

# THE CIVILIAN

VOL. III.

OCTOBER 21st, 1910

No. 13

## Practical Assistance on the Organization Problem — How Charts may be used.

On the next following page will be seen a sample result of an interesting experiment in analyzing a public service and charting its organization.

The service in question is one branch of the department of the city engineer of Chicago, and the chart shows in a pictorial way the result of a careful overhauling and analysis of the functions of the branch. There are no fewer than eight such branches under this one officer and all have been subjected to a similar process, as in fact has been the entire municipal service of Chicago.

The local Civil Service Commission which completed the work has recently illustrated the final result in a most interesting volume or "chart book"—free to all applying for it (such at least has been *The Civilian's* experience) — containing in all some forty charts like that quoted, some being, however, of a much more complicated and elaborate character.

According to the theory of civil service administration as it is understood by the Chicago Commission, standards of employment, fixed responsibility, and direct line of authority are necessary to obtain a basis upon which to ascertain departmental and individual efficiency. To obtain these fundamentals the Commission has classified the service as provided by law, defined the classification and duties of positions, graded and ranked the service upon the basis of duties performed, established uniform salaries for uniform services performed, and charted the

organization of the various departments of the municipal government.

This has been accomplished since 1907. Up to that time unsolved problems confronting the development of civil service administration had made it impossible. The detailed work involved will be understood when it is known that previously no successful attempt had ever been made to analyze the public service of this or any other city with a view to attaining the objects indicated. The Commissioners add:

"Application of the principles thus established in installing a new service would not have been difficult. To adapt them to a service of years' standing meant to replace a complicated and confused structure developed without standards and complicated by more or less technical or legal obstructions.

"By reason of these conditions there are inconsistencies apparent in the present service. Many employees are out of grade; in numerous cases salaries do not represent the real value of services performed; there are "hold-overs" in the service dating back to 1895, when the law took effect; there are employees holding positions under titles of positions for which they did not take civil service examination. These conditions will disappear in time by process of elimination if not corrected from time to time by direct action of the Commission in adjusting the service to the new conditions.

"The fact remains that the technical procedure of civil service as indicated above is now established. All future methods and action of the



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Commission must be based thereon, unless experience should develop the fact that the present Commission's understanding of the subject of public employment is based upon a misconception."

Civil servants the world over are under obligation to the Chicago Commission for their most sugges-

tive method of dealing with this difficult problem of organization. Though the services are widely different, no civil servant who is in any degree responsible for the organization of his branch could fail to derive much practical assistance from a careful examination of the Chicago Commission's charts.

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## Public Opinion and Civil Service Reform.

It is a theory of *The Civilian* that the highest hopes of the civil service profession in this country are bound up with the adoption of the most accredited methods of ruling and administering the service. Whatever makes the civil service a more efficient machine for the purpose for which it exists, makes, in our view, the calling of the individual civil servant more reputable and better worth following. Items like that quoted below from *The Canadian Courier* of last week are, therefore, of good augury, though to be sure it is time that the civil service problem be recognized as one of many sides rather than one that can be disposed of by a generalization:

"Sir James Whitney has just returned from a visit to England, and there is some talk of his establishing a Civil Service Commission for Ontario, similar to that recently created at Ottawa for the Inside Service of the Dominion. This would be an excellent move.

"Those who favour Civil Service Reform throughout the country and the abolition of the present spoils and partisan systems should get active again. The Ottawa Commission was but a beginning. The Outside Dominion Service should be brought under the Commission at an early date, so that the customs, inland revenue and post office employees would be removed from all danger of political influence and party patronage reduced to a minimum. There should also be Civil Service Commissions in every province, in order that every government employee shall be appointed on merit and not because of political achievements. It will be a tremendous wrench to the patronage committees, but the reform must come in Canada as it came in Great Britain and the United States. The interests of all the people are paramount to the interests of political parties and petty politicians. The day of small things is passing away, and the appointment of men to important public offices because of party service will pass away also. Canada must adopt the standards in administration which are the earmarks of a great nation."



