardins which we have published, and supports it editorially with the following:

"Attention is directed to an interesting article on co-operative or people's banks, which appears elsewhere in this issue of the Magazine. The author, M. Alphonse Desjardins, has given years of careful study to the subject, and is, moreover, familiar with the practical operations of such institutions, being president of one of them.

"In the United States our financial machinery has developed, instead of being created with a special view of meeting certain requirements. As a consequence of this, the commercial banks have become entangled to some extent in Stock Exchange operations, in promotions, in bond investments, and even in real estate loans.

"But one defect in our financial machinery — something, perhaps, a little outside ordinary banking operations — is the lack of any adequate provision for meeting the needs of worthy borrowers whose circumstances hardly enable them to comply with the strict requirements of banking. That it is possible, however, to meet these demands with safety as well as profit is amply witnessed by the experience of the institutions described by M. Desjardins.

"People in need of the loan of small sums, but without banking credit or proper securities, are preyed on by 'loan sharks,' who, judging from their flaming advertisements in the newspapers, must find the business enormously profitable. These co-operative or people's banks afford an efficient means of encouraging thrift and of protecting the poorer classes

from the fleeing process of unscrupulous usurers.

"Such institutions are needed in the United States. They would admirably supplement the ordinary banking facilities now supplied by the existing banks.

"M. Desjardins will be glad to give his services, without charge, to associations interested in the organization of these philanthropic institutions.

"As was remarked by a delegate to the convention of the American Bankers' Association at Denver, very many people confuse the loan sharks with legitimate bankers, thus accounting to a considerable extent for the popular prejudice against banks. This speaker said the banks owed it to themselves to clear their business of this undeserved reproach, and suggested that steps be taken for the organization of an association that would make loans to persons in moderate circumstances at a fair rate of interest. The institutions described by M. Desjardins appear to be well suited to meet this need. Their introduction into this country would stop a fearful source of economic waste."

THE PHILOSOPHY OF IT, OR A WORD ON ALTRUISM.

A correspondent objecting to the tone in which we have frequently stated it to be the duty of every civil servant to support this and that organization or project, wants to know why he should regard such in any other light than that of cool and calculating business. Why, for instance, should he join the loan association, not being likely ever to require financial assistance? Why should he join the Athletic Association, seeing he is a member of the golf club, and golf the only sport that appeals to him? Why

even should he join the Civil Service Association unless its judicious activity be well assured? Mind you, he is willing to pay his money, but he thinks the goods should be of a kind immediately useful to himself and no appeals made to what he evidently regards as his charity.

Our answer can be made very brief. Our critic confounds direct and indirect obligation. He has forgotten the Baconian precept: "Every man is a debtor to his profession." It is the ultimate aim, whether advertised or not, of each and every organization in the service to create this profession-consciousness and to contribute to the raising of the general level. If the Athletic Association is a wholesome and uplifting influence in the service, as it is, every man owes it his fee, whether he plays on its grounds or not. Similarly with other civil service bodies. Similarly even with THE CIVILIAN, which takes this opportunity of observing that a renewal of subscription as it swings into its new yearly cycle would be a much appreciated attention from all and sundry.

ONE RULE FOR ALL.

It is understood that one or two departments which had been slow in adopting the new nine to five rule have been brought into line during the past fortnight. This is quite as it should be. When all are in the same boat a question like that of hours is easy to deal with, because all are interested exactly alike. Had some been permitted to remain on the half-past nine to four schedule, the end would have been a nine to six or seven regulation. Such at least is the teaching of civil service history in which the many are always punished for the sins of the few.

CIVIL SERVICE ASSOCIATION OF OTTAWA — REGULAR MONTHLY MEETING.

The civil service executive held its regular monthly meeting on the evening of Thursday, June 24. There was a somewhat limited attendance, owing probably to the hot weather and the fact that a number of representatives have moved out of town for the summer months. A very useful session was held, however, and progress made in some important matters.

The discussion was limited almost entirely to two subjects, viz., the sanitation of government buildings and promotions from the third division as affected by the recent regulations of the C. S. Commission.

