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The Examination Method of Civil Service Appointments

An Interesting Correspondence Between a Critic of the Merit System and Theodore Roosevelt.

In 1895 Theodore Roosevelt was a member of the Board of Civil Service Commissioners at Washington, D.C. The Pendleton Act, which set in operation the method of appointing to the U. S. civil service by competitive examination, had been in force for some years, but was not fully understood or appreciated. The situation generally in the United States was not unlike that which at present obtains in Canada with regard to our own Act of 1908.

Among the opponents of the system were several more or less prominent publicists, one of whom, Mr. Judson Grenell, editor of *The Evening News* of Detroit, went to rather unusual pains to secure condemnatory information. It happened that in 1895 a special examination was held by the Commission in connection with the appointment of an assistant statistician to the Department of Agriculture. Mr. Grenell offered himself for the examination, not with a view to obtaining the appointment, but merely to see how the operations of examining, rating, and selecting appeared from the inside.

After taking the examination Mr. Grenell endeavoured to obtain still further data as to subsequent procedure by the Commission. On the announcement of the successful competitor, he wrote to the Commission asking to be furnished with a statement of the general averages of all the competitors. The Chief Examiner answered his letter, declining the request on the ground that the Commission simply notifies each

competitor of his own standing but not of the standing of others.

This rule did not meet with Mr. Grenell's approval, and a correspondence took place between him and the Commission. The closing letter of this correspondence from Civil Service Commissioner Theodore Roosevelt furnishes a particularly complete reply to much of the criticism still made by those unacquainted with the facts in regard to Civil Service appointments in accordance with the merit system. The correspondence appeared in a current issue of *Good Government*, and has been preserved as one of the milestones of progress in the United States. Though long, it is worth reading from end to end, in view of the present discussion in Canada, familiar to everyone who is following the career of Civil Service Reform in this country.

I.

Mr. Grenell to the United States Civil Service Commission.

Detroit, April 12, 1895.

Gentlemen, — The declination of one of your subordinates to give me the averages of those who took the civil service examination for assistant statistician, Agricultural Department, is not satisfactory. The reason given for not giving it is, in my opinion, not sufficient, either. I have not asked who took the examination; in fact, I have not the remotest idea who they were. I simply ask for the averages of those

who took the examination, without the slightest clue as to whom these averages belong. So far as I now know, the rules laid down by the Commission for the compiling of averages were exactly complied with. I only know that a technical knowledge that is of little account in certain contingencies was made more of than any practical knowledge a person may possess. And further, that this technical knowledge can be acquired by any person of average intelligence in six weeks, while knowledge coming from experience, and which is far the most valuable, cannot be acquired without years of observation.

What I want is the averages of each paper of those who took the Civil Service examination for assistant statistician, Agricultural Department. I do not want names. I do not want anything by which I can by any means find out to whom the averages belong. I just want the averages, that is all. I do not believe the Commission will deny me this, if they understand just what I want. I am not finding any fault with the averages given me. I have no desire to take a similar examination. *My object in taking that one has been accomplished.* I just want to know the averages of others taking the same examination. Can I have these figures?

Very truly yours,
JUDSON GRENELL.

II.

**Mr. John R. Proctor, President of
the United States Civil Service
Commission, to Mr.
Grenell.**

Washington, April 16, 1895.

Sir,—In reply to your letter of the 12th instant, requesting that you be furnished with the general average of each competitor in the assistant statistician examination for the Department of Agriculture, without the names of the competitors, you are informed that this request cannot be complied with. It is contrary

to the practice of the Commission to furnish any competitor with the average of any other person than himself, and the Commission sees no reason for departing from its practice in this case, even to the extent of furnishing the averages without the names of the competitors. On registers which are called "special," and which are for a single bureau of the Government, the Commission declines to inform any applicant of his relative standing. This practice is found to be necessary in order to prevent efforts to use influence in securing appointments. The case is different in regard to those registers from which appointments may be made to any or all Departments of the service. The Commission has no objection to informing applicants of their relative standing on such registers. To comply with your request and furnish the averages of all competitors in the assistant statistician examination would be equivalent to notifying you of your relative standing, which the Commission cannot consent to do.

Very respectfully,
JOHN R. PROCTOR, President.

III.

Mr. Grenell to Mr. Proctor.

Detroit, April 25, 1895.

Dear Sir,—Having finally pierced the shell which separates the United States Civil Service Commission from the rest of the world — a fact which is shown by your courteous letter in reply to mine of the 12th inst. in regard to the averages of the competitors for the position of assistant statistician, Agricultural Department — allow me to state again that the reasons advanced why the figures asked for cannot be given are far from satisfactory.

I have a distinct purpose in asking for these particular figures, and while that purpose would have been in a measure attained by asking for other averages, yet I preferred this special examination because I took it myself. As a managing editor I

might have said to some subordinate in the office: "Take the Civil Service examination and write your opinions as to its practicability." But had I done so, my opinions would necessarily have been formed from his opinions. As I wanted information at first hand, I took the examination myself.

There is a rising tide of public opinion that the examinations prescribed are more theoretical than practical. There is a growing contempt for the Civil Service Commission. Created to correct abuses, the idea has gained a foothold that it is beginning to confirm and petrify them. Aimed at wrongs, is it not surrounding inefficiency with a network of officialism worse than the original evils? For those who "pass" may be the least capable of filling any position demanding the exercise of common sense and experience.

A glance at the papers prepared for the examination proved the impossibility of my attaining a sufficiently high average to pass. Indeed, I feel assured that the Civil Service Commissioners themselves could not pass. And I know that two-thirds of the members of the President's Cabinet would "fall down" in the attempt. Not but that the members of the Civil Service Commission and the President's Cabinet are competent to fill the position, but simply because the questions put are in a great measure of a class that are of no practical use.

If I remember right, one of the questions asked the definition of an isosceles triangle. In an examination in geometry how appropriate this would have been, but so far as its applying to the collection of statistics, just as sensible a query would be: "What is a Whangdoodle?" or, "How does a Giasticutis walk?" Probably half the questions asked were not practical. They were not unanswerable; they simply had no relation to the subject-matter in hand.

A boy fresh from the high school

can take the papers of definitions and mathematical problems and attain anywhere from 80 to 90 to his credit. In fact a fortnight's work would enable most any one of average intelligence to "cram" himself for an examination which he could pass. There are two elderly men who haunt this office daily, so absorbed are they in the "Problem" department. The Civil Service list of mathematical puzzles would be peaches and cream to them. They would fairly wallow in them, and all their answers would be correct. Yet for practical work these old gentlemen are not worth their salt. Still they very likely could have passed the Civil Service examination with more credit (marks) than would be accorded yourself (perhaps) or your correspondent.

Another point: So wrapped up in formalism and "signs" is the Civil Service Commission itself that the very letter I am attempting to answer had to pass through the hands of "W. H. W.," "E. D. P.," "W. L. P.," and finally "L.," before it could be trusted into the hands of the President of the Commission, and for transmission through the mails.