## Vacancies in the Service.

### Inside Service.

Public Notice has been given that a general competitive examination, under the direction of the Civil Service Commission of Canada, will be held on Tuesday, the 8th day of November, and following days, at Halifax, Yarmouth, Sydney, Charlottetown, St. John, Fredericton, Moncton, Quebec, Sherbrooke, Montreal, Ottawa, Kingston, Toronto, Hamilton, London, Sault Ste. Marie, Port Arthur, Winnipeg, Brandon, Regina, Saskatoon, Calgary, Edmonton, Nelson, Vancouver and Victoria. Such examination will have reference to the following positions to be filled during the period from January 1st to June 30th, 1911, in the Inside Division of the Civil Service of Canada, viz. :—

20 clerkships (for men) in Subdivision B of the Third Division. Initial salary \$500.00.

10 positions as stenographer and typewriter (for men) in Subdivision B of the Third Division. Initial salary \$500.00.

20 positions as stenographer and typewriter (for women) in Subdivision B of the Third Division. Initial salary \$500.00.

20 positions as stenographer and typewriter (for women) in Subdivision B of the Third Division. Initial salary \$500.00.

20 clerkships (for men) in Subdivision B of the Second Division. Initial salary \$800.00. In the case of ten of these clerkships the persons to be appointed must, in addition to being successful in the regular examination, possess a knowledge of stenography and typewriting.

A general examination for positions as messenger, porter, packer or sorter will be held at the same time and places.

Persons desiring to present themselves for any of the above examinations may obtain all necessary information, copies of the rules and regulations, and forms of application from the Secretary of the Commission either on personal application or by writing.

Applications from intending candidates must have been filed on or before the 15th day of October. No exception can or will be made to this rule.

### Special Positions in the Inside Service.

Applications will be received from candidates qualified to fill the following positions in the Inside Division of the Civil Service of Canada.

Four draughtsmen in the Topographical Surveys Branch, Department of the Interior, Subdivision B of the Second Division, initial salary \$1,000. Candidates must have had a good general education, and be thoroughly trained topographical draughtsmen or map makers with considerable experience. They must submit authenticated copies of their work.

In their applications candidates must state their age, whether they are natural-born or naturalized British subjects, and, if not born in Canada, how long they have been residents of the country; they must also give particulars as to their education and their special qualifications and experience in connection with the requirements of the position for which they apply. References should also be furnished to persons whose knowledge of the candidate and of the duties to be performed may enable them to give reliable information as to the fitness of the candidate to fill the position applied for.



Applications for the above positions, addressed to the Secretary of the Civil Service Commission, will be received up to and including the 29th day of October next.

#### Outside Service.

Public Notice is given that the regular Civil Service examinations, Preliminary and Qualifying, for the Outside Division of the Civil Service of Canada, will be held under the direction of the Civil Service Commission of Canada on Tuesday, the 8th day of November, and following days, at Halifax, Yarmouth Sydney, Charlottetown, St. John, Fredericton, Moncton, Quebec, Sherbrooke, Montreal, Ottawa, Kingston, Toronto, Hamilton, London, Sault Ste. Marie, Port Arthur, Winnipeg, Brandon, Regina, Saskatoon, Calgary, Edmonton, Nelson, Vancouver and Victoria.

#### Naval Cadets.

Public Notice is hereby given that a general competitive examination for naval cadets in the Naval Service of Canada will be held under the direction of the Civil Service Commission of Canada on Wednesday, the 9th day of November, and following days, at Halifax, Yarmouth, Sydney, Charlottetown, St. John, Fredericton, Moncton, Quebec, Sherbrooke, Montreal, Ottawa, Kingston, Toronto, Hamilton, London, Sault Ste. Marie, Port Arthur, Winnipeg, Brandon, Regina, Saskatoon, Calgary, Edmonton, Nelson, Vancouver and Victoria. Such examination will have reference to the following vacancies, viz. :—

20 Executive Cadets.

10 Engineer Cadets.

Parents or guardians of intending candidates may obtain all necessary information, copies of the rules and regulations, and forms of application from the Secretary of the Commission, either on personal application or by writing.