As has been previously reported, the committee of the executive on Sanitation has already handed in a statement, based on an enquiry conducted during the past winter. At the request of this committee, Dr. P. H. Bryce, chief medical inspector for the Dept. of the Interior, gave a brief address to the executive as to the most important details to be considered in connection with the sanitation of public buildings and offices. Three points were referred to as of primary importance and as being worth the most careful investigation in the present instance: (1) the exact conditions as to the supply of light, air and heat in the various offices; (2) the number of employees normally absent on sick leave; and (3) a careful analysis of the deaths that have occurred among the employees during the past three years, with special reference to causes. The committee will complete its report at the earliest moment, when, acting on the invitation thrown out by the Hon. Mr. Fisher, it will bring its findings to the attention of the government.

In connection with the discussion of the question of promotion examinations in the third division, an interesting incident of the meeting was the presence of a deputation of four representing the clerks of that division who have passed promotion examinations under the terms of the Civil Service Act prior to the amendment of 1908. During the preceding week a meeting of these clerks, who number in the neighborhood of 70 in all, was held, and a memorial was framed for presentation to the Association. The deputation presented the memorial and added a number of explanations as to the view of this body of employees on different points involved in the situation. The special committee of the executive appointed to deal with this matter also presented a report. A full and free discussion of the whole situation followed. The relation of the question to the re-organization was defined and the various methods in which it might be advisable to seek relief were thoroughly discussed. In the light of the memorial and of the discussion, the matter was referred back to the committee, with instruction that it recommend a definite line of action for the association. A special meeting for the final adjustment of the question will be held at an early date, and the deputation from the employees interested will again be invited to attend.

"The Co-operator."

Up to the present no definite arrangements have been made for continuing the coal business so successfully inaugurated last year. This has been largely because of the delay

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in the organization of the Co-operative Association, which in turn has been caused by the difficulty of securing incorporation under the Ontario law. The labour involved in last year's experiment, especially for Mr. Caron, has made it difficult for an individual or committee to again take up the work. Moreover, the ice enterprise is now taking up the whole of Mr. Caron's spare time and energy, and until proper organization is secured, enlargement of the field will be very difficult. However, there is every prospect of an early solution of the incorporation difficulty, and with the machinery thus provided the service may look for a rapid development of the co-operative idea. It may yet be in time to handle the coal business for the coming winter.

Civil Service Savings and Loan Society.

Statement of the affairs of the Society to the 26th June, 1909:

Paid on shares	\$3,816.50
Deposits	1,029.85
	<hr/>
	\$4,846.35
Loans	6,346.93

Number of shares subscribed, 2,375.

There are 312 subscribers who have made payments on their shares, and 41 others who have not yet made any payments on their shares, but who will do so at an early date.

The amount of unpaid subscriptions promised towards the \$4,500 paid-up capital required by the Society's Act, is \$444.50. In addition to this there is a large amount to be paid in monthly instalments on shares subscribed for, which will be coming in for some time to come.

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Eighty-nine loans have been made, averaging about \$70 per loan. Many of these loans have already been paid in full.

H. LeB. ROSS,
Secretary.

British Columbia Co-operators.

The first annual balance sheet of the Trail Rochdale Co-operative Association, for the period ended December 31, 1908, shows a balance of net profits amounting to \$1,629.10. Out of this sum, 5 per cent. was paid on capital stock, 10 per cent. on coupons to members and 3 per cent. on non-members' coupons, besides a liberal contribution to sinking fund. The assets of the Association are set forth as follows:

ASSETS.

By Stock on hand	\$ 3,513.05
Cash on hand	520.64
Outstanding accounts...	2,953.47
Fixtures	497.15
General expense	2,793.58
	<hr/>
	\$10,277.89

LIABILITIES.

To Subscribed capital	\$ 2,854.00
Outstanding accounts...	2,742.48
Net profits, June B.S....	258.73
	<hr/>
	\$10,277.89
	<hr/>
Gross profits	\$4,422.68

Under the by-laws of the Association, which was incorporated November 8, 1907, the objects of the Association include the carrying out of any wholesale or retail business, the lending of money to members, and the operation of branches in any part of

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A Failure

A Congress of teachers of languages, at which were gathered representatives from all countries, has just been held in Paris to discuss methods of teaching. At this Congress it was agreed that the so-called "Natural Method," which neglects entirely the grammar of a language, had proved a failure. Fifteen years ago we came to the same conclusion and wrote a pamphlet showing the absurdity of the so-called "Natural Method." To-day that pamphlet should have more weight than ever. Let us send you a copy. It is free.