What warrant has anybody for thinking that the person finally selected for assistant statistician, Agriculture Department, had the highest average, or even passed at all? That is, if no figures are given out. Someone must be told. Who is it? If no one is informed, is the Chief Examiner the sole judge and jury? Has he taken such an examination as to be able to pass on everybody else? Put him in a room with 150 postal clerks and postmen, some of them sitting on his table and talking of "assessments," "entertainments," and the news of the day, and see what show he will make in adding up even a column of figures. That is what I saw when two young men wanting employment in watching a fish-pen were trying to figure out the difference between Fahren-

heit and Centigrade as applied to thermometers. That is also my experience. It was actually funny.

What I respectfully ask for and desire are the figures of the competitors who took the Civil Service examination for assistant statistician, Agricultural Department. I do not desire names. I do not want anything that will in any way help me to figure out whom the figures fit. (As a matter of fact I do not know who took the examination.) I do not want to exert any influence to get any particular case reviewed. My own average is too low ever to hope for the most humble place under the Government in any department under Civil Service Rules. But I would like to know if there is any higher authority than the Civil Service Commission itself? That is, are the figures of the examiners open to review by others than the members themselves?

With the highest regard for the intent of the Civil Service Commission, and hoping for a favorable answer, at last, to my simple inquiry that seems to have run against a rule or practice that in my opinion should be suspended or abolished, I am,

Very truly yours,
JUDSON GRESELL.

IV.

Civil Service Commissioner Theodore Roosevelt to Mr. Grenell.

Washington, April 29, 1895.

Sir,—I have the honor to answer your letter of April 25, in relation to the Civil Service examination taken by you for assistant statistician in the Department of Agriculture.

The Commission cannot spend its time in answering questions asked from mere curiosity. If it should tell every applicant the averages of all other applicants in an examination it would need to have an additional force of clerks for that purpose; but we are always glad to give to the press any facts which may be of general interest. As I now understand

that what you wish is for publication in a newspaper, I take pleasure in giving you the averages of the other candidates.

Twelve persons entered the examination. Of these six obtained an eligible standing, with grades, disregarding fractions, of 90, 86, 86, 80, 80 and 76 respectively. Six failed, with grades of 67, 60, 57, 56, 44 and 42. Among the twelve examined there was only one who stood lower than you, your standing being a fraction less than 44.

Permit me, in the first place, to correct the misapprehension you are under as to the rising tide of public opinion being that the examinations prescribed are more theoretical than practical. I think that if you would look at the returns in the late Chicago city election, or in the New York city election last fall, you would speedily convince yourself that there was no such rising tide. Chicago voted, by fifty thousand majority, for a Civil Service law in many respects more drastic than the federal law, and the people of New York State adopted, by more than one hundred thousand majority, a radical provision in the constitution widely extending the application of the Civil Service law, and establishing its permanency.

You say that there is a growing contempt for the Civil Service law. My experience is directly the opposite, and I am positive that the contempt of which you speak exists only in the minds of the very ignorant, and that these very ignorant are less numerous, so far as this subject is concerned, than they were only a few years ago, and grow less numerous year by year.

So far from "surrounding inefficiency with a network of officialism," the law has immensely benefited every office to which it has been applied. The slightest inquiry will satisfy you of the truth of this statement. The Railway Mail Service is at a higher point of efficiency than ever before, and it is precisely

the branch of the Government in which the law has been most rigidly applied. When that service came under the Civil Service Law, in 1889, the record of correct routings was 2,834 to one; for the year 1894 it is 7,831 to one. This record is unprecedented in the history of the service. As a matter of practical experience, every Cabinet officer whom I have seen in Washington has, before the end of his term, come to the conclusion that if there was any bureau in which he needed special efficiency he had to put it under the Civil Service Law. Mr. Carroll D. Wright recently stated to me that the failure to classify the Census Office under the law had cost the government just about two million dollars. The postoffices where the law is most faithfully observed are precisely the offices where the best service is rendered to the public and where the employees are most able, courteous and efficient. The men who pass the examinations are, ninety-nine times out of a hundred, those most capable of filling the positions "demanding the exercise of common sense and experience."

You say that "a glance at the papers prepared for the examination proved the impossibility of my (your) attaining a sufficiently high average to pass. Indeed, I (you) feel sure the Civil Service Commissioners themselves could not pass, and I (you) know that two-thirds of the present members of the President's Cabinet would 'fall down' in the attempt." Evidently you do not understand the purpose of holding special examinations for special places. When we hold an examination for assistant statistician our aim is to get a man who is an assistant statistician, not one who is a Civil Service Commissioner or a Cabinet Officer. It would be a proof of the incompetency of the Commission if it framed an examination for assistant statistician with a view of having Cabinet Officers and Civil Service Commissioners pass it. The Commission

holds examinations for all kinds of positions. For instance, we hold them for the position of assistant astronomer. Do you mean seriously to imply that when we hold an examination for astronomer we should make that examination one which the average Cabinet Officer could pass? It would be a mere chance if any member of any Cabinet was fit to be an astronomer, or, for that matter, an assistant statistician. I do not suppose that any member of the present Cabinet, or of the Cabinet of Mr. Harrison, would be fit for either of these positions. I know that no member of either Cabinet would be as fit for a statistician as the man who was appointed under the assistant statistician examination. In your own case, as you bring the matter up, your examination showed that you were entirely unfit to hold the office you sought. Doubtless you are an admirable newspaper editor, and you may be fit for much higher work than that of an assistant statistician, but you are not fit for that particular work, and the Commission would have been to blame if it had framed an examination which would not have emphasized the difference between the man who was competent to be an assistant statistician and one who was not competent, no matter how good this latter individual might be in some other line of work.

You say the questions are not practical, and instance one of the questions in reference to a geometrical problem as having no relation to the subject-matter in hand. This shows that you do not understand what the work of an assistant statistician really is. As a matter of fact, many statistics are illustrated by geometrical figures and problems. This is the case with the work now actually performed by the assistant statistician in the Department of Agriculture. So you see that the question was all right. It was your lack of understanding of the subject which was to blame.

You say that a boy fresh from a high school could get 80 to 90 to his credit, and that any one could cram him up so as to pass after a fortnight's work. Again you are completely in error. The average age of those passing our examinations is 27 years. Instead of being fresh from the high schools, the men have been out of them at least ten years on the average. The man who stood at the head of the list in the examination you took, and who received the appointment, was 43 years old and was already a computer in the United States Coast Survey. Remember that you are only theorizing on the subject, while I am speaking from a thorough acquaintance with the facts of the case. As a matter of fact the persons who get office under us stand higher in every way than those appointed under the old methods, and form an exceptionally intelligent, honest and able class of employees. In our own bureau we have more than fifty men employed. They all came in under our own examinations, standing at the head of the lists, and it would be impossible to get, in public or private employment, a better corps of men than they are.

