

THE CIVILIAN

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The Real Strength of Union

Many a civil servant seems to labour under the delusion that by looking at every civil service problem through his own individual spectacles and by crying out or keeping silent in exact accordance as his own interests are hurt or unaffected, he is doing as much as could be expected of him to help things forward. It is a natural failing, and few are entirely free from it. Scratch a civil servant, and in most cases you will find a man with a theory about the service—and usually the theory if turned into practice would land him a step or two higher in the scale of classes or salaries.

The man who can see only facts bearing on his own fortunes is not only a bore but a bane to his fellows. In the past he has been too much the typical civil servant, so that it is still difficult, if you are a civil servant, to discuss any question appertaining to the service without being thought to have some axe to grind. Of course, we are human beings, and want all we can individually get, but with the civil service before the country as it is at present it falls quite within the sphere of "practical" questions to ask if the old way is worth very much. Certainly it can no longer claim to be the only way.

Civil service employees, whether as a class or as individuals, will never come into their own, will never receive that treatment which the character of their work and their individual abilities merit, until their demands are based on high general principles. Instead of hastening, the scattered efforts of individuals actually retard the chances for better laws and better treatment. Parliament will, justly or unjustly, turn a deaf ear to you or to me when we go to it asking it, for our dear sakes, to pass a law that will increase our individual salaries. Such appeals but tend to accentuate the already widely-diffused idea that Government employees are a lot of kickers. What is required is a strongly organized movement for a general betterment, with the whole civil service behind it, and with its demands based on a thorough knowledge and broad view of the place the service occupies in the general scheme of things. What the individual must do, if success is to come, is to work for an organization of this character.

The Civilian for one does not believe that you could kill the Civil Service Association of Ottawa, the great prototype of organization in the service, with a club. But with the end of its year in view, when its concrete and specific achievements of the past twelve months will quite properly come under review and criticism, with some inevitable casting of balances, and some one to point its failures, this broader result should be remembered and dwelt upon. Our editorial suggestion as to its constitution to-day is intended not as criticism but an appreciation of the place it occupies in the service, and by "service" we mean not the service at Ottawa alone, but the service throughout the Dominion to which it has been from the first a shining example.

The Civil Servant under the Microscope.

An Interesting and Most Suggestive Investigation Begun at Washington, D.C., With the Object of Improving Efficiency and Standardizing Employment in the Federal Civil Service of the United States.

There was begun during the past week at Washington, D.C., a most interesting experiment in what may be called the reorganization and standardization of the civil service of the United States. It was announced that President Taft and his Cabinet have finally united upon a definite programme in the interest of economy and efficiency in the government service. The programme will be put into effect with the \$100,000 voted by the last Congress.

The plan contemplates the organization of economy and efficiency committees, to be composed of experts, in each of the nine great executive departments. In addition, a board of experts headed by Dr. Frederick A. Cleveland, director of the Bureau of Municipal Research of New York city, will investigate the progress made by these departmental committees and keep the President advised.

Dr. Cleveland began his work Oct. 1, in the Finance Department. His campaign will result in a standardization of all forms of administrative activity in the government, permit a comparison of the cost and efficiency of the same forms of activity in the various departments, reduce duplication of labor to a minimum, and make comprehensive to the lay mind the actual contents of the civil service budget.

As indicated above, each Cabinet

officer will begin at once to explore his own purpose of increasing the efficiency and reducing the expenses. The secretary of the treasury and the secretary of the navy have already ploughed the first furrows, and as far as possible their work will serve as a basis in each department.

Every conceivable administrative activity, from the writing and filing of letters to the purchase of supplies, will be standardized. It is believed that in some bureaus it costs as much as \$4 to write a letter. As common problems are discovered, the Cabinet officers and the President will discuss them, and devise ways and means for their rectification.

One of the first duties of Cleveland and his expert staff will be to prepare a new budget. It is not the intention of the President to send to Congress this year a revolutionary document of this kind. Congress must have before it a form of budget which will permit of comparison with the appropriations for the last fiscal year. As the budget is now prepared, salaries, expenses, and lump-sum appropriations are so jumbled together that it is impossible for a layman, or even an ordinary expert, to ascertain the true contents. Therefore, it is planned to place alongside the old form of budget a modern form, which, if it

meets with the approval of Congress, can be adopted hereafter as the basis for the annual appropriations. In other words, a Congress can swap horses in mid-stream, both horses moving in the same direction. The new plan will give the government a cost-fixing budget similar to that now employed by the railroads.

Hitherto civil service reform in the government has been directed almost entirely to appointment to office without political interference. The new plan is intended to get the greatest possible efficiency out of the civil service once the appointments have been made. It is not the purpose of the President and his advisers to kick out of office men who are now on the job, but to make the government clerk a modern humanized agency for the transaction of the government's business, and to cure him of his present machine-like character. It is not expected that definite results will become apparent immediately, but the net result of the proposed reform, if carried out as contemplated, will, it is thought, be of great benefit to the country at large.

The determination of the President and the Cabinet to follow out the above plan of action was reached after a study of forty propositions submitted by as many of the leading audit companies of the country. Cleveland was head of the original Bureau of Municipal Research in New York, served on Finance and Tax Commissions, and conducted further investigations into the office and organization work of that city. He is believed by the President to be best qualified for the work at hand.

The experiment is perhaps the most important of its kind in many years past. Civil servants the world over will follow it with the closest interest, and will undoubtedly derive a most valuable body of suggestions capable of indirect if not immediate application to their own actual work.

At the Sign of the Wooden Leg.

On Saving England.

To the Englishman we are a serious people, an over-serious people one may say.