#### THE CIVIL SERVICE CLUB.

The first annual meeting of the incorporators of the Civil Service Club was held on Monday, the 10th instant, at 5 p.m., when the by-laws were adopted and the polling officers elected.

President—G. S. Hutchinson.  
Vice-President—P. Marchand.  
Secretary—Wensley Thompson.  
Treasurer—W. A. Fraser.

Board of Management—The officers and Messrs. C. H. Parmelee, E. A. Primeau, J. W. Reid, J. E. Gobeil, G. Emond, F. Grierson, E. H. Hinchey, G. H. Wattsford.

A resolution was passed offering to take over the assets and liabilities of the Civil Service Club (unincorporated) and to admit to membership in the new club all those who had already paid, or who would pay, on or before the 10th November next, the two calls made on account of the membership fee.

At a well attended meeting of the members of the unincorporated club, held on the evening of the same date, a resolution was passed accepting the offer as outlined above and dissolving the existence of the old club. The Board of Management was authorized to execute a formal agreement to that effect and to complete the arrangements necessary to effect the transfer.

The entrance fee, except to members of the old club, will be \$20, and members will be admitted by ballot only. The club is now in a position to take advantage of the privileges granted under the terms of its charter, and the prospects for the future are bright. Arrangements have been made for the services of a competent steward and a dining room service is to be instituted. Pending the outcome of negotiations for suitable quarters in the centre of the city, the commodious and comfortable rooms on Mackenzie avenue will be occupied.



# 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. 21st, 1910

## THE COST OF SUPERANNUATION.

The cost of superannuation — there's the rub? But it is a question which should be viewed from the opposite side as well—the cost of not having superannuation.

The cost of superannuation will be, first of all, what the government makes it under the law. It will, secondly, be what the government makes it under the administration of the law.

But, in any case, there is a *quid pro quo*. Everyone admits the fact that there is a loss in retaining employees who are no longer able to do effective work. Even the business world, whose methods are not characterized by kindness, is being forced to provide against such loss. How much more, then, should a government take such action — an institution whose supreme care is, not that it pay a dividend in dollars and cents, but that it pay its dividends

in the shape of an all important function well performed.

The Civil Service Commission of the United States estimates that in the service at Washington, D.C., which numbers 30,000 employees, the money loss per annum through the absence of superannuation, is \$400,000.



## AN OPPORTUNITY FOR ORGANIZATION AMONG CANAL EMPLOYEES.

An incident of the past week illustrates the value of organization amongst government employees and the danger of delaying the perfecting of the machinery of organization until the time has come when it is necessary to use it. A request was made on behalf of certain canal employees of the Honourable the Minister of Railways and Canals for an interview for the purpose of presenting a petition for improved conditions. A cordial reply was received, but it was pointed out that the Minister desired to deal with all the canals at once in a matter like the present and preferred to receive a deputation which would voice the opinions of all rather than to deal with representations from any isolated district.

There would appear to be an excellent opportunity in this for the building up of an association among the canal employees throughout Canada, each canal having a branch of its own and sending a delegate or more to a general council. Such a council, on an occasion like the present, would be able to accede to the request of the Minister of Railways and Canals without an instant's delay and by the mere facilitating of business between the government and its employees would place the former under obligation at the same time that it would advance in the most potent way the interests of the men themselves.



## Some Small Mercies.

Civil servants, those at least who serve at Ottawa, are looking forward with content to the pleasant little interlude which circumstances (with the collusion of the government) have provided at the end of the present month. All Saints Day (November 1 and a holiday) falls upon Tuesday, and the government has decreed that the preceding Monday shall be Thanksgiving Day. Thus from a Saturday noon till a Wednesday morning the hum of industry ceases on the Hill.