None of the men who were coached for this (assistant statistician) examination passed. I have given you the particulars about the man who stood highest. The man who stood second was 38 years old, and had been a statistician in the Census Bureau. The man who stood third was 26 years old, a post-graduate student of Cornell University, and afterwards private secretary to a member of Congress. The man who stood fourth was 24 years old, and was a Fellow in Political Economy and Sociology of the Chicago University. The man who stood fifth was 29, and was an accountant in New York. He had formerly been an instructor in statistics in the University of Chicago.

You complain that the Commission is "wrapped up in formalism and

signs" because the letter you received had the initials of various persons put upon it. Your saying this arises evidently from the fact that you have never had any experience in conducting the business of a large office. The Civil Service Commission receives and answers more than one hundred thousand letters a year, and the slightest consideration will show you that we must have a regular system in dealing with so extensive a correspondence.

You ask, what warrant has anybody for thinking that the person selected had the highest average or even passed at all. You have the excellent warrant that as soon as the man is appointed the fact is made public, and any responsible person may learn all the facts and see the markings if he can show the Commission that there is the slightest ground for imputing favoritism one way or the other. The name of every person appointed in the departmental service is printed in the Commission's annual reports, and the name of the person who was appointed assistant statistician is Henry Farquhar. If any one has the slightest reason for thinking that he was favored in any way, the Commission will show his papers; but as a matter of fact such a supposition is, of course, absurd. The papers were marked by a board of experts at the same time that they marked the papers of the other applicants, and the examiners did not know the names of any of the persons whose papers they were marking. It may interest you to know that the Secretary of Agriculture chose the highest man on the list, and informs us that he is the most satisfactory man in statistical work that he ever had, and that after the appointment had been made he received a letter from Mr. Edward Atkinson vouching for the remarkable capacity of the man in the very lines upon which we tested him, and for the very business in which he was to be employed. The Secretary of Agriculture said

he thought he was the best man in the United States for the position. You thus see that in this very examination of which you complain, the man who passed the highest was the best man that could have been found anywhere for the position. The examination was eminently practical in character, and no man who failed to pass it could be considered competent for the position.

There is no "shell separating the Commission from the outer world." With one hundred thousand correspondents a year it is a simple impossibility to gratify the curiosity of each, unless we can be assured that some public interest is to be subserved. All that we do is perfectly open. The registers for the ordinary positions are made public as soon as the papers are marked. In the case of special examinations, where there would be a chance of exercising political pressure or personal favoritism, the registers are not made public until after the appointments have been made. Then the names and the averages will be given to any newspapers desiring to publish them.

The past year has witnessed greater progress toward the full accomplishment of the Reform idea in national, state and municipal government, taken as a whole, than any other year since the original law was passed.

Very respectfully,
THEODORE ROOSEVELT.

EXTRACTS FROM THE DIARY OF A CIVIL SERVANT.

The Limit of Human Patience.

A Civil Servant meets an old college friend who asks him what he is doing in the service.

"I am these thirty years waiting for my promotion", gravely answers the clerk.

Parva sub ingenti.

"I wonder," says a clerk, "why the biggest salaries are always the most increased".

"Nothing more natural", replies his neigh-

bour, "an empty purse must necessarily be refractory to economic fluctuations".

The Devotion of Love.

"I cannot understand", remarks a P. O. D. Clerk, "why the rules followed at Christmas in the other Departments, are not applied to us". "Very easy to explain", replies another Clerk; "the love they have for us is too strong to risk cutting by giving us a knife."

The Freaks of Electricity.

A clerk who had been for over a quarter of a century in the service remarked to a younger confrère who received a salary of \$1,000 — though employed a few years only — that his lot had been to scratch for twelve long years before he could reach that figure. "This" imperturbably answered the younger clerk, "must be due to the fact that electricity was not in vogue in your time".

Better Little than Nothing.

"Where are those alleged ameliorations in the service since the appointment of the Commission?" exclaims a Clerk. "What base ingratitude!" remarks another, "Are they not just re-painting the corridors of the Langevin Block?"

The Drawbacks of Success.

"What do you think of our Organ?" asks a Clerk of his associates? "It seems," answers the latter, "to concentrate its juice to the digestion of its first victory."

Great Bodies Move Slowly.

"The last memorial is an example of the fighting spirit which animates our association", remarks a Clerk. "Yes", answers a confrère, "that is probably the reason why it arrived so long after the battle".

The Natural Course.

"Why do they delay so long in attending to that re-organization?" asks a clerk. "They are, I presume, relying upon death to remove those who have been wrongly re-classified", observes another.

Which one are you?

Some men are pencils, some are pens,

A clever friend once said:

A pen you know, has to be driven;

A pencil must be lead.

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Communications on any subject of interest to the Civil Service are invited and will receive careful consideration.

Ottawa, Feb. 25th, 1910

BY STAGES ONWARD.

Humanity advances by stages, and often what seems like retrogression turns out, in the light of history, to be only an inevitable part of the general business of getting forward. It is so with the merit system of civil service appointments,—to which we have devoted so much space elsewhere to-day. Just now or soon it would be only natural to expect a sort of back-wash from the effects of the passing of the Act of 1908. But it will not be a phenomenon of long endurance, if one may judge by experience elsewhere. The New York Evening Post had an interesting word the other day on the phase of criticism of the reform movement which consists in being witty and sarcastic à propos of the examination system:

"It used to be," said the Post, "a favorite diversion of the opponents of civil service reform to tell of the preposterous questions that the ex-

amining boards put to candidates for humble positions. It was one of the most popular ways for a Congressman to vent his wrath over the disappearance of time-honored spoils, and to win the applause of his sympathetic fellow-members when the annual motion to cut out the appropriation for the Civil Service Commission was under discussion in committee of the whole. The letter-carrier who was required to state the distance between Jupiter and the sun, the custom-house inspector whose appointment depended on his knowing the population of Tibet, were gleefully trotted out for the delectation of Congress and the country. When challenged to specify the examinations in which curiosities of this kind occurred, it always turned out that they were the products of some person's or some newspaper's imagination; and finally they ceased to make their appearance."

CIVIL SERVICE INSURANCE — AND OTHER THINGS.

Do the civil servants of this Dominion know that the Government has placed at their disposal an opportunity for obtaining life insurance up to \$2,000 at about one-half of the rates charged by the line companies?

Do they know that payments may be arranged on almost any conceivable plan — from cash down in a single sum to deferred annual quarterly or monthly premiums scattered over a lifetime?

Do they know, also, that deductions may be made from monthly pay cheques, so that after the initial bother the matter may be dismissed from the mind — the security being the country itself?

Yes, a few are aware of these things. At Dec. 31, 1909, according to returns just made up, there were actually 387 who had taken advantage of this unequalled offer.

The remaining thousands remain outside.

Why?