Have you ever attended a meeting of the Canadian Club and heard one of those old-country generals, or bishops, or publicans (excuse me, I mean publicists) dilate on the way we have solved the problems which have defied solution on the other side for centuries? They are not joshing us. They mean what they say. And we, fools of nature, throw out our chests at their words, suffer an instantaneous shrinking of our hats, and then sit down to weep because there are no more worlds to conquer.

The weeping does not last long, at least not in Toronto. The people there soon come to realization of their duty to the Empire. It is a cold day in Ontario when some league is not formed for the salvation of England. There are three o's in Toronto and they are in daily use to express the holy city's feelings in regard to the condition of the English people. Poor old feudal England, where Canadian bacon and apples sell more cheaply (oh, the pity of it!) than they do here, where false trustees often languish in prison and wife-slayers are sometimes put to the indignity of the gallows, it is well for thee that Canada has time on its hands and is willing to place its hand on *The Times*.

"From the lone shilling of the distant Island
Mountains divide us, and a world of sea;
Still the blood is true, the heart is Highland,
And we, in dreams, uphold the mouldering
[tree.]"

Yes, Canada is the Problem-solver Extraordinary to the Imperial Court. We have squared the family circle, trisected the Angle, corrupted the Saxon, made a good

attempt at hardening brass, and transmuted several million tons of rock about Haleybury into gold and silver. But we will not lose sight of the Old Homestead. We will arise and go to our father and say unto him: You have erred and come short of your children's expectations. Let us show you a few tricks.

Someone should organize a society for the redemption of English sports with headquarters at Ottawa. The fault with old-country sport is the persistence of a sort of sentiment in it, a survival of the fallacy that the game is more important than the gate. Their grounds need fences, high and built of tongued and grooved boards without knot-holes, since a fence is not wholly for the benefit of the proletariat. They should pass the hat for their cricket's sake and Pay! Pay! Pay! Let them forsake the worship of the village green and turn to the adoration of the long green. This is fundamental. A wicket keeper in flannels and side-whiskers is a nonentity beside the real wicket keeper in a plug hat who sits at the receipt of custom.

Here is a field for the missionary spirits of Canada. Who will lead the Crusade across the Atlantic? What new soldiers of La Crosse will follow the leader when found? I see them even now landing at Plymouth Hoe, with their cohorts of rooters and boosters, the ambulance corps bringing up the rear, the Stanley Cup borne before them like some enchanter's chalice filled with the distilled blood of numberless devotees. *In Hockey Signo Vinces!*

Another missionary society should take in hand the proper adulteration of British food. I would not have you suppose that the old folks are in total ignorance of the primitive methods of adulteration. They know the unhallowed affinity existing between sand and sugar and between white beans and coffee. These whom Greed has joined together no man can put asunder, but do they appreciate the subtler phases of the

art of substitution? Do they know that turnips which the hogs refuse, with hayseed to suit the taste, can take the place of raspberry jam, that prussic acid judiciously introduced into a weak infusion of molasses will linger on the palate with some of the delights which we thought had vanished before the high cost of living?

The Canadian Grocers' Guild to the fore then! England has need of thee. Teach her that ham, though left for forty days among the flies, can come back. Unfold unto her the mysteries of thy sausages. While our sports are showing her how to make an automobile meet profitable you can demonstrate the method of making horse-meat palatable. Trust for success to the existence of a common tongue.

Many more leagues could be formed for the regeneration of England. Let Castell Hopkins take charge of a society for the protection of English literature. Old country poets, being badly afflicted with the foot and mouth distemper, need an inoculation of Canadian vaccine. Up, Bards, and at them. Jones, the observant and original Jones, says that Englishmen lack humour. What an opening for the Mail-and-Empire! Brown, the observant and original Brown, says that Englishmen lack art. What an opening for the Ontario Billposters' Union!

Above all, I am told by Jones and Brown and Smith and Robinson and by the Canadian Associated Press, all observant and original folk, that Englishmen lack Go. You know what Go is and I need hardly define it. But I just adore definitions. They give an air of distinction to things, and you can very easily fix over last season's definitions to harmonize with this season's fashions. So let me pronounce: Go is that quality, or combination of qualities, of mind by which the possessor, known as the Goer or Goat, gets there. Synonyms; Nerve, Cheek, Gall.

Anxious for a little *kudos* (please italicize this, Mr. Printer, else most of our readers will consider it a misprint) I hereby name myself Perpetual President of the Society for the Propagation of Go in the British Isles. I could name many better fitted than I am to grace this office, but very few whose zeal would not outrun their discretion. Englishmen must be proselytized with caution. You should not judge them by their trousers and their accents. Even people who choose to say *ryle-wy* instead of *chemin de fer* may have a breadth of sole that will astonish, not to say stun, you.

Yet, with T. Roosevelt at my side and the free use of the Marconi system, I am sure I could so influence the public mind of Britain that the efforts of all other missionary societies would be as acts of supererogation. Methinks I could dispense with Roosevelt, but not with long-distance communication. As I hinted above, those Englishmen possess an aboriginal sort of Go as it is, and the bally idiots have a history of achievement stretching some hundreds of years before the establishment of Eaton's stores.

SILAS WEGG,
P.P.S.P.G.B.I.

PRESENTATION TO MR. WEEKS.

The records room of the Marine and Fisheries Department was on Monday last the scene of an interesting presentation, when Mr. Fred Weeks was waited on by about 75 of his confreres in the Department and made the recipient of a well filled purse of gold. The presentation was made by the chief accountant, Mr. Alex. Boyle. The occasion was the eve of his marriage to Miss Nellie Milne of North Bay.

OTTAWA EXECUTIVE RESUMES.