Home is the sailor, home from the sea,  
And the Hunter is home from the Hill.

The usual week-end and two whole days thrown in to trim the coal bin, rake the leaves, and put on the double windows — all at the psychological moment! Or, if a trip out of town is taken, while crowded trains bring Tout le Monde and his family back on Monday night, the Ottawa civil servant returns leisurely on Tuesday. He is exactly  $33\frac{1}{3}\%$  to the good on the transaction.

It is not always thus with these pleasant church holidays which the service enjoys with the added zest of being able to watch the other fellow work. Fate is occasionally unkind, as when All Saints Day only two years ago fell on a Sunday! Ash Wednesday of course is certain, and so is "Little Christmas." Ascension Day is tolerably sure, being on a Thursday—but not inviolably so. Never shall we forget the year that, consulting the calendar to learn just when we might plan our annual spring outing among the trilliums and the hepaticas, we saw that Ascension Day fell on the twenty-fourth of May! That was the cruellest blow of a generation.

Days of devotion for some and of respite and profit for all, they are not the least among our mercies.

## LES JOURS DE MESSIDOR.

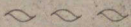
Le *Civilian* apprend qu'il y a quelques employés civils, à Ottawa et ailleurs, qui, dans ce temps de croissance du Canada, ont placé leur argent dans la propriété immobilière et sont indépendants pour le reste de leurs jours. Nous avons entendu parler d'autres qui font le même emploi séduisant de leur argent — et l'y ont encore, ce qui nous porte à citer l'amusant "éloge" suivant d'un confrère :

"Les jours de messidor sont déjà loin, ô mignonne! et le courtier d'immeubles, dans toutes nos grandes villes, continue gaiement la moisson

de son deux et demi pour cent. Ce qui fait la fortune du courtier d'immeubles, c'est son savoir-mentir. Si la terre 'baisse,' il vous prouve que c'est pour mieux remonter; si elle monte, qu'elle montera encore davantage. Lui confie-t-on la vente d'une vieille maison délabrée? il la replâtre au réel comme au figuré, il la vante, il la pousse, et rarement il manque de trouver preneur. Vous craignez que l'autorité municipale ne laisse croupir dans la fange le quartier où vous auriez, sans cela, une vague intention de vous établir? Rassurez-vous et prenez-en la parole du courtier d'immeubles, avant trois mois l'égout sera élargi, la chaussée



pavée, le trottoir construit; et naturellement, ces travaux doubleront la valeur de la propriété. Vous redoutez la solitude au coin de rue que l'on vous offre? Ne savez-vous pas qu'une banque vient s'installer sur le coin d'en face, et que vous aurez dans le voisinage les usines du Canadien-Nord, les chantiers navals, le canal de la baie Georgienne, sans parler de la cale-sèche? Homme de peu de foi! donnez votre argent, levez-vous et marchez, et les affaires marcheront aussi. Quand *Voltaire* écrivait: 'Mentez, mentez, il en restera toujours quelque chose,' il s'adressait aux courtiers d'immeubles, et il voulait dire: 'il en restera toujours quelque chose dans votre gousset.' L'idiot qui a dit que l'honnêteté est la politique la plus payante voulait scurnoisement tuer le commerce d'immeubles. Que le courtier d'immeubles ait pris le parti de mentir, de mentir effrontément, de mentir le plus souvent possible, il faut s'en réjouir, et pour lui, et pour nous tous. Puisque en effet, au dire des économistes, la prospérité des peuples exige surtout que l'argent roule, il ne saurait y avoir de mauvaise manière de faire rouler l'argent, même si à ce jeu nous nous faisons un peu 'rouler.' Dans les sociétés antiques, la pleureuse officielle était payée très cher; pourquoi refuserait-on leur salaire—pardon, leur commission, — à une classe d'hommes qui par leurs ingénieux mensonges sont pour ainsi dire, sous le règne de l'Offre et de la Demande, les 'bouncers' officiels de la Société."