For the reason that lies at the root of half the disabilities of civil servants — lack of interest in their profession, and consequent lack of knowledge of what the profession offers. Because there is no one to canvass them and to thrust it down their throats, they go without one of the prime necessities of responsible life, or buy it at double price.

Meanwhile, when the executives of the civil service organizations approach the government with a request that the maximum amount of insurance be raised to \$5,000, with many expressions of appreciation of the boon, they are received — and very naturally — with what looks like amusement, and what would probably prove contempt if full expression were given.

It is so at many other points of the line. The number of civil servants giving educated interest to the civil service problem is woefully small. While it remains so the fluent clap-trap of the kind we so often hear on civil service questions will find ours a congenial soil.

Nevertheless, there are many signs of improvement. Last year the number of civil servants who woke up to the insurance opportunity rose from 284 to the number above cited—i.e., by 35%. A large number of these enlistments followed the publication of an article in *The Civilian*, in which a careful attempt was made to advertise the full advantages of the scheme. We sincerely trust that history may repeat itself in this respect, and that the present reference may induce some to look into the matter, not only for themselves, but for the reputation of the service.

Also: we have had two applications for loans of pamphlets on civil service reform from the list published in our last issue.

At the Sign of the Wooden Leg.

My dear Good Friend:

You asked the Editor through the last number of *The Civilian* who writes that stuff (or should I now say *this* stuff?) entitled "At the Sign of the Wooden Leg." In reply I have the honour to state that the name of the writer appears at the end of each contribution. I am not surprised that you have never reached that far in the reading of my articles, as I am often aware of them myself before I get half through. It is in the hope that you may attain that South Pole of literature that I address you this time in person, for you will feel a certain obligation upon yourself to read what is written to you. *Per ardua ad astra.*

You also confess an inability to see what the title has to do with the matter. I may supply two or three explanations. As a first guess, the caption, "At the Sign of the Wooden Leg," may well indicate that the speaker, not possessing piety enough to enter the pulpit, or pull enough to be in Parliament, or wit enough to appear in the Forum, must make the best of the bargain and be heard on the stump. Again, the wooden leg may serve to remind the writer of his disabilities as a civil servant, enforcing upon him the need of keeping his balance and not essaying to kick too strenuously lest he come ingloriously upon his back. You know that Mr. Roosevelt spoke of the kind word and the big stick as apt to carry one far on his journey. The civil servant must rely on the kind word; his big stick is attached to the wrong limb. These reasons may suffice as an apology for the title used. For further information I must tell you to go to the Dickens.

I am sorry if these references to wooden legs have in any way offend-

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ed the wearers of them. It is the one part of the anatomy that I thought had no feelings. I am aware that psychologists state that after amputation, pains having their origin in other parts of the body are often referred in consciousness to the missing member. And here let me revert to my former symbolism of the civil servant as the man with the wooden leg.

Are we not often at fault in localizing the seat of our grievances? And, again, do we not sometimes keep the grievance alive when its occasion has vanished? This is what a scientist says: "It is found that when the connection between the sense organ and the brain has once been thoroughly formed, the latter tends to have its structure altered in such a way that, in abnormal and unusual cases, nervous changes going on within it may take the place of that usually occurring in the organ and nerves." This psycho-physical phenomenon (to adopt the jargon) has its frequent analogies in our

daily office experiences. A clerk goes on for years without promotion; then he is advanced. Is he always contented in his new class? During the years of neglect he has harbored and nursed his grievance; he has had "the connection between the sense organ and the brain thoroughly formed" to conduct instantly any doleful message; office work has become associated in his mind with injustice; and although the grounds for complaint no longer exist, the modifications of his brain structure remain, and to the end of his days he imagines, no odds how high he may climb or be pushed, that he is the victim of indifference, of malice, or of chance, "so much a long communion tends to make us what we are."

Many other examples of this persistence and false localization of grievances could be given. A score of them will no doubt occur to you, Good Friend, as you read these lines; if, indeed, you do read them. To overcome these illusions we must get

out of ourselves. The fresh wind blowing in from the sea or over the hills brings a balm to overworked nerves. They resume their normal activities and report faithfully upon the things we touch and see and taste. So we need to get away from the poisoned air of our chambers of horrors and find in nature, in natural things, the regeneration of our minds.

I am afraid this is an unsatisfactory letter, but I will try to redeem it from ugliness by a quotation that may sit as the jewel in the toad's head. The quotation is from Amiel's Journal — the journal of a man who suffered deeply on account of his habits of introspection, a man who said of his own heart that it was "worn with scruples." Out of such a life he wrote these words, which we may well read often:

"The foundation of all our pain is unbelief; we doubt whether what happens to us ought to happen to us; we think ourselves wiser than providence, because, to avoid fatalism, we believe in accident."

Your obedient servant,
SILAS WEGG.

Civil Service Pot-Pourri.

From a shoemaker's bench to the highest seat in the land, next the king, is, in brief, the career of Carl Theodor Zahle, the new premier of Denmark. And his achievement is paralleled by several of his colleagues in Denmark's first radical ministry. Zahle is a shoemaker's son. He was born in 1866 in a little room behind his father's shop, in an old red-tiled house, in the quaint town of Roskilde.

His wife has been a good help to him, even in the earning of bread. She is an expert stenographer, and has for some years been employed on the Danish Hansard in Parliament. When Zahle made the opening address for the new government the other day his wife sat directly in front of him and took down every word. "I suppose you will not keep your position," an American visitor asked Mrs. Zahle, "now that your husband is prime minister?" "And you an American," she replied with a smile, "to ask such a question! Don't you see that it is all the greater pleasure to report his speeches?"

There is more than one joke concealed among the dry statistics of the United States Postal Guide. For instance, there is the

CIVIL SERVANTS

PHONE 3397.

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Civil Servants



Anything in Sporting Goods.
Edison Phonographs and Records.
Agents for Spalding and D. & M. Goods.

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Poultry Dinner
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name of a post-office in a little hamlet in Lincoln County, West Virginia.

The inhabitants of the neighborhood made the usual petition for the establishment of an office, and the Department, after determining to grant the request, made inquiry as to the name which the petitioners wished the office to bear.

"We don't care what you call it," came the reply, "only we want a post-office."

And Wewanta it remains to this day.

No less than ten millions is to be devoted this year to increasing the salaries of Prussian State railway officials on account of the rise in prices attributed to the revised tariffs which came into full effect a year or two ago.

"The code of honour in our Civil Service is equally high, but its rewards are few in comparison to those which fall to our Army, and, to a less extent, to our Navy, probably because social considerations are still with us a greater matter than meritorious service."