During the summer months, when a large proportion of civil servants are on holidays, the Executive of the Ottawa Association suspended its regular meetings, though the sub-committees continued in active operation. One of these, under the chairmanship of Mr. Todd, completed one of the most important pieces of work carried out by the Executive during the present year, namely, a compilation of the names of those in the Third Division who have passed the qualifying and promotion examinations under the old regime. The number of the former was found to be 625, and of the latter 119. These have been presented to the government. On Friday evening last the Executive resumed its sessions with a series of reports from all of the standing committees, and an active month is expected between now and the time of the annual meeting of advisory boards, when the election of a new Executive takes place. It is the general feeling that means should be provided in the constitution for general meetings of the service, and an amendment to this effect is promised, whereby the annual meeting shall be open to all members. The feasibility of holding an open meeting of the service apart from this, for the general purpose of stimulating interest in the Association is also under discussion by the Executive and will probably be realized either before or shortly after the close of the current Association year.

A Happy Marriage.—Mrs. Quackenboss "Am yo' daughtah happily mar'd, Sistah Sagg?"

Mrs. Sagg—"She sho' is! Bless goodness, she's done got a husband dat's skeered to death of her!"—Woman's Home Companion.

An Insinuation.—"Mary, Mary, take the parrot down-stairs at once. The master has lost his collar button."—The Christian Register.

THE CIVILIAN

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

Ottawa, Oct. 7th, 1910

MEND IT AND END IT.

The Civilian would like to point out with all the respectful emphasis at its command the very painful and thoroughly demoralizing situation that exists under present conditions for a large number of those clerks of the Inside service who were placed in Division III. on the coming into force of the Act of 1908. Not to repeat again the reiterated complaints of the past eighteen months on this subject, the present policy of inaction and indecision is most unfair. The service has been given to understand that the matter is under reconsideration. Yet month succeeds month and not a rift appears in the cloud of uncertainty in which the situation has been wrapped from the beginning. Nothing more paralyzing to every effort towards self-improvement in this large branch of the service could be imagined. Over 1,000 clerks are kept literally marking time with regard to their whole future career in the service. Eager

to know what is required of them, they can find out nothing. Though on the face of it there is no escape provided as yet from the examination test, even this judgment is not pronounced with finality, with the result that at this moment there are clerks of Division III.A. who having resolved to face the examination in all its rigours are going up to a test in November next for which no curriculum has been announced and the form of which is literally left for them to guess at. Fancy a civil servant facing such vague ordeals as "English Literature" and "Geometry." The government is said at the present moment to be preparing its slate for the coming session. Whether this is a matter that calls for legislative action or not, no element in the situation at Ottawa demands more immediate and sympathetic consideration.

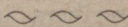
BUSINESS AND THE POST OFFICE. — ALSO CIVIL SERVICE REFORM.

Canadians are continually and very naturally looking to the great Republic south of us for hints in the management of those great concerns which tower so conspicuously in the landscape of business. The civil service is a great concern, and it should certainly be reckoned as belonging to the business world. Within the civil service, what Department is more purely an organization for business ends than the Post Office?

A news item of the past week has reference to the latest improvement in the business organization of the U. S. Post Office Department. Here it is in the form in which it appeared in the *New York Nation*, whose comment leaves nothing to be added:

"It is a long time since there has been an item of news about the Federal civil service so important or so interesting as that which is now given out concerning the Post Office Department. Not only is President

Taft to put into the classified list, by executive order, between 7,000 and 8,000 assistant postmasters, whose appointment has thus far remained a matter of patronage, but he will recommend legislation by Congress putting all second and third-class postmasters into the competitive class. This will leave to the patronage system only the comparatively small number of first-class postmasterships, and a portion of the fourth-class postmasterships, and will thus mark a notable advance toward the final extinction of the old system in its chief remaining stronghold, the Post Office Department. But the most interesting thing about the announcement is the statement that both these reforms have been adopted by the President upon the special recommendation of the Postmaster-General, who has been led to make them as part of his earnest effort to bring the Post Office Department up to a self-supporting basis. It is not so very long since civil service reformers were sneered at as dreamers and doctrinaires, who knew nothing about practical affairs. But here we have the man who was appointed Postmaster-General as the result of his successful management of Mr. Taft's campaign — a man who is nothing if not a politician and a practical man—carrying the civil service system beyond the farthest point it had yet reached, so as to enable him to make the two ends meet in carrying on the postal business; and, as though to put a final touch on the picture, we are told that he is "very much elated over the prospect that he will not have to meddle in politics for the next two years in the running of his department." Truly, the world does move."



SISTER CONSTITUTIONS.

The Australian Federation is only twelve years old, compared with the forty-three to the credit of our own

Dominion, but the machinery seems to be working much less smoothly. The chief difficulty, of course, as with the federal principle everywhere, is the difficulty of reconciling the demand for national consciousness with a maximum of home rule in the component states. In Australia there is said to be already forming two parties — one a states-right party and the other for the enhancement of the federal power. Accentuating the cleavage is the final settlement of the question of the financial apportionment of the Federal revenue among the states. Though this is by no means a dead issue in Canada, it is not worthy the name of a force making for disunion. Indeed we have nothing in the way of a movement for separation, though none know better than those assisting in the practical administration of the country at how many points Dominion and Provincial jurisdictions break lances and how misty is the border-land between the two. Here as in Australia the future has some important problems in the art of government to solve, and doubtless some radical changes to witness.



AMEND THE CONSTITUTION.

When the Ottawa Civil Service Association was formed the question of an annual meeting was a subject of debate. It seemed good to those who took part in the uncertainty and stress of that time that the nearest approach to a general meeting should be an assembly of those "advisory boards" which had been devised to meet the demand for class as well as Departmental representation in the governing body.

It was a clever solution, and *The Civilian* would be the last to pour cold water on it, though the argument then used that a meeting of 2,000 members was not feasible seems a strange one. What better argument for a meeting than that

2,000 people want one? In any case the prohibition has clearly had its day. We have tried in vain to find a constitution of a democratic organization which gives no opportunity for its executive to report direct to the membership. The annual meeting should be a meeting of the membership, and we are glad to learn that an amendment to the constitution to that effect is contemplated and will almost certainly be introduced at the approaching annual meeting of the advisory boards.