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the Province. The capital of the Association is unlimited and is made up of shares of \$5.00 each. The enrollment fee is placed at \$1.00. No member is allowed to hold more than 50 shares, and the maximum interest on shares is fixed at 5 per cent. Sales are for cash except that a member may obtain merchandise to the value of 50 per cent. of his share capital on a credit of 30 days. Profits are distributed semi-annually. Three per cent. of profits, and the whole of the enrollment fees are placed as reserve fund for contingencies. The by-laws also deal with the settlement of disputes, the recovery of dues, the payment of dividends, remuneration of employees, officers, elections, etc.

RESULTS OF MAY CIVIL SERVICE EXAMINATIONS.

The Canada Gazette for June 19th contained the following list of the successful candidates at the open competitive examinations held on May 25th and 26th, 1909:

For Clerkships in Subdivision B of the Third Division.

Names in Order of Merit and Place of Examination.

1. Westman, Florence M., Ottawa.
2. Savage, Lyla, Ottawa.
3. McCann, Francis J., Ottawa.
4. Enman, Tina McL., Charlottetown.
5. McDonald, Margaret, Ottawa.
6. Cross, Jessie M., Ottawa.
7. Coghlan, Helena, Ottawa.
8. Casey, Margaret M., Ottawa.
9. McDonald, Christine, Ottawa.
10. Watson, G. Russell Des B., Charlottetown.
11. Rivard, Arthur A., Toronto.
12. Darby, Nora E., Ottawa.

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13. Castonguay, Marie L. A., Ottawa.
14. McPherson, Hattie G., Ottawa.
15. McCuaig, Bertha B., Ottawa.
16. Greenshields, Wilhelmina M., Ottawa.
17. Steele, E. Frank, Ottawa.
18. Larocque, J. Hector, Ottawa.
19. McDonald, Mary Angela, Ottawa.
20. Reynolds, Grace B., Ottawa.
21. Corbett, Flora, Ottawa.
22. Gauthier, Agnes, Ottawa.
23. Bradley, James B., Ottawa.
24. Robichaud, Domitien T., St. John, N.B.
25. Code, Edmund B., Ottawa.
26. Westman, Winnifred, Ottawa.
27. Kniewaser, Margaret B., Ottawa.
28. Henry, Florence B., Toronto.
29. Waddell, Benjamin C., Ottawa.
30. Anderson, Florence L., Ottawa.
31. McIntosh, C. Isabella, Ottawa.
32. Fredett, J. F., Montreal.
33. Cameron, Daisy D., Ottawa.
34. Merrill, Eva, Ottawa.

For Positions in Lower Grades Offices.

In Order of Merit.

- Mathie, Andrew H., Ottawa.
 Painter, Ernest W., Ottawa.
 White, William, Toronto.
 Ainsborough, William P., Ottawa.
 Pigeon, Adélar, Montreal.
 Kelly, John P., Ottawa.
 Hébert, Alfred, Montreal.
 Dalaire, Léopold J., Ottawa.
 McDonald, John A., Ottawa.
 Cliche, Joseph A. E., Quebec.
 Gauthier, Joseph H., Montreal.
 Snoddy, James E., London.
 Herron, J. Gordon, Ottawa.
 Quinn, Lawrence, Ottawa.
 Biron, Hormidas, Montreal.
 Reade, Horace J., Ottawa.
 Fortin, Louis D., Ottawa.
 Nicol, Walter D., Toronto.
 Cuthbert, Gerald G., London.
 Watson, John, Ottawa.

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Massé, Gehusse, Ottawa.
 Milner, Arthur G., Ottawa.
 Waggon, Frank H., Ottawa.
 Shaw, Daniel J., Charlottetown.
 Fontaine, Edgar, Ottawa.

Supplementary List of Successful Candidates at the Interim Competitive Examination for Stenographers and Typewriters held Mar. 30th and 31st, 1909.

In Order of Merit.

18. Miss Bessie M. O'Toole.
 19. Miss Margaret E. Fleming.

A special competitive examination for positions on the Hydrographic Surveys Branch of the Department of Marine and Fisheries was held on May 25th and following days at the Cities of Halifax, Montreal and Ottawa. The Commissioners announce the successful competitors in order of merit to be Gordon L. Crichton, Halifax, and E. Ghysent, Montreal.

PRESENTATION.