—*The British Civilian.*

A tribute to the German Civil Service is paid by Mr. Elmer Roberts in a recent article in *Scribner's Magazine*. The Government is in a position, he says, to influence the whole machinery of trade and transportation as no other Government in the world can do, and this fact must be taken into account when other people think of competing on equal terms with the Germans in the Far East or in South America. The administration of the railways, telegraphs, telephones, mines, and the public domains by the State is possible only through trained Civil Servants. The efficiency of State-managed mines and factories in competition with privately-owned enterprises in Germany comes from the character of the bureaucracy. This permanent Civil Service is one of the greatest glories of Germany, and one of the most powerful of reasons upholding the monarchical principle in a semi-autocratic form in Germany. The Prussian bureaucracy, the model of the other German States, is the creation of the Hohenzollern family during three centuries. It had been developed and improved under all the efficient Sovereigns of the Hohenzollern line,

such as the Great Elector and Frederick the Great, and it has been a principle of the private policy of the Hohenzollern family to rule through a body of Civil Servants, whose place in the State is as honourable as that of the army, or perhaps it would be more just to say as ranking next to the army. The non-partisan administrative body has its own disciplinary courts for cutting out of the public service and member who uses his official position to favour a private interest, either his own or that of another.

A long-winded, prosy counselor was arguing a technical case recently before one of the judges of the Superior Court of the United States. He had drifted along in such a desultory way that it was hard to keep track of what he was trying to present, and the judge had just vented a very suggestive yawn.

"I sincerely trust that I am not unduly trespassing on the time of this court," said the lawyer, with a suspicion of sarcasm in his voice.

"There is some difference," the judge quietly observed, "between trespassing on time and encroaching on eternity,"

The learned Dr. Ritchie of Edinburgh recently met his match in a clever young Scotchman attending his classes. When examining the young man Dr. Ritchie said:

'I understood you attend the class for mathematics?'

'Yes.'

'How many sides has a circle?'

'Two,' said the student.

'Indeed! What are they?'

'An inside and an outside.'

The doctor next inquired: 'And you attend the moral philosophy class also?'

'Yes.'

Well, you doubtless heard lectures on various subjects. Did you ever hear one on cause and effect?'

'Yes.'

'Does an effect ever go before a cause?'

'Yes.'

'Give me an instance.'

'A wheelbarrow pushed by a man.'

The doctor hastily sat down and proposed no more questions.

ANIMA IMPERII.

By *Democritus*.

"Have an independent navy!" hear our orators declaim;
 "We will help support the British!" editors declare the same;
 Politicians, editorials, statesmen, preachers and the rest,
 All have joined the verbiage battle, firing eloquence with zest;
 Sits a perspicacious watcher, silently, but noting all,
 When the time is ripe for action down he'll get from off the wall.

This mum watcher is the jury, judge, policeman, lawyer too,
 He's the laymen of the nation, people just like me and you,
 But he's mighty cute in thinking and he's nearly always right.
 On this question of the navy, say we had a plebiscite,
 What think you would be his answer? Shall we give or shall we dole?
 Then resounding would the answer echo clear from pole to pole:

The respected name of England, always in the bygone days,
 For true liberty and freedom stood alone the paraphrase,
 Thousands, thousands bless our country, which has freed them from their wrongs,
 Wailings of ten thousand thousands she has changed to glory songs,
 Smiling Islands of the blessed—see them in blue Carribee—
 Are her substitutes for slavery, peace in place of misery.

Fathers of our fathers' fathers made for us this heritage,
 Had no fears what they were making would not last from age to age;
 'Tis not country, clime, condition, language, sport, environment,—
 'Tis the spirit of the Saxons,—freedom this by Heaven lent;
 Never other people had it, nothing can eradicate
 This vast permeating influence, leading us toward our fate;

Yet the children of the Sacae, Angli, Visigoths and Danes,
 To attain at length Valhalla,—to possess the title 'thanes,'
 Shed their blood and gave their treasure, that we might obtain at last
 Ripened fruit of their endeavour, golden products from the past;
 Where we sojourn little matters,—where our crossed flag flies unfurled
 Stan-is the emblem of our freedom, giving hope to all the world.

From the waste of Egypt's desert floats the perfume of the rose,
 And the sound of children's laughter echoes over Northern snows;
 Where long since the blackman languished, manacled in iron chains
 In the profit of his labour he enjoys the latter rains;
 Where, before, the savage war-cry echoed through a hundred hills,
 Nature's music diapasoned jubilantly now enrhrills.

Only once we broke the contract, which our God on us entailed,
 But thence sprang a two-fold greatness, so we gained although we failed,
 From it came a larger freedom,—tyranny to rule no more,
 Every adjunct of the empire now makes individual law,
 Each component of the corporate is a member of the whole,
 All essential to the body and with but one mutual soul.

Let some speak of independence, it is ours in all but name,
 The pervading sense of justice will direct the empire's aim,
 And should gorgon-headed tyrant rise in any shape or form,
 If he wound a single member, he must bear an empire's storm;
 Give a Dreadnought or a navy, what importance which it be!
 But better not to give at all than offer grudgingly.

From a Woman's Standpoint

I have told you before of the maiden who left a pleasant homeland, and cast in her lot with a peculiar people because she loved the fruit of their land, and how the fruit became bitter to her taste. Scarcely had the tale been told, when there came forward one who had a like tale to tell from her own standpoint. So if you will bear with me a little further, here is the other tale just as it was told to me, as we all sat together at the close of the day and wondered over many things. But let no man read the tale—save him who is brave and stout of heart, lest he be filled with sorrow for the woes of others, and his sorrow overcome him. For the tale is sad, and it is this:

“There also dwelt in this beautiful country a maiden whose years were no longer tender. She had heard of the golden balls, but she didn't know how to catch them. And now that her limbs were too stiff she was even more afraid to strive to gain them. And this poor old maiden needed potatoes and her family needed potatoes. The towers in the distant town were not a pleasant sight to her with the sunshine all around her,—but she needed potatoes. So she went within the great grey walls and bars, and she, too, was put to pounding sand. And because she

could pound sand well, and because she believed in herself, her spirit was strong within her, and she said, “I will in a short time leave the sandy waste for the green pastures.” Every month she got lots of potatoes, about fifty, and half of these she sent home to the distant country. And the good wise men who gave her the beautiful sand to pound kept a few to make a potato dump for her. But, by and by, the constant pounding began to make her numb and sore, and the poor old maiden said to her boon companion, Hope, “no longer must I pound sand, lest I, too, become like it, lest I fall when the rains descend and the floods come.” And now because there were so many apples in the world, the quality and size of the potatoes were not so great, and she found it more and more difficult to send any potatoes to others. So she said: “I need some of the apples, too, I will go out to the orchards and work there, where I'll get apples, where my blood will circulate, and I shall not grow numb.” But, although she could pick up dead leaves, and prune trees, the wise men did not want her.

When at last she became so benumbed that she could no longer pound sand, they gave her the few potatoes they had saved for her and let her go. And she gave them to the grave digger.”

“You can depend on anything we tell you about anything we sell.”

Herein lies the secret of our growth in the confidence of the people of Ottawa.