LA FLAMME PATRIOTIQUE.

Le petit Etat de Monténégro a à sa tête un roi qui est aussi un poète. Dans la préface d'un poème qu'il a récemment publié on trouve l'appel passionné suivant au patriotisme de son peuple:—

“O Monténégrines, je vous bénis! vous qui gardez si profondément au cœur l'amour de la patrie, qui nous avez accompagnés sur tous les champs de bataille, et qui ne portez qu'à la fin des combats le deuil de ceux qui ont péri.

“Dans vos touchantes plaintes, vous célébrez la mort des héros, et vous nous encouragez à d'autres exploits.

“Harassées, affamées, les pieds ensanglantés par les dures roches, les vêtements en lambeaux, vous vous glissez devant nous, sur les frontières de la patrie menacée, pour nous porter des munitions et des vivres...

“Au milieu de l'épaisse fumée de la poudre et des incendies, tout près de la croix, symbole de notre liberté, j'ai vu briller vos angéliques figures, nos sœurs. Et, me livrant à l'élan de mon cœur, j'ai voulu chanter vos vertus, vos sacrifices, vos efforts, votre amour ardent pour la patrie...

“Mon imagination a rencontré, sur les bords de la Zeta, une femme ayant au cœur le même idéal que vous. J'ai mis dans sa bouche vos

travaux et vos vertus. Je l'ai fait vivre dans mes vers, telle que je l'ai vue dans mon rêve, afin qu'elle serve d'éternel modèle aux jeunes femmes monténégrines.”

Les Etats des Balkans ont longtemps été une région volcanique de troubles politiques. La petite principauté du Monténégro a joué un rôle important dans la lutte contre les Turcs, avec l'aide de l'intrigue allemande et autrichienne. Le prince Nicolas va maintenant être enfin reçu dans le cercle sacré des rois européens. Il a déjà accordé à son peuple une constitution et un parlement, et une nouvelle garantie de la paix dans la péninsule balkanique va maintenant être donnée par sa reconnaissance, dans les chancelleries, comme monarque constitutionnel.

HOW LIFE LOOKS: ALL IN THE POINT OF VIEW.

To the optimist:

Come in.
Take one.
No collection.
Admission free.
You are invited.
Strangers welcome.
Ask for free sample.
No trouble to show goods.
Let us “feather the nest.”
Money back if not satisfied.

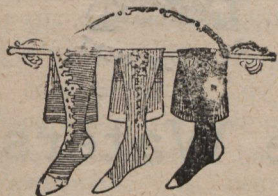
To the pessimist:

Keep out.
Dangerous.
No smoking.
No admission.
Beware of the dog.
Keep off the grass.
Elevator not running.
Don't feed the animals.
Trespassers will be prosecuted.
Not responsible for hats and coats.

OUR CIRCULATION AGAIN.

In our last issue we recorded over 100 new subscribers in Montreal from the outside service. This week's mail brings us in 30 new names from Victoria, B.C., and a dozen from Vancouver. We are gradually building up quite a respectable circulation on the Pacific Coast.

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a pair, or 3 pairs for..... **\$1.00**

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6½ to 7. A pair 35c 7½ to 10
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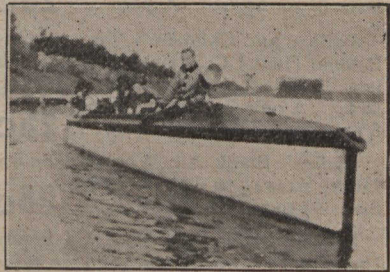
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Pearl Handled Pocket Knives!!

The Montreal Star's Joker on Some Threatened "Reforms":

Reform is in the air! The Department of State is seriously considering the question of abolishing the system of presenting each member of the civil service with a pearl-handled pocketknife every Christmas. In this matter, we imagine the Department will have practically unanimous support of both Houses of Parliament. A pearl-handled pocketknife must tend to have a demoralizing influence upon an otherwise civil servant. In the first place, his wife is sure to want it, and he may have conscientious scruples about entrusting a woman with a weapon for which she can have no legitimate use, and which she may misapply, if it is only in tantalizing other women whose husbands are not "in the government."

Then the universal pearl-handled pocketknife has a democratic, leveling tendency, which should not be encouraged in our civil service. When the deputy-minister pulls out his pearl-handled pocketknife for some legitimate purpose, the secretary is under the obvious temptation to draw his pearl-handled pocketknife to sharpen his pencil, the stenographer may produce a pearl-handled pocketknife from some mysterious recess to carve her chewing gum, and the messenger may begin to whittle his tobacco plug with a pearl-handled pocketknife. This kind of thing must be fatal to discipline.

Then there is the element of "graft" involved. The law does not contemplate the idea of civil servants being corrupted by pearl-handled pocketknives. It may be a small gift, but—it is the thin edge of the wedge. And, as everybody knows, governments are more worried about the thin end of the wedge

in connection with graft than they are about the thick end.

So far, public opinion will be heartily with the Department of State. But it goes a step farther. It is seriously proposing to abolish the annual presentation to Senators and Members of Parliament of ladies' work-boxes and purses, and suit cases, and stationery, all of which are so essential to the proper performance of their legislative functions. This proposition is revolutionary and should only be adopted after the most careful consideration. In any case the Department must not expect the same public enthusiasm over this as over the lesser reform. A distinguished Canadian statesman used to tell a story of an orator at a political meeting who lashed himself into a frenzy as he declaimed against the government for having increased the estimates by millions. But the meeting didn't "frenze" worth a cent. It remained totally indifferent or rather bored. They didn't know a million from a turnip. And then he changed his theme and spoke of the government having that year bestowed two pocketknives upon each Senator and Member of Parliament instead of one as of yore. That fetched 'em.