#### C. S. ORGANIZATIONS AS A SPECIES.

What *kind* of organization must any class-association of civil servants be? At this time when the association at Ottawa, the chief among its peers making up the Federation, is giving serious thought to its constitution, it may be advisable to sug-

gest careful and clear thinking on this question.

For example, it is sometimes loosely asserted that the Executive bears to the rank and file something of the relation which Parliament bears to the people, or the Cabinet to Parliament. Nothing could be wider of the mark. The rank and file or their representatives may be said to select the Executive, but there the resemblance stops. The Executive has no legislative powers. No act of it can by one jot directly alter the condition of the individual civil servant. It is nothing more nor less than a committee delegated to present certain petitions to the common employer—the government.

This is so obvious that it seems ridiculous to state it, yet some of the corollaries to the statement are constantly overlooked. One is that the Executive is powerful only when the service is all but unanimously behind it. The Executive may propound any doctrine it chooses, but if any serious opposition appears in the service at large, there need be no fear that the Executive's opinions will carry with the government. Herein is at once the strength and weakness of the Ottawa association. A most potent check upon an inefficient Executive is provided, yet the very potency of the check gives a powerful handle to rash and hasty criticism.

The lesson is: select your Executive carefully; watch its proceedings no less carefully; back it up under ordinary circumstances to a finish even if this involves the giving it sometimes the benefit of the doubt; and where a serious difference of opinion occurs use every effort to reconcile it in the first instance within closed doors. Open dissension in the ranks reduces everything to the original chaos, and should be regarded as absolutely the last resource. The safest model on the whole in Canada to-day is an association like that of the Canadian



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### *At the Sign of the Wooden Leg.*

#### Concerning Sunflowers, Skeletons, Snooks, et al.

One of the older poets, Montgomery I think, called the Sunflower the Eagle of Flowers.

"Eagle of Flowers, I see thee stand  
And on the sun's noon-glory gaze."

That is how the lines ran as I remember them.

This is all very grand and ennobling, but as I looked out of my window some afternoons ago at a sunflower in my neighbour's backyard and observed its impudent face turned not towards the sun but towards my yard, as if inquisitive of what bottles were thrown there, whether their labels said Corby or Castor Oil, I was impressed with other notions of His Slopfed Majesty, and before I could rein in my intrepid muse I found myself the author of these verses:

Tomcat of Flowers, I see thee stand,  
And on my household refuse gaze.

Thou wonderest what awful brand  
Of ancient Rye inspires my lays.

Thou takest note of those old cans

That once the festive Sardine cased;

Thou sayest to thyself, "This man's  
Domestic life is spoiled through waste."

Self-righteous Thomas, let me call

Attention to one litte thing:

A floral tomcat, after all,

Doth find dishwater nourishing.

I set these verses forth not merely as a sample of my poetry, though far it be from me to decry their merits, but as an introduction to a talk on the subject of Neighbourly

Curiosity, or The Skeleton in the Closet and How to Make It Rattle.

Whether curiosity is a result or a symptom of idleness I cannot say. At any rate it is a concomitant, that's it, an inevitable concomitant of idleness. Let us not confound it with the other habits of investigation. My grocer has an investigating mind, yet it was not curiosity that led him to look me up in the bluebook when I asked for a thirty-days' credit. His safety demanded that he should know the size of my salary as well as the size of my order. He had to establish a ratio between the two, not even as a matter of mathematical experiment,—that is, scientific curiosity—but because he must find out where the money was coming from on payday. I should not have felt grieved had he written to the Editor of *The Civilian* to ask about my character, or inquired if I were a Sunday School superintendent or a bridge player or what not. But when Mrs. Partington Snooks, with whom I have no business dealings, whose daughter I cannot marry, whose society I may not enter, takes an interest in these monetary and moral facts concerning Mr. Wegg, it is only because of curiosity. When this curiosity becomes insistent to the point of rattling my skeleton in its closet, then it can be called neighbourly curiosity, the inevitable concomitant of idleness (mark that phrase again) and the prolific progenitor of mischief (better mark that also).