One of those pleasant affairs which sometimes enliven the routine of official life in the civil service and elsewhere took place in the Marine and Fisheries Department on Wednesday, June 16th, when a presentation was made to Frank J. Boulay, a popular member of the department, by his fellow officers. The presentation consisted of a miniature bank containing \$75.00 in gold, and it was made in anticipation of Mr. Boulay's marriage to Miss Valeda Berrett, daughter of Alderman Verrett, of Quebec, on June 21.

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THE BALLAD OF PARLIAMENT HILL.

By *Von Ludwig*.

He did not wear a uniform—
 We have'nt come to that—
 But he wore a tired expression
 And a last season's hat,
 And his general air and mien bespoke
 Existence dull and flat.

He walked amongst men of his kind
 In a shabby suit of gray,
 Last season's hat upon his head—
 He surely was not gay,
 And I never saw a man who looked
 So wistfully at the day.

I never saw a man who looked
 So wearily at the Hill—
 The little hill we're wont to call
 The Bread and Butter Mill,—
 Where shabby genteel and broken sport
 Partake the bitter pill.

Ink stains were on his fingers;
 A desk hump on his back;
 He seemed to be subdued and sad,—
 Ambition, pride to lack;
 You might have seen at once he was
 A Departmental Hack.

I looked at him and wondered,
 "What mystery in him lurks" ?
 "Why does he looked so tired and thin,
 "And move with nervous jerks" ?
 When a voice behind me murmured low :
 "He is in the PUBLIC WORKS."

Great Caesar's Ghost ! and Holy Smoke !
 What trick had he done then,
 To bring him into such a pass
 And land him in the pen,
 Where dull Routine and Regulation
 Take the soul all out of men ?

What blow had fate, then, struck him ?
 What had his fortune been—
 To fashion him into a cog
 In the terrible machine
 Which grinds and grinds exceeding small
 But not so very clean ?

It's fine to work with hope ahead,
 It's great to work for love,
 But it's daily Hell to turn a crank,
 For some one up above.
 And know that every turn you make
 Gives some one else a shove.

It's good to be methodical—
 It's right to be exact ;
 But flat, stale and unprofitable
 To live up to an Act ;
 And every time you turn or move
 Have to register the fact.

And thus I left the shabby clerk
 His tiresome row to hoe—
 To sign the book when he went in
 And when he wished to go—
 To be a scoff and laughing stock
 To those who do not know.

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
 or child [if you have one], requires something in the music line. Remember
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Supplementary Order-in-Council re Hours and Attendance Books.

Certified Extract from the Minutes of a meeting of the Treasury Board, held on the 2nd June, 1909, approved by His Excellency the Administrator in Council, on the 21st June, 1909.

Treasury Board:—

With reference to the order-in-council of the 29th May, 1909, respecting the attendance of officials, the attention of the Board has been called to the fact that while officers and clerks, of whatever rank, have been required by the regulation established under Order-in-Council of 27th July, 1882, to sign the attendance book, in practice this has only been observed to a limited extent. The Board feel that certain officials are frequently required to remain on duty long after ordinary hours, and it would not be reasonable to exact from them at all times the same early attendance as is required of other officials. It is recommended that the following officials: Assistant Deputy Ministers, private secretaries, and

stenographers and typewriters attached to the Ministers' offices, officers of Sub-division "A" of the First Division, be exempt from the obligation to sign the attendance book, and that as respects these officials the clauses respecting the early attendance be interpreted with reasonable regard to their general duties.

While authorizing this modification of the Order as respects the officers named, the Board wish it to be understood that the prompt attendance of the higher officials, whenever this is reasonably possible, is necessary to the proper direction of the staff and the efficient management of the public service.

Representations have been made to the Board that the rigid enforcement of the regulations set forth in the Order-in-Council of the 28th May, 1909, may operate harshly in the case of officials who reside out of town. It is recommended that in any such cases the Deputy Heads of the Departments may modify the time arrangements for this calendar year only.

(Sgd.) RODOLPHE BOUDREAU,
Clerk of the Privy Council.

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"Me Day Drames."

I.

Mebbe yez doant know me,—an' mebbe yez do. Annihow, if yez do, ye only know me fer the ould lad that opins a certain dure up here at the House whin it has to be opened an' closes it whin it is nicissary, the rist av the toime or most av it me bein' down in the insides av that same House doin' things that no wan iver thinks av.

Perhaps yez nivir thot oi waz a prophit, but 'tis so oi'm wan.