By all means let the good work of reform go on. But meanwhile, why not temper the wind to the shorn lambs? Why not break it gently? This year give them a single-bladed German knife with an imitation buckhorn handle. Next year drop the blade. This would tend to reconcile them to the omission of the handle the following year and Reform would be complete: Reform and Retrenchment would kiss each other.

The Woman in the Service

By "Frea Cannaiad."

It is generally conceded that one of the greatest drawbacks to the advancement of the interests of women workers has always been their lack of union. Many women feel that their stay in the business world is temporary, and they are either indifferent to the conditions under which they must work for a time, or willing to submit to what they frequently regard as injustice until they leave the ranks of the wage-earners. But the more intelligent women, and those who feel a certain degree of responsibility for the generation of women workers who will succeed them, see the advantages of organization, and are attempting to push themselves up against forces, which frequently conspire to keep them down. The association of Post Office women clerks in Great Britain have recently taken very definite steps with a view to the redress of what they regard as their special grievances. They have forwarded a petition to the Postmaster-General, drawing his attention to the discrepancy existing between the salaries paid to women in the administrative and clerical branches of the Post Office and the salaries paid to men for similar work, and ask that consideration be given to these requests:

That women clerks shall be placed on the same scale of pay as Second Division clerks; that women shall be allowed to compete for the appointments in the Post Office at present open only to men, and that the rate of remuneration for those appointments shall not be differentiated by reason of sex; and that women

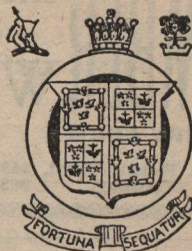
already in the Post Office shall be given facilities for entering other branches of the service. In their petition the women draw attention to the fact that they are systematically paid lower salaries than men are paid for doing the same class of work, although it has been proven that the quality of women's work is by no means inferior to that of men's, and performed with as much accuracy and despatch. They point out the fact that certain branches have been transferred entirely to the control of women, and that they have been specially congratulated by the late Postmaster-General on the efficient manner in which certain new and complicated work entrusted to the women had been dealt with and despatched. They further draw attention to the exclusion of women from examinations which would enable them to enter the higher ranks of the Post Office. They regard, too, as serious grievances their limitation to one class of work, and their lack of prospects. Whilst many avenues are open to men to impose their conditions if they possess the necessary ability and enterprise, women are restricted to one class of work, with no chance of advancement. Finally, they contend that the admission of women to the higher classes in the Post Office would make for the greater efficiency of the department, by securing the services of highly qualified women whom at present the small salaries offered and the meagre prospects fail to attract.

All of which has a very familiar ring,—the grievances common to women civil servants.



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The Great Seal of England.

The Part it Plays in Official Life. — How it is Made, and for What Purposes it is Used. — The Quaint Ceremony of Installation.

It was announced in the "Court Circular" the other day that the deputy master of the British Mint was received in audience by the King at Marlborough House. The provision of a new Great Seal of England was the subject of the interview. For a fresh Great Seal has to be made on the accession of every Sovereign to the Throne, and the delicate work of cutting it on silver, from the drawings of the artist, is done at the Mint.

A document to which the Seal is fixed is the instrument by which the will of the Sovereign is declared. The Great Seal is, therefore, affixed to Royal Proclamations dissolving or summoning Parliament, to treaties with foreign Powers, to patents of nobility, and to the credentials of Ambassadors. The impression of the Great Seal in wax is as round and as thick as a muffin, and is attached to these parchment documents by a plaited silken cord. The Great Seal itself consists of two heavy silver discs, hinged together, which, when closed, form a sort of mould. Each of the two parts is smooth on the outside, and engraved within. At the top is an orifice. Into this one end of the silken cord is inserted, after which molten wax is poured in and allowed to harden. Then the Great Seal or mould is opened, and on the wax is found the beautiful impressions of the two engraved surfaces. This wax seal, hanging from its silken cord, is exactly 6 in. in diameter and $\frac{3}{4}$ in. in thickness.

The value of the Seal if put into the melting-pot is about £25 or £30, but the elaborate engraving in high relief upon its two sides necessarily adds greatly to its value. During the long reign of Queen Victoria the Great Seal had to be replaced four times, according as its mechanical

parts were worn out, and its ornamentation defaced. The cost of the first Great Seal of the reign is not known, but the second, which was in use from 1860 till 1878, cost £413; the third, which was in use from 1878 to 1900, cost £513; and the fourth cost £400.

All the Great Seals of England have one design in common. On the obverse of the Seal the Sovereign, whether male or female, is represented sitting in St. Edward's Chair, robed and crowned; and on the reverse the King or Queen is seen on horseback, habited in a flowing mantle. But in the execution of this common design, and especially in its symbolic accessories and ornamentation, the fancy and skill of the artist are allowed full play, so that each Great Seal is different in detail from its predecessors, and, viewed as an example of the engraver's art, is usually worthy of its great purpose.

When a fresh Great Seal is made it is brought into use and the old one discarded with quite an interesting ceremony. A meeting of the Privy Council is called and attended by the King in person. The two Seals, the new and the old, are laid on the table. Then the King, in the presence of his Councillors, places his hand on the new Seal, thereby constituting it the Great Seal of England, and acknowledging that any document to which an impression of it is attached is his act and deed. The old Seal next undergoes a process known as "demasking." At one time it was the practice to cut it into four quarters and deposit the pieces in the Tower; but for many years it has been defaced simply by the Sovereign making a few small punctures over its two sides with a pointed hammer. These

marks are regarded as sufficiently indicating that the Seal can never again be used as a State instrument.