"I don't look upon any human being as a dago," said Mrs. P. Snooks once. She said it in Latin, having a dictionary with all these things at the back of it, but Snooks got the original twisted on the way to the office and my dictionary has only the metric system as an appendix, so you will have to take his translation of it and be content. However, that is the Snooks slogan. They pride themselves on their catholicity of taste, but from what I learn from Snooks himself the main



interest of the household is in skeletons. Not their own, oh no, but the Wegg, and the Baffin, and the Pod-snap skeletons. They have a pianola and a phonograph, but the humbler music of the bones pleases them most.

Snooks forages for skeletons in the office all day. Perhaps I may liken him to a camera, a walking camera, set on a bi- instead of a tri-pod, which Mrs. Snooks adjusts in the morning and fills with films. Snooks snaps you almost automatically and takes the negatives home with him at night. These are removed by Mrs. Snooks and developed. If the proofs are satisfactory, that is if they show a sufficient number of vertebrae, copies are made for the neighbours. You should be sure to look pleasant when in the presence of Snooks.

The Snookian method of photography is brought to such a perfection of art that it seems almost artless. He approaches you and says, "You look worried to-day. Have you had a reverse?" You have lost ten dollars at poker the night before. You do not wish to talk about it with Snooks of all men, but his face, like the finder of the camera, reflects your anxiety and you make him your confidant. Click! Mrs. Snooks will be busy to-night.

This is the more direct, or *tête-à-tête*, method of skeleton rattling. The less direct, or *entre nous*, method consists in pumping you concerning the affairs of your friends and acquaintances. Nothing human, you know, is a dago to Snooks. He comes to you with a morsel of scandal which he throws out as a shrimp to catch your mackerel should you happen to harbour any such fish in your sea of knowledge. The favorite opening in this investigation is for Snooks to say, "Now, Thomson is the best fellow in the world, but —" Then he pauses to note the effect of his "but" on you.

"But yet" is a gaoler to bring forth  
Some monstrous malefactor."

Do you prick up your ears? Snooks is ready. The "monstrous malefactor" is trotted out. But this will not satisfy him. Deep must answer unto deep. *Habeas Corpus*. Out you come, ere you have time to remember it is Snooks you are talking to, with your M.M. to bear witness to the character of Thomson. Click! Click! Mrs. Snooks will be very busy to-night.

And now, Gentle Reader, let me once more drop into poetry. I sing the Snookses:

Mr. Partington Snooks  
Knows a little of books;  
But he and his wife  
Say the deep game of life  
Is by far most engrossing of all.  
They read it each day,  
Making notes by the way,  
And give chapter and verse  
For the bad and the worse  
Which may their companions befall.  
In the rear of their yard  
Two sunflowers guard  
A full garbage pail,  
Which I smell without fail  
When passing by Snookaby Hall.

Of course some critic will rise to remark that Wegg has as much of this neighbourly curiosity as any of them. But who can be held responsible for what his nose finds out?

SILAS WEGG.

### SUMMER SHADOWS.

By Richard Le Gallienne.

Life is running fast away,  
All the woods are yet to learn:  
What did yonder squirrel say?  
And I never shall return—

Not, like bud or building bird,  
Come when April comes again;  
Scarcely have I learned a word  
Of the language of the rain.

Swift the summer glides away,  
Not one lesson learned aright;  
Soon comes round the longest day—  
Ah! how soon the longest night!

Interviewer—"I'm told, sir, that you began life as a poor bricklayer. What was your first step forward?"

Great Contractor—"I became a good bricklayer."