Whin oi hed te wurruk fer me livin' oi niver knew oi hed an imagination or anny thing loike it; but thin many's the toime oi done a bit av a job fer father Whalan, an so he an' the lads got busy an' fixed me up with this dure job. An' begobs after get-

tin' used te taking it aisy doin' nawthin' fer a few weeks an' listenin' a few toimes te the lads in the House drawin' on their imaginations, it came te me. Oi discovered all av a suddent that oi had an imagination meself.

'Twas this way. Wan noight, it was a cold noight after a late session, oi waz sittin' after supper suckin' the poipe wid me feet on the fender before some foine soft government coal whin me moind or me wheels, as the lads calls it, started in cuttin' a couple av capers. At furst oi thot oi hed taken an over-dose av somethin', an' thin oi got that amused oi lit it run, an' begorrah oi had a great sittin'. Now iver since that oi kin drame wid me oyes opin on anny thing frum pitch an' toss to manslaughter. All oi needs is a full stomach an' a poipe an' no wan about

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an' no bustle or nise, an' me moind starts prancin' an' caperin' an' serves me up more fun an' rale enjiment than oi iver got radin' the Auditor Ginerals Rayport or ye cud git radin' the whole libry catalogue an' all.

Sure oi dramed me ould frind Joseph Isrel, rest his soul, into matrimony an' obscurity months befure he done it. Oi've dramed the flag half mast fer many a wan that's gone wid him. 'Tis uncanny, it is, sometoimes, scandalous often, but moist toimes that funny that it wud split ye wide open an' full av information.

Foster's the lad oi hate to have pop in. He's that nasty. Whin oi see his thin whiskers an' goggles commin' along oi know somethin' has disagreed wid me department av the interior. Begor he has lambasted me somethin' shameful after an overload av limburger an' strong ale. But the ould lad he's the docther,—oi mane the Preemeer. Hivins, oi kin talk te him all noight, th' ony Frinchman oi iver loved.

Oi'll tell ye wan av me drames wan av these days, or maybe oi won't.

CHARLIE.

Correspondence.

Common Sense.

To the Editors of THE CIVILIAN:

An eminent statesman has said "that common sense is the most uncommon thing in the world"; yet most people would deem it an affront to be thought destitute of common sense.

Every progressive man realizes that idealism has its place and power in all progress, that it is indispensable to advancement. But, idealism does not over-ride common sense! "The old order changeth, giving place to the new." Yes! but fitness, wisdom, adaptation, are ever at our elbows.

Matthew Arnold ever insisted, "see things straight, and try to see them as they are." Doing so, the true idealist will neither cast overboard the past, nor ignore the present. Valued ideals grow out of past and present in the needs of the future.

Few can fail to discern that, just now, there does seem to be a call all along the line of the service to make good the ground gained, and to temper the many ideals being promulgated with a good dash of common sense.

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ALL KINDS - - LOWEST PRICES.

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CO-OPERATIVE OR PEOPLE'S BANKS.

Conclusion of Mr. Desjardins' Article.

I may be told that in a panic these banks would be upset by runs. Is it likely? Experience has shown the contrary. When are the shareholders of a bank upsetting their own institutions? No, it is the mere depositor, not the shareholder, that loses his head the first, and do not forget, gentlemen, that in these co-operative banks there is no depositor who is not also a member. But experience, I said, has proved that this fear need not be entertained. In 1893, Italy was in the turmoil of the greatest financial panic ever seen there. The largest banks were falling down like corn under the mower, and people were so panic-stricken that in many cities thousands upon thousands of depositors spent whole nights waiting at the doors of the banks to draw their money. And while this was going on, another stampede was taking place at the Banche Popolare or people's banks. But the storm was of a very different character. It was a rush of people to deposit, and the managers of these co-operative institutions—frightened by the enormous and rapid accumulation of funds for which they had no employment—were fighting with the very same people desirous of depositing the money just withdrawn from the other banks, willing not to receive one cent of interest, but for the mere advantage of putting such funds in safety. It was with a very legitimate pride that Luzzatti, the father of the Italian People's Banks, who twice has been Minister of Finance of Italy, could proclaim, later on, that not one of his banks had failed or was even run upon.