The discarded Great Seal is disposed of as the Sovereign may direct. As a matter of custom it becomes the property of the Lord Chancellor, and a more unique official perquisite there is not in the United Kingdom. When William IV. succeeded to the Throne in 1830, and a new Great Seal was accordingly provided, there was an interesting contention between Lord Lyndhurst and Lord Brougham for the possession of the disused Great Seal of George IV. At the death of George, Lyndhurst was the Lord Chancellor, but before the Great Seal of William was completed a change of Government took place and Brougham was Lord Chancellor. Lyndhurst claimed the old Great Seal on the ground that it was in his charge on the death of the Sovereign. Brougham pointed out that as the old Great Seal remained in use until the new one was ready, and, as he was the actual keeper of the old Seal at the time it was discarded, his right and title to it were unquestionable. William settled the dispute to the mutual satisfaction of the statesmen. He allotted to each one of the sides of the old Great Seal, and tossed up a coin to decide the choice — which should have the representation of the Sovereign on the Throne and which the Sovereign on horseback.

Personals.

Obituary.

It is with regret that *The Civilian* records the death of no less than three of the members of the inside service at Ottawa since our last issue. All of these gentlemen had seen long service,—one particularly,—and were deservedly popular with their associates.

Mr. Robert James Edwards, of the Post Office Department, died very suddenly at his residence on Friday night, Sept. 23rd, in his 40th year. Mr. Edwards was unmarried.

On Tuesday, the 27th inst., there passed away Mr. Duncan Bethune, of the Immigration Branch, Department of the Interior, in the 47th year of his age, leaving a widow and two sons.

On Wednesday, the 27th inst., occurred the death of Mr. Henry David James Lane, in his sixty-second year. Mr. Lane had spent no less than 40 years in the service, chiefly in the Militia Department, of which he was Librarian. He leaves a widow and one son.



Wedding Bells.

The Civilian desires to extend its congratulations to three members of the service and their brides, whose marriages took place recently.

On Tuesday, the 27th inst., Mr. James McCann, of the Immigration Branch of the Interior Department, was united in the holy bonds of matrimony to Miss Helga P. McCord, daughter of Mr. and Mrs. John McCord of Ottawa.

On the same day, at Hull, Mr. James Arthur Owen, of the Accountants' Branch of the Post Office Department, was married to Miss Laurence Rochon, daughter of the late Hon. Mr. Justice and Mrs. Rochon, of Hull.

Wednesday, Sept. 28th, witnessed the marriage of Mr. John R. Usher, one of the officials of the Railway Commission Board, to Miss Eleanor May, daughter of Mr. and Mrs. Geo. F. Venn, of Ottawa.

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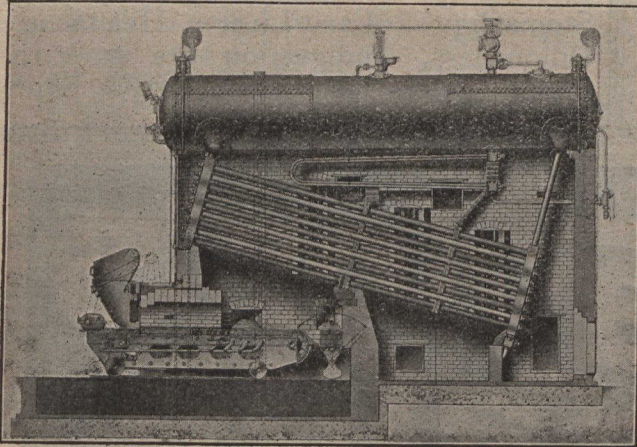
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Here and There among Public Servants

Edited by "Snap"

The Ottawa Citizen asks: "Can anyone imagine a Canadian or American city advertising for a mayor? Can anyone give a good reason why a city should not advertise for a mayor when it needs one?"

The Toronto World replies: "They do these things in Germany, but Germany is a comparatively civilized place. Here we have not quite realized yet that a good mayor is indispensable for the public interests.

"It requires just as much experience and just as much special education and training to run a city as to run a bank or a railway. There are a great many people yet who think differently in Canada."

And what about the men who "run" the country?

The Toronto World is evidently taking an interest in civil service matters generally, for in the same issue as the above it says:

In view of the question having been raised in Toronto by Ald. Maguire, who favors promotion in the fire department by the rule of seniority, the following figures as to the methods of appointing and promoting firemen, adopted by leading cities in the United States, compiled by "Fire and Water Engineering," may be interesting:

Civil service exam.	42
Fire commissioners	16
Chief	13
Exams. other than civil service ...	11
Mayor, council	4
Competency after service	4
Board of engineers	3
Seniority	3
Board of public service	1
Political influence	1

It will be seen that The World's idea of an examination test seems to be the rule; also that promotion at the discretion of the chief, as is the case here, has a good margin on the seniority plan.

The report of the Philadelphia civil service commission for 1909 shows a marked decrease in the number of applications for examinations. Tables prepared by the commission give 5,136 applicants in 1909, as compared with 7,065 applicants in 1908, a decrease of nearly 2,000 in one year. Commenting on this, the report says: "The reason is evident. The business depression

has been lifted and consequently there has been a decrease in the number of applicants for city positions."

The Philadelphia Civil Service Reform Association would probably give other reasons for this decrease.

The Honourable the Secretary of State and Administrator of the Civil Service Act will be interested in the following:—

The impression is general that at least nine out of every ten men in Ireland are named Pat Murphy, and for once there is some real ground for the popular impression, for, if you call every person you meet in Ireland "Murphy," you will be right once in every eight times. If the other are not named Murphy, the chances are two in 17 that they are Kellys. A strong and growing rival of Murphy and Kelly, however, is Smith. In both England and Scotland Smith is far in the lead, and in Wales beats Jones by a narrow margin.