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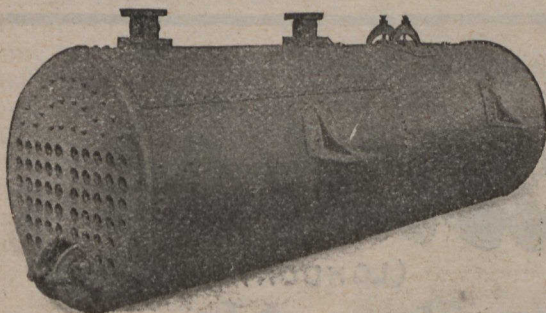
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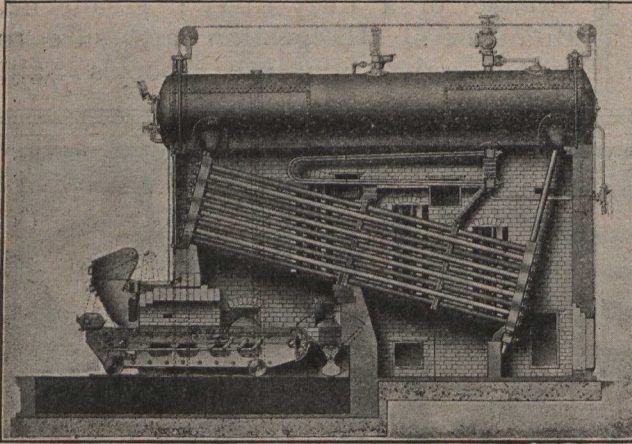
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## The Woman in the Service

By "Frea Cannaiad."

To make use of the idea of conversion, in its narrow psychological sense, seems a startlingly new departure in connection with the question of woman's rights, and yet this is what Mrs. Elizabeth Robins Pevaeil has done in her novel, "The Convert." In the book the convert, Jean Dunbarton, is converted from a lack of interest in the cause to become a firm upholder of the tenets of the woman suffragist. "The influence that has hold of her is in the very air," so explains Vida Levering, the woman whose personal touch has brought about Jean's conversion, — "no soul comes from the higher sources of civilization, like the other mysterious forces of Mother Earth, no warning given—no sign. A night wind passes over the brown land, and in the morning the fields are green."

"Or it passes over gardens like a frost," he said, "and the flowers die". Such are the conflicting opinions of the two most concerned in the welfare of the girl's soul—Vida Levering on the one hand, herself a convert to the cause, and Geoffrey Stonor on the other, the girl's lover, strong politician, a man of great intellectual power, and wrestling now to save the girl he loves from passing under the spell of the new fanaticism.

This then is the keynote of the novel, that the seed sown by the militant suffragettes will in due time, before their opponents are aware of it, bring forth a hundred fold; and the belief in woman suffrage will come upon the people, like the great wave of a revival

movement. For anyone who has commenced the study of the subject, this novel will help her well on her way, for one finds therein a very comprehensive presentation of the arguments in favor of woman suffrage. For this very reason it almost forfeits its claim to being a novel, for the author does not hesitate to turn aside from her plot to define situations, present pictures and analyze motives which bear on the question of woman suffrage, and contribute nothing to the working out of the plot. By this introduction of extraneous matter, the artistic perfection of the novel is marred, so that the work becomes rather the narrative of the soul life of Vida Levering, and what she did to carry out her new convictions.

When the narrative opens, Vida Levering, a woman who has been greatly wronged, is just reappearing in London society, where she makes a fine impression. Though outwardly happy, she has been passing through a school of suffering, an awful unrest within, a questioning of all the established system of society. "What is the meaning of life?" "What does life mean for a woman?" She sees in the lives of women of her class little else than an intolerable ennui. Some are devoted to the art of pleasing—"rather the woman's part" as Lord Borrodaile defines it, but to her a life less noble than that of the brutes. A life devoted to charity is only another form of selfishness — the intoxication of the King among beggars. She finds women of her class deliberately unwilling to think other



than they are expected to think. The typical English girl, Hermione, would almost as soon have stood on her head in Piccadilly as have said anything original. "From the crown of her carefully dressed head to the tips of her pointed toes she was engaged in testifying her assent to the prevailing note."