Your financial organization is a more elaborate one. The State, National, and Savings Banks, and, lately, Trust Companies, all so prosperous, are the outgrowth of your greatest minds and of experience. Your building and other loan societies are doing well, I am happy to say so. All these large monetary organizations, though beneficial to the public, are, nevertheless, based upon a principle which is scarcely acted upon in the management of all your other public affairs. If I mistake not, the managers of these public affairs, whether political or municipal, are not self-chosen, nor selected by and out of a few privileged individuals, but by universal suffrage or something very close to it. If, on the other hand, you turn your attention to the economic affairs, is it not quite a different principle that prevails, whereby the masses of the people so powerful in the higher sphere of national life, are kept almost aside with an opportunity of acquiring by practical experience a knowledge that would redound to the immense advantage of all without injury to any. And this result is brought about by rules that gives to the few because they have the capital, the means of dominating, and, perahps, tyrannizing the many, being

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more or less isolated units, although those units provide by their labour and savings a large, if not the largest part of the national wealth. That such a contradiction exists between the regime governing these two spheres of action, no one can deny. I am not, I can assure you, a revolutionist, but merely a timid evolutionist, wishing gradual and possible reforms. Nobody could, I am sure, entertain anything in the way of disturbing uselessly your magnificent financial fabric, but may I be permitted to add that it seems to me that, from the standpoint of a very large proportion of your people, there is a missing link, and that this is clearly evident to me by the usury prevalent in spite of the good laws passed by your legislative bodies.

That missing link is the Co-operative bank, and anything done to inaugurate such a system in your great country, would confer inestimable good to your laboring and even agricultural communities. It would educate them, teach them how capital is formed gradually by mere cents, how it must be managed, safeguarded, multiplied by useful and provident utilization. It would also prove them that there is something besides the unchristian economic doctrines of "the struggle for life." Let us have "union for life," union for the bettering of all with injury to none.

Athletics.

The justice and equity of the amateur law which imposes the burden of rebuttal of incriminating evidence against an athlete upon the athlete himself, has often been assailed by men of fair and judicial minds. This doctrine has been discussed and defended heretofore in these pages and need not now be further argued. But it is interesting in this connection to read the announcement in the daily press that the Board of Railway Commissioners has decided that the onus of disproving charges of discrimination in railway rates shall be placed upon the railway operators themselves. An honourable man will improve every opportunity to establish his innocence or to remove suspicions. It is the Standard Oil Companies of business and the bogus amateurs of sport who oppose the above mentioned practice.

* * *

The professional lacrosse clubs have endeavoured during the current season to establish a record in ruffianism far in excess of all past attempts. Here is a sample: "Braden was laid out by Munday, who gave the Toronto player a crack over the head while his back was turned." In one game play was stopped six times in one quarter on account of assaults like the above. Each game is described as the roughest and most exciting on record; the stands at the games being filled by those who had been trained to con-

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cheque,
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sider the cowardly blow of the black-guard Munday, an exhilaration to the mind instead of a crime. Two gentlemen stand out in bold relief in the gruesome story. They hail from Vancouver. After a game in which the wrath of each had been aroused, the two retired to a convenient spot and fought it out fairly and squarely like men.

While misgovernment reigns supreme in these games played by men, it is a refreshing commentary upon our civilized young country to find what care is taken that horses should play fair. The Canadian Racing Association (for horses only) has become a proud boast for purity and unimpeachability. The object of the Canadian Racing Association is "for the purpose of elevating horse-racing to a higher plane," while over in a neighboring field men bite and snarl at each other in Canada's national game. Would that Dean Swift could revisit

the scenes of his sardonic labours. Satire has become a verity, and the superiority of Gulliver's Houyhnhnms over mankind has been realized. The horse is a noble animal! Alas, poor man!!!

* * *

The annual baseball games between the Finance and Audit Departments took place a few days ago, and was the usual fierce internecine struggle. How the game could be played despite the new labour-saving hours of nine to five was solved by a gentleman recently come to the service who has not yet fallen into Mr. Ewart's rut. This gentleman was the proud possessor of an unhappy mother-in-law, and he asked his deputy to be allowed to leave early on a certain day in order to attend this much-abused lady's funeral. The ruse was successful. The trouble arose when a number of other clerks, whose bump of originality had not been aroused into action

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by the novel idea of increasing the hours of work in mid-summer, made the same sorrowing excuse for enjoying a holiday. The occasion became one of sad reliefment in many an otherwise unhappy home. All went well and the deputy head was about to proclaim amnesty to all slaves, when a bachelor of long standing defied the laws of nature by expressing a desire to weep for a mother by his first wife, and the bubble burst. However, the hot fever in an athlete's blood is not easily subdued. At 4.59 $\frac{3}{4}$ p.m., eighteen hardened athletes stole from the doors of the East Block, justifying their action in taking fifteen seconds from the government by invoking that well-worn and somewhat tired-out by-law, "notwithstanding everything to the contrary in the Civil Service Act." This pitcher has gone

so often to the well with impunity that it has acquired the appellation of "the growler." In the end the game was played. The upstart Audit office, by manipulating the figures in the last innings, won the game. The game was unsatisfactory to the spectators because there were no disputes, and the umpire was allowed to escape and by recent reports is still supposed to be alive.