The number of typical English names in Ireland is surprising. Messrs. Baker, Cooper, Long, Small, Turner, etc., are frequently encountered, but, despite this invasion and the equally vigorous attack of Welsh Joneses, there are enough left of the Aherns, Riordans, Fagans and Moy-nihans to keep alive the traditions of the land.

Any Murphy in Ireland, or out of it, can tell you that "Murphy" is a concession to the poor, ignorant English, who found difficulty in pronouncing — the saints help them! — a simple name like MacMurrough — the name of the ancient kings of Leinster, of whom Dermot was the last.

The Four Corners.—"And what are we to understand by the Biblical expression 'the four corners of the earth'?" asks the instructor in theology.

"Rockefeller's corner in oil, Havemeyer's corner in sugar, Carnegie's corner in steel, and Patten's corner in wheat," answers the new student.—Saturday Evening Post.

No Trouble at All.—"Have any serious trouble with your new automobile?" "Not a bit. So far I haven't hit a single man without being able to get away before he got my number."—Cleveland Leader.

To Advertisers

THE CIVILIAN'S circulation is on or about the 2,500 mark. But it goes into every nook and cranny of the service, and those who see and read it are several times that number. Moreover, it is a bona fide circulation,—no prize packages account for it. Every subscriber pays his dollar because he wants the paper. And in nine cases out of ten he has subscribed merely because the opportunity has been pointed out to him. Once a subscriber, always a subscriber. We lost less than 5% on renewals at the end of our last business year. This constituency receives over \$15,000,000 in salaries annually and spend it with the business men who cater to them with attractive advertising.

The Perennial "Cost of Living" Problem.

It is cold comfort for one experiencing the pinch of high prices to be told that things might be worse, or that there have been times when they actually were worse. The diagram on the opposite page is a chart of a very famous British Index number of commodity prices, that of Sauerbeck, which is one of several published in the Labour Department's recent Report on Prices. The line 100 indicates the general level during the eleven years 1867-1877. The chart seems to indicate that in 1818, when Europe was just recovering from Napoleon Bonaparte, prices were at their dizziest altitudes. The recent rise since 1896 has frequently been compared to that which took place subsequent to the Australian and California gold discoveries (1849) and during the Crimean and American Civil Wars. Mr. Sauerbeck would seem to believe that our grandfathers' experience, half a century ago, was worse than our own, inasmuch as the rise was greater and that it "took-off" from a point higher up. Mr. Sauerbeck, however, speaks for Great Britain where the recent rise has been a small performance compared with that on this side of the Atlantic.

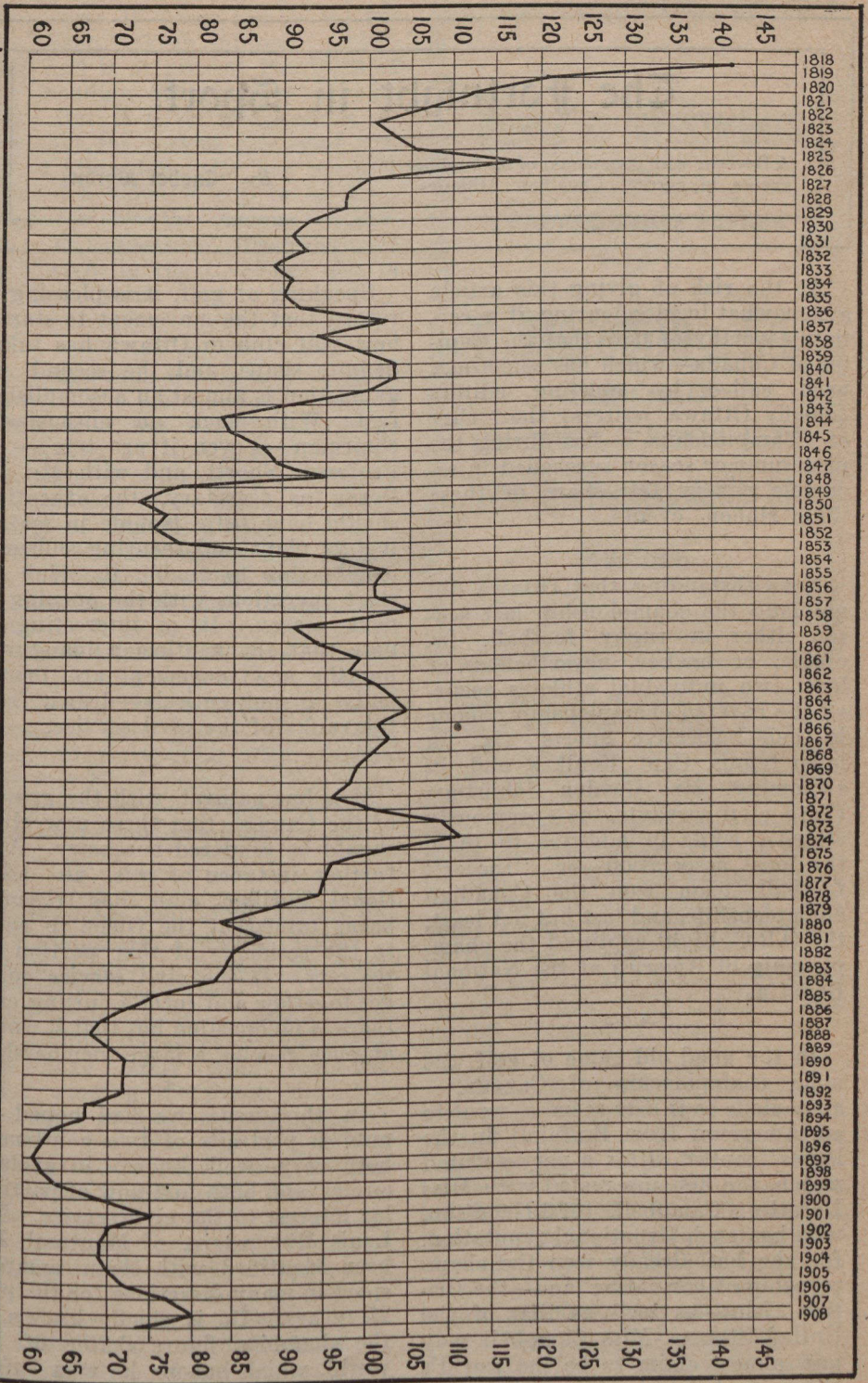


Chart Showing Fluctuations of Prices in Great Britain, 1818-1909.