There is, however, one class of unconventional women who are attracting attention—the suffragettes. What is their view of life? Society does not know, but does not hesitate to pronounce its judgment. It brands them as sexless creatures, and Vida Levering, when she goes down to them, finds that they brand the women of her class with precisely the same term, sexless creatures,—but with a deeper meaning—women disloyal to their sex. But in this descent of hers, she finds a new law of life. By submitting to the subjection of her sex woman has fallen from the estate in which she was created. This, then, is the World's Root-Evil. Henceforth life has a new meaning — service to her sex; — she will devote herself to the emancipation of women. She will dare to think, dare to step out from the paralyzing disregard towards the great human injustices and be a woman. The redemption of her sex has become for her the everlasting idea.

And now comes the crisis in the tale. Jean Dunbarton, drawn to the cause, through the power of Vida Levering's personality, learns that it is her lover, Geoffrey Stonor, who has caused her heroine her suffering. That he become a champion of woman suffrage or forfeit his love—to one alternative he must submit, and one finds that his accepting the former is the most pleasing thing in the book. And yet it is inconsistent with the author's evident theory that woman must work out her own salvation; inconsistent with her sarcastic reference to "our powerful influence over the men-folk," for it is merely a reverting to this very

thing—the strong man bent to the will of his love, and ready to fight her battles for her.

The chief value of the book, then, is rather its being in part a history of the movement, and its plea that in the midst of much that is obscure it is meet to reserve judgment. It is withal a disquieting book to read, for in her ruthless uncovering of injustices the author has no mind to spare the reader as she educates her.

---

### HOW DO YOU FIGHT?

(Elizabeth M. Fortler.)

Did you tackle that trouble that came your way

With a resolute heart and cheerful?

Or hide your face from the light of day

With a craven soul and fearful?

O, a trouble's a ton, or trouble's an ounce,

Or a trouble is what you make it,

And it isn't the fact that you're hurt that counts,

But only, how did you take it?

You are beaten to earth? Well, what of that?

Come up with a smiling face.

It's nothing against you to fall down flat,

But to lie there—that's disgrace,

The harder you're thrown, why the higher you bounce;

Be proud of your blackened eye!

It isn't the fact that you're hit that counts,

It's how did you fight—and why?

And though you be done to earth, what then?

If you battled the best you could,

If you played your part in the world of men,

Why, the critics will call it good.

Death comes with a crawl, or comes with a pounce,

And, whether he's slow or spry,

It isn't the fact that you're dead that counts,

But only, how did you die?

### Favorite Poets.

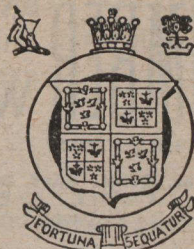
For a dyspeptic ..... Chaucer.  
 For a religious one.....Pope.  
 For a joster.....Shakespeare.  
 For a cook.....Burns.  
 For a paperhanger .....Longfellow.  
 For a diver.....Dryden.  
 For a philologist ..... Wordsworth.  
 For a conchologist ..... Shelley.





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## List of Third Division Clerks who passed the Qualifying and Promotion Examinations or either of them prior to 1908.

Undoubtedly the chief work of the outgoing executive of the Ottawa Civil Service Association has been the attention it has given to the Third Division Examination question. In that connection the latest incident in the task has not been the least important.

In order to give concrete form to the situation created by the C. S. Regulations a complete list has recently been drawn up of all the clerks who have passed the old qualifying and promotion examinations or either of them in the several Departments. The lists were in the first instance compiled by the representatives from the departments on the Executive, and were rearranged, tabulated and analyzed by Mr. Walter Todd of the House of Commons staff.

An instalment of the list is published below. Though every care was exercised in the compilation, it