* * *

Bowling.

The civil service bowlers made quite a clean-up at the recent Eastern Canada tournament, winning no less than 18 prizes out of a possible of 39. And this was against the best rinks that Brockville, Prescott, Canada's of Toronto, and Ottawa clubs could get together. In the blue ribbon match,

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"The Dominion," the service took first and second. Ottawa won the Eastern, and Prescott the Association, with the civil service second. In the doubles the C. S. captured 4th, and in the singles the C. S. took no less than 3 out of the 5 prizes, 1st, 4th and 5th.

This must be very gratifying to all the bowlers of the service after the way they have been handicapped in regard to grounds, etc., and also considering that they are all young players, most of them only taking up the game last year.

Too much credit cannot be given to Mr. E. A. Thomas, who so successfully skipped the winners of the Dominion match, and he also won the singles after a very interesting game with Mr. McGill of Prescott.

The following are the winners for the service:

Dominion match—1st, H. Blatchley, C. S. Huband, J. Kilgallin, E. A. Thomas (skip); 2nd, F. J. Shannon, R. S. Raby, J. L. Payne, W. Urquhart (skip).

Association match — 2nd, W. J. Wall, J. Stevens, W. T. Green, R. W. Morley (skip).

Doubles — 4th, W. A. Warne and M. H. Goodspeed.

Singles — 1st, E. A. Thomas; 4th, J. B. Millikin; 5th, J. L. Payne.

Bowling Notes.

The secretary has sent out notices to all the bowlers in reference to the starting of the postponed club tournament.

The badges that the winners of the

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Dominion match won were the work of Mr. H. Blatchley.

The best of feeling existed amongst all the service bowlers during the tournament.

President Urquhart was a delighted man at the success of the C. S.

THE PRESS CONFERENCE OF THE EMPIRE.

Continued from page 127.

the society of our Parliament and of our legislators for a single month, much less than the 18 months which I contemplate in my trip. But there would be a counterbalancing advantage in regard to acquaintance with the Empire with which they have to deal.

The Work of the Conference.

To pass from that, I notice that you have—of course I know that you have—solid and practical topics to deal with on this occasion. You come here on no coffee-housing tour. You have come to see the old home and to do much practical work. I have looked at the list of your topics, and I must say it is with a feeling of sensible relief that I saw that tariff reform was not among them. It is not, of course, that I doubt that that interesting topic would have been exhaustively dealt with; but I understand it is desired that this should be a peaceful Conference, and perhaps it is as well with that object that that particular topic should be eliminated. Then we come to the question of the closer communication between the Empire. That is one of the most vital of all. It is perfectly certain that if you are to build up the Empire or a triple Empire

bound up in one, as I think it is — if you are to build up an Empire you can only do it by the freest knowledge of each other's wants and ideas; that the whole opinion and the thought of the Empire, which should circulate like blood through the body politic, should, like blood, chiefly circulate from the heart. I remember when I was travelling about trying to make myself acquainted with these great dominions; when I was in Australia, which I am sorry to say I computed to-day was 25 years ago, I thought that cricket bulked a little too largely in the news that reached me from the ancient country; and I remember when I was in Canada, which I am ashamed to say is even a longer time ago, some 30 years, I thought that the news that reached Canada from the Mother Country did not somehow pass through a wholly favorable and friendly channel. Well, of course, all that is changed now. I do not know the existing state of things, but I am quite certain that no such abuse exists as I remember on that occasion. But if you want to bind the Empire close together your first and your main means must be by the cheapest methods of communication. The unwearied Mr. Henniker Heaton has sent me some very interesting papers bearing on this subject, but I do not think they are suited for an occasion such as this, but are more for your serious discussions in conference. I pass, then, from the question of communication, merely making this remark in passing—no one can have lived as long as I have without seeing the enormous improvement in our British Press with regard to news from the Empire beyond the seas. Thirty or forty years ago you were satisfied with the jejune announcement that some Prime Minister, whose name you had never heard of, in some place

with which you were imperfectly acquainted, had recently resigned office and had been succeeded by somebody else. But I think you will now give us this credit as regards our English and Scottish Press, that you will find ample, well-informed articles on all subjects relating to colonial affairs, which show both an interest and an enthusiasm which is extremely gratifying to the Imperialist.