The Fortnight in Sport.

A Review, with comments, of the leading events in current Canadian Athletics.

By "Casbel Byron"

At the risk of giving this article a somewhat local colouring, it is certainly worthy of note that the Capital of Canada—which has sometimes been called by sporting editors (chiefly Ottawa writers) the "City of Championships"—has during the past summer season succeeded in securing a very fair share of these 'blue ribbon' events.



Notwithstanding that Ottawa did not land the championship last season either in rugby football, lacrosse, or hockey, nevertheless at least two individual athletes secured the coveted championship honour in their respective sports, viz., in lawn tennis, Capt. Foulkes, and in swimming, Mr. Gordon Johnstone (both civil servants, as previously stated), while in addition to these the local association—or "soccer" football—team won the Canadian championship; and last but not least, the O.R.C. Eight captured the championship of America at the National Regatta.



In the good old game of golf, the male championship of Canada, — anomalous as it may seem, — went to an American from Buffalo. In the ladies' contest, after a very spirited match, the honours rested with Miss Dorothy Campbell, of Hamilton, who has an international reputation, for she has already won the championship of her native land—the British Isles—as well as that of the United States. Miss Campbell may now almost claim to be the world's champion lady player.

Speaking of golf, it is pleasing to record that the movement to start a new golf club in Ottawa has taken definite shape, and the second organization is almost an accomplished fact. With such an enthusiastic chairman — even if pro tem — as Professor Shortt, and with Mr. W. Foran as secretary, the executive should have little trouble in maturing its plans and securing sufficient membership to enable the club to start operations with the opening of next season. It is interesting to note that the gentlemen inaugurating the new movement are principally—if not entirely—drawn from the ranks of the civil service.



It is but natural, with the growth of the Capital, that these new clubs should be rendered necessary. As a further instance of this, an additional curling club has recently been formed at the Glebe to cater to the residents of this portion of the city. If the civil service could get together and form a curling club there is no question but that it would at once receive a large membership.



In this issue we had hoped to publish portraits of two gentlemen, both very well known in athletic circles, and both just now of particular interest to the civil service. Mr. Louis Rubenstein, of Montreal, has been identified with clean amateur sport in many directions for the past 25 years. He is chiefly known as the champion figure skater of the world, which honour he won before the Czar of Russia, in St. Peters-

burg, some 16 years ago. He has also taken a keen interest in bicycling and is at present President of the Canadian Wheelmen's Association. But it is on the bowling alleys that the service has chief reason to know him. He has recently donated a valuable cup to be competed for by the various departments of the service. The thanks of all bowlers in the C. S. are due to Mr. Rubenstein.



A young man who is very much in the limelight just now, and who, it is rumoured, has recently joined the civil service at Ottawa, is Mr. Frank Lukeman, of Montreal, who recently won the title of champion all-round athlete of Canada at the C.A.A.U. sports. Mr. Lukeman's chief ability lies in the sprint events, although he is also a very fine jumper and hurdler. It is to be hoped that his advent to Ottawa will give a stimulus to field and track athletics, which have sadly fallen into the background of late years. It is with great pleasure that *The Civilian* welcomes Mr. Lukeman to the ranks of the civil service. May he ever remain in the amateur ranks.



Speaking of amateurs, there is unquestionably a growing tendency among athletes to forsake the unremunerative field for that which offers some financial return. Several notable instances of this migration have lately been recorded. After winning the great Marathon road race at Boston—the premier event of America—and then a long series of other races, and without suffering a single defeat, Fred Cameron, of Amherst, N.S., sighed for more worlds to conquer. (Perhaps, also, for a little of the filthy lucre.) He turned professional, and in his very first contest was badly beaten by Abbe Wood, the professional. It is the old story of the cobbler sticking to his last, etc.

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And now it is said that R. E. Walker, of South Africa, who won the 100 metre event at the Olympic Games in England two years ago, has decided to leave the amateur ranks in order to arrange a series of races with Donaldson, the old country pro. Perhaps the result may be the same as in Cameron's case. Many a good athlete has degenerated from an athletic standpoint, as well as socially and morally, by making this plunge. Poor Longboat is a notable example of this.



While the professional lacrosse season ended with the disastrous visit of the 'Nationals' to the Pacific Coast in quest of the Minto Cup, the amateur championship has not yet been decided. The emblem of this event is the Challenge Cup donated last year by Mr. D. D. Mann of Toronto. Many clubs are after it, and the Vancouver team are now in the East hoping to add this trophy to the list of mugs held on the Western slope.

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on the Civil Service Examination for May proves the superiority of our courses. With one exception every candidate received an appointment in the Civil Service within four days after the results were published (June 18). One of our candidates in the Shorthand Division went right from our school without a single day's experience and headed the list of those who wrote from Ottawa and took third place in the Dominion. Another without a single day's office experience took the highest mark in Typewriting (99%) and still another caught fourth place in Subdivision B, 3rd Division. A most remarkable showing for inexperienced candidates, and is the best evidence of the High Grade teaching at Gowling's School.

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