Allen & Cochrane, The Red Cross Druggists. [Four Stores]

Please Patronize Our Advertisers.

So this is the story, which she told to me amidst great sorrow of heart, which at last seemed almost to stifle her breath, and stop the telling. And great sadness fell upon us all — a sadness which was lightened now and again as from beyond the fences there would come the sounds of laughter, from those who rejoiced as the apples fell more and more abundantly about them. We sat there long in the fading light and heard not a word,—only such as the breezes bore down to us from the

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WEAR



Masson's Shoes

mountainside, as the men wrangled with each other and would not keep silence.

Then one heaved a great sigh and said: "Come, maidens, one and all, we will go up to the citadel where the fathers of the nation sit, in solemn conclave assembled, and we will make known to them our request. When our limbs become benumbed and our strength is abated, let them give the work to others, and let them put each one of us under her own apple tree, that we shall have sufficient apples to eat, year by year, as long as each one shall live. Come, let us all go up together, that the fathers may see us in unbroken rank. Let even her go who has no need, for the sake of her into whose hand a golden ball will never fall, for the sake of her who has had one and has found it hollow. And when they see us of one mind in this matter, surely they will hear our request. Then will each one of us sit for a little while out in the sunshine with folded hands, and we will not need to fear that the grave-digger will be tardy in his coming to exact his toll. And sometimes will the breezes bear up to us the sounds of the merry shouting of the children as they play all day long in the meadows — and perchance in this there will be some grain of comfort."

FREA CANNAIAD.

"I have tried to do the best for Canada, her prosperity and her glory. If I continue to retain the support of those who think with me, and the respect of those who differ with me, I shall have reached the only ambition I care for.

"If I have been able in the course of my life to give justice to whom justice was due, to meet my opponent and to shake his hand, and to say to friend and foe the good I thought of them, I owe it largely to the example which was given me by a man whose portrait is on the wall there, and who at one time was the great leader of the Conservative party—Sir John A. Macdonald."

—Sir Wilfrid Laurier, at the unveiling of his portrait at the National Club, Toronto.

THE QUARTERLY REPORT SYSTEM.

By *François*.

A large number of civil servants have already given much attention to section 40 of the Civil Service Amendment Act of 1908, yet a larger number among those most directly concerned — those of the lower divisions—seem quite indifferent to its far-reaching provisions.

Did those employees below the First Division ever consider seriously the paramount importance that may rest on the reports made about their efficiency, ability and conduct to the Civil Service Commissioners when, in the near future, their rights to promotion will be considered? If so, are they satisfied to leave the matter entirely in the hands of their chiefs and allow them to make these reports with practically no control?

Let us take for granted that all the chiefs of branches are honest, conscientious, unbiased men. Still, despite all these qualities, there is one thing of which no chief, no more than any other man, can boast: it is *infallibility*. Should the latter deficiency be the only one, and should the result of such deficiency be the spoiled chances of promotion of only one employee, to all sensible and fair-minded men that would be a sufficient reason to look for a means of correcting any error due to that deficiency.

But these errors are numerous, and I venture to say that very few chiefs could not be convinced of the unfairness,—unwilling unfairness, I am ready to admit,—of some of their markings, if their subordinates were given a hearing. In view of all these considerations, we must conclude that the quarterly reports at present prepared should be to the judicial minds of the Civil Service Commissioners of little or no value, and will be so, it is to be hoped, until the subordinates are given the op-

portunity to challenge any marking of their chiefs.

The remedy, to my mind, is for a chief to leave his intended report open to his subordinates; then, if any objection is raised by the subordinates, it will be found that after explanations the matter can be satisfactorily settled at this very stage nine times out of ten; if not, it should be the absolute right of any subordinate to make a written statement of the case as he sees it, with sufficient indications of any evidence he is willing to submit, such statement to accompany the report and be acknowledged by the Civil Service Commissioners.

Sub-Section 4 of Section 40 adopts the principle of the foregoing, but in such an indefinite way that it amounts to practically nothing as interpreted very generally. And should we judge of the dispositions of the chiefs to administer the law with justice to their subordinates by the way they obey the command expressed in Sub-Section 4 to “show such reports, if adverse or hostile, to the persons respecting whom they are made,” I dare say that very little can be expected of them. How many employees have been shown their reports? If they have not, can they rightly conclude that there is nothing adverse or hostile in them? Wait a little while and there will then be a sad awakening; promotions will be made from their ranks of employees who are their inferiors in every way but, owing to errors of judgment on the part of the chiefs, their reports were more favorable.

In conclusion, I say to all civil servants of the lower divisions: now is the time for you to see to a fair and liberal application of the law; now is the time to make your views known to your Advisory Boards and delegates. The whole matter is before the Executive of your Association, and may be disposed of in the very near future; on your prompt action may depend a uniform and liberal interpretation of the law.

THE RAILWAY MAIL CLERKS' CAUSE ADVOCATED.

Collier's Puts the Case Thus:

It is pleasing to hear that Postmaster-General Lemieux has it in mind to do the railway mail clerks of Canada the simple justice of raising their maximum to \$1,500 a year, the amount inside postal clerks get for doing the same work under more comfortable conditions. The 625 railway mail clerks who handle one way or another all the letters, papers, parcels, and registered packages sent by post in the Dominion of Canada, must be numbered among the mute, inglorious heroes of daily life. They rise at all hours; they take their meals catch-as-catch-can; they do their work under great physical strain, balancing on their feet in a swaying car. They ride in the front of the train and take most of the chances in a collision that the engineer and firemen take. Insurance companies put them in the extra-hazardous class. Accident companies will not extend to them the double liability privileges enjoyed by ordinary passengers on public conveyances. They give receipts, collect and despatch mail-bags, draw letter-boxes all along the route. They are both sorting clerks and postmasters, and must show good judgment in routing letters. If your special delivery letter, minus the King's postage, comes to you without delay, it is because some level-headed railway mail clerk gave you the chance to pay four cents, instead of sending it to the dead letter office. Every year the railway mail clerk has to take an examination in sorting, train connections, rules of the service, and so on. His hand has no chance to lose its cunning, for he must make ninety per cent. on that examination or forego his annual increase of \$50. He makes about one mistake in eleven thousand pieces. If he makes three mistakes he is fined. In Ontario alone a railway mail clerk

must know the whereabouts of four thousand post-offices. At present his salary starts at \$400, and goes up \$50 a year for fifteen years until the maximum of \$1,200 is reached. He gets day mileage half a cent and night miles a cent, but the cost of living eats that up. What he wants is a flat increase of \$150 all round, and a maximum of \$1,500. The Postmaster-General, who takes a very human and personal interest in the railway mail clerk, is working on a plan to put him under the Civil Service Commission, and better treatment is surely ahead of him.