Imperial Defence.

Now you will forgive me if I come next and at once to what is by far the most vital topic that you will have to discuss at this Conference or which concerns our Empire as a whole — I mean that of Imperial defence. I do not know that in some ways I have ever seen a condition of things in Europe so remarkable, so peaceful, and in some respects so ominous as the condition which exists at this moment. There is a hush in Europe, a hush in which you may almost hear a leaf fall to the ground. There is an absolute absence of any questions which ordinarily lead to war. One of the great Empires which is sometimes supposed to menace peace

is entirely engrossed with its own internal affairs. Another great Eastern empire which furnished a perpetual problem to statesmen has taken a new lease of life and youth in searching for constitutional peace and reform. All forbodes peace; and yet at the same time, combined with this total absence of all questions of friction, there never was in the history of the world so threatening and so overpowering a preparation for war. That is a sign which I confess I regard as most ominous. For 40 years it has been a platitude to say that Europe is an armed camp, and for 40 years it has been true that all the nations have been facing each other armed to the teeth, and that has been in some respects a guarantee of peace. Now, what do we see? Without any tangible reason we see the nations preparing new armaments. They cannot arm any more men on land, so they have seek new armaments upon the sea, piling up these enormous preparations as if for some great Armageddon—and that in a time of profoundest peace. We live in the midst of what I think was called by Petrarch *tacens bellum*—a silent warfare, in

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there would be more well
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which not a drop of blood is shed in anger, but in which, however, the last drop is extracted from the living body by the lancets of the European statesmen. There are features in this general preparation for war which must cause special anxiety to the friends of Great Britain and the British Empire, but I will not dwell upon these. I will only ask you who have come to this country to compare carefully the armaments of Europe with our preparations to meet them, and give your impressions to the Empire in return. I myself feel confident in the resolution and power of this country to meet any reasonable conjunction of forces. But when I see this bursting out of navies everywhere, when I see one country alone asking for 25 millions of extra taxation for warlike preparation, when I see the absolutely unprecedented sacrifices which are asked from us on the same ground, I do begin to feel uneasy at the outcome of it all and wonder where it will stop, or if it is nearly going to bring back Europe into a state of barbarism, or whether it will cause a catastrophe in which the working men of the world will say, "We will have no more of this madness, this foolery which is grinding us to powder."

The Message.

We can and will build Dreadnoughts — or whatever the newest type of ship may be—as long as we have a shilling to spend on them or a man to put into them. All that we can and will do; but I am not sure that even that will be enough, and I think it may be your duty to take back to your young dominions across the seas this message and this impression—that some personal duty and responsibility for national defence rests on every man and citizen. Yes, take that message back with you.

Tell your people—if they can believe it—the deplorable way in which Europe is lapsing into militarism and the pressure which is put upon this little island to defend its liberties—and yours. But take this message also back with you—that the old country is right at heart, that there is no failing or weakness in heart, that she rejoices in renewing her youth in her giant dominions beyond the seas. For her own salvation she must look to you.

Well, I would ask your pardon for having detained you so long. I know that, whatever may be the outcome of this visit, you will return strengthened to your high functions as the guides of your communities in matters of information. And you will return convinced of the necessity of the mission of that communion of commonwealths which constitutes the British Empire. Having come, as I hope, believers in that faith, you will return to your homes missionaries of Empire—missionaries of the most extensive and the most unselfish Empire which is known to history.

I will end as I began. After all I might speak to you for hours, and I could only sum up what I have to say in the two simple words with which I began, "Welcome home"—welcome home to the home of your language, your liberties, and your race, welcome home to the source of your parliaments, of your free institutions, and of this immeasurable Empire, welcome home to the supreme head of all these dominions, your Sovereign and mine, who is not merely the King of Great Britain but the King of hearts; welcome home to this and to anything besides that we in all brotherhood and affection can offer you. Welcome home! I beg to propose the health of our guests, coupled with the name of Sir Hugh Graham.