* * *

The Toronto News Also Pleads the Cause of the Railway Mail Clerks:

The railway mail clerks are underpaid. They start on a minimum of \$500 per annum, and only three per cent. of them have attained the maximum of \$1,200. In the Toronto district the travelling allowance which they receive does not average over \$300 a year. Nor does it more than cover their actual expenses while out on the line. Therefore it constitutes no addition to their salaries.

Those entering the service as railway mail clerks must make ninety per cent. of the possible marks on a stiff examination. The occupation demands special intelligence and alertness. It involves a considerable nervous strain, and not a little danger, as is indicated by the number who have been injured in accidents on the road.

These men have not shared in the salary increases given other classes of post office employes. In other branches of the service the maximum incomes for corresponding grades of work run up to \$1,500. The Postmaster-General would do well to take these facts into consideration. The Minister should also consider the increasing cost of living.

Athletics.

Ten-Pins.

The civil service bowling league series goes on apace. The Bureau's crucial game takes place Feb. 26th, when they meet the Public Works and Railways. Should they weather through this match they will still have a fighting chance with the leaders. Assuming that Public Works win this, they will then have a comparatively easy road to travel until March 22nd, when they will have to demonstrate their fitness for higher honors by defeating Interior. This will likewise prove a very important match for the Interior, as a loss here would boost the Mint into first place and tie themselves up with Public Works for second place, whereas a win would practically put them in for the finals; however, this is all conjecture, and an unexpected loss would entirely change the face of the whole thing. In any event the race to the wire will be an exciting one. Much was made of the quality of accuracy in bowlers in the article in our last number. It is only fair to add that unless the alleys are true, and the pins properly spotted, even the most accurate bowling will fail to get the scores. How often has a perfectly delivered ball left the 8-10 split? The writer ventures to say that a day does not pass without this happening. It is safe to assume, then, that the fault lies in the alleys or the pins. This is an important matter, and one that should receive attention from those in charge of the O.A.A.C. if they expect to hold the patronage of the civil service. This is not to be considered in the light of a complaint. The directors of the O.A.A.C. have been always courteous and obliging, but may be taken as a timely hint that civil servants want the best, and in view of the fact that they are spending many hundreds of dollars annually at the O.A.A.C. alleys it is time that the sectional alley,

and the boy pin spotter, were dispensed with.

The schedule for two weeks follows:—

- Feb. 26. —Bureau vs. Public Works.
P. O. D. vs. Statistics.
28.—Militia vs. Savings Bank.
- Mar. 1.—Customs vs. Interior II.
2.—Agriculture vs. Public Works.
3.—Statistics vs. Ry. Commission.
4.—Mint vs. Savings Bank.
5.—P. O. D vs. Customs.
Bureau vs. Militia.
7.—E Block vs. Public Works.
8.—Interior II vs. Ry. Commission.
9.—Savings Bank vs. Interior I.
10.—Agriculture vs. Militia.
11.—Mint vs. P. O. D.
12.—Bureau vs. E. Block.
Agriculture vs Interior I.

The team standing to February 19th follows:—

	W.	L.	TO. P.
Interior	15	2	7
Mint.....	15	2	7
Bureau.....	15	3	6
Public Works.....	14	3	7
Customs Statistics.....	13	5	6
Agriculture.....	10	7	7
Customs, N.W., M.P. &c	7	11	6
P. O. D.	6	10	8
E. Block and Audit....	6	12	6
Outside Interior.....	5	12	7
Militia....	5	12	8
Railway Commission. .	1	16	7
Savings Bank.....	1	17	6

* * *

Customs Bowlers and Hockeyists Visit Montreal.

The recent visit to their Montreal confreres of the Customs bowling and hockey teams, and the royal way in which they were received, will remain a pleasant remembrance to all who took in the trip. Montreal managed to wrest victory from Ottawa in the bowling tournament by 184 pins, while Ottawa took their revenge in a keen and exceedingly fast hockey game in which the score stood 2 to 1. Several members of the teams distinguished themselves, especially the veteran Eddy Mur-

phy. Emile Barrett, commonly known as "Powder Monk," developed at one time a burst of speed which scorched the ice in several places. Eddy Miles, of the Statistics, will leave in Montreal a reputation hard to beat, especially as a mountain climber.

Correspondence.

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

Pleasant to Receive.

To the Editors of *The Civilian*:

I beg to transmit to you herewith cheque for \$1.00, in payment of my annual subscription to May next, 1910.

I am most pleased to be a subscriber to this journal, and shall always be in readiness to do whatever will be in my power to assist in making it a complete success.

Yours very truly,
ALBERT R. DECARY,
District Engineer.

Quebec.

* * *

By Way of Retort.

To the Editors of *The Civilian*:

I am indebted to your correspondent, "Kind Friend," (evidently an anti-nature-fakir) for drawing attention to the fact that gophers do not howl. I was much disappointed, however, that he did not also deny for the benefit of your readers that chimney stacks never had been, and never were likely to be "wells blown inside out, sir, by the mad chinooks' attacks," which glaring departure from the truth also appeared in my "Topographical Surveyors' Story."

Our "kind friend," although an ardent naturalist, is evidently not a reader of Dickens, for he requests to know "what in thunder Silas Wegg has to do with a wooden leg." If he will refer to "Our Mutual Friend,"

he will find that Silas Wegg was not only a genius, but what was greater still (in the opinion of Mr. Boffin) "a genius with a wooden leg."

"PETER PAN."

Ottawa.

* * *

For the P.M.G.'s Benefit.

To the Editors of *The Civilian*:

Enclosed please find one dollar, which I ought to have sent long ago, in payment of my subscription to your spicy little magazine. May you continue to flourish.

I shall now give you a breeze in private. Some of our boys fancy that the P.O.D. outers do not get enough show. Your columns are not as full of piercing shot (Dreadnought style) as might tell in our favour with our employers. Of all portions of the service we need it the most. Our duty calls to arms late and early. After 5 a.m. we take no rest. We are at the office from 6 to 6.30. We cannot count on retiring several nights in the week before midnight, having to be at the office till 10.30-11 p.m. This is day work as well as night work all on the one day. Mechanics and laborers who work before 7 or 8 a.m. are paid extra; when they work after 5 or 6 p.m. also they are paid extra; when they work on holidays they get double pay or pay and a half. We, however, get nothing extra, but are watched, watched, by those who know not of what they watch. How can a man stand this for thirty years and not feel unloving of the service? For fully 25 years I have worked at least two Sundays every month, taking in vacation, sickness, etc. In Ontario there is no work on Sundays; why then is there in Quebec? The outside service P.O.D., anyhow, has not been given a fair show by the Insiders. But I hope I shall soon be clear and loose from the fetters that bind me, and, like the goat, able to romp the hills as of old.

Yours, &c.,

OUTSIDE P.O.D.

Personals.

Appointments.

Agriculture Dept.—Frank G. Mace and Thomas F. Astle to Division 2 B.

Conservation Commission Dept.—Miss D. Bedard to 3 B.

Interior Dept.—Miss C. A. Wilson to 3 B.

Marine & Fisheries Dept.—Stanley E. Buck to 3 B.

Post Office Dept.—Miss Jessie P. McJanet and J. A. Pelletier to 3 B.

Post Office Dept.—Jos. Meagher has been appointed to a clerkship on probation in the Halifax P. O.

Interior Dept.—Jas. T. Davis and Wm. M. Phillips have been appointed to temporary clerkships.

Justice Dept.—Chas. Archer of Montreal has been appointed a Judge of the Superior Court for Quebec, to succeed Hon. Mr. Curran, deceased.

Mr. Justice Louis Napoleon Champagne of the Superior Court of Quebec has been transferred to the district of Ottawa to succeed Hon. Mr. Rochon, deceased.

Hon. Wm. Alex Weir of Montreal has been appointed Judge of the Superior Court of Quebec to succeed Mr. Justice Champagne, transferred.

Marine & Fisheries Dept.—N. F. Carney has been permanently appointed to the Marine Dept. Halifax.

Post Office Dept.—J. P. Butler has been permanently appointed to a clerkship in the Ottawa Post Office.

J. A. Limoges has been appointed Inspector of a new division in the Province of Ontario.

Trade & Commerce Dept.—Mr. P. Calonier has been appointed to a clerkship in the second division sub-division B. in the Annunities Branch.

Promotions.

Post Office Dept.—Jas. M. Law, a messenger in the Toronto Post Office, has been promoted to a clerkship.

D. McMartin of the London Post Office has been promoted to the junior 2nd class on probation.

J. A. Callaghan of the Charlottetown Post

Office has been promoted to the junior 2nd class.

Transfers.

E. A. Bruce, Veterinary Surgeon of the Agriculture Dept., has been transferred from the Inside to the Outside Service.

David Crozier Tennant, Veterinary Inspector has been transferred the Inside Service.

Superannuations.

Customs Dept.—Edward Jessup, Collector of the port of Prescott, has been superannuated.

Resignations.

Miss Elizabeth McLaurin of the Interior Dept. resigned from Jan. 22nd.

Miss M. S. Guthrie of the Interior Dept. resigned from January 15th.

Miss F. M. Joyce of the Interior Dept. resigned from February 1st.

E. E. B. Carmichael, Railway Mail Clerk of the Vancouver district, resigned from the 14th February.

A. L. S. Emsley, Railway Mail Clerk of the Calgary district, resigned from February 14th.

F. A. Sheridan of the Toronto Post Office resigned from January 11th.

Paul Gros Louis of the Quebec Post Office resigned from February 15th.

S. Browning of the Vancouver Post Office resigned from December 16th.

C. J. Corballis of the Inland Revenue Dept. Winnipeg, resigned from January 31st.

G. C. Jackson of the Inland Revenue, Edmonton, resigned from January 1st.

W. E. Hodder of the Inland Revenue, Kaslo, resigned from February 1st.

Deaths.

Capt. T. Aumond of the State Dept. died on February 9th.

A. C. McKenzie, Railway Mail Clerk of the Toronto district, died on December 27th.

Edward F. Craig, Chief Grain Inspector, Montreal, died on 13th inst.

Mr. John Hurley, Grain Inspector of Peterborough, died on January 23rd.

The following Civil Servants who had retired on superannuation have died recently.

Aaron Wiggung of the Welland Canal, on December 7th; Luc. Secours of the Beauharnois Canal, on December 26th; W. L. Magge of the Marine Dept., on January 7th.

General.

Miss Vera Simpson of the Postal Notes Division of Post Office Dept., is absent on account of illness.

Mr. R. G. MacPherson, ex M.P., and now Postmaster at Vancouver, B.C., was recently in Ottawa on official business.

Mr. E. G. Blackader has been promoted to the post of actuary in the Annuities branch.

The Finance Dept. Hockey team has issued a challenge to all comers. Practicing every week in Gladstone ave. rink, they are prepared to give a good run to any challenger.

Mr. E. L. Brittain of the Department of Finance has been forced to remain at home through a severe accident

The many friends of Mr. W. A. Found, Marine & Fisheries Dept., will be sorry to hear that he is confined to his home with a severe cold.

Mr. Chas. J. Allen of the Auditor General's office is confined to St. Luke's Hospital where he was removed owing to an acute attack of appendicitis.

Mr. W. P. Archibald, Parole officer, is suffering from a severe attack of typhoid fever.

Mr. A. H. Belineau, Chief Clerk in the Marine & Fisheries Department, who has been granted extended leave of absence, is not expected back for some time yet.

Mr. C. W. White of the Marine & Fisheries Department is again confined to his home by illness.

Mr. Godfroy Langlois has been appointed secretary of the deep waterways commission to replace Mr. Thomas Coté who is at present in Europe.

Mr. U. Valiquette of the Chief Engineers branch of the P.W.D., has gone to St. John, N. B. on business.

The many friends of Miss Irene Baudry, of the Post Office Department, will be sorry to hear of her serious illness.

DOMINION C. S. ASSOCIATION OF BRITISH COLUMBIA.

The annual general meeting of the Dominion Civil Servants' Association of British Columbia was held

in Victoria, B.C., on Saturday, the 12th February. The meeting was in every respect a success. The Secretary's report showed that there had been a substantial increase in membership over the previous year, and that the Association was never in a more flourishing condition.

The officers elected for the ensuing year were:

President—J. R. Greenfield.

Vice-President—F. R. Greer, Vancouver.

Vice-President—D. B. McConnon, Victoria.

Vice-President — Geo. Kennedy, New Westminster.

Secretary-Treasurer—W. F. Trant.

EXECUTIVE.

Vancouver—N. Allan, L. C. Carl, J. F. Power, A. McRae, H. Lyon, J. O. MacLeod, A. B. Sowter, W. J. Holland, J. B. Marshallsay, G. P. Carr.

Victoria—E. Godson, D. McLean, J. E. Miller, W. Marchand, G. L. Milne, J. A. Thomson.

New Westminster—Jas. Leamy, Rev. A. E. Vert, Angus Munn, A. P. Halliday.

HIGH FAILURE.

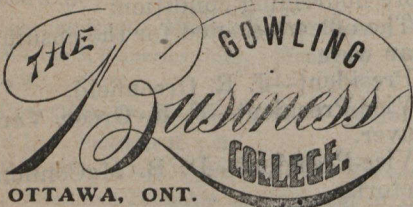
He did not rise ; he could not climb,
And every comrade downward thrust ;
He would not fawn, or change with time,
As time-servers successful must.
He did not live for self alone,
And make each friend a stepping-stone.

And envy did not sour his soul
When ruthless comrades reached the height ;
He had a nobler, higher goal—
He lived his life, and did the right.
None from his steadfast course could swerve
Or bend his will as slave to serve.

Thus when the lengthy course was run,
The winners failed, the loser won :
His failure was a true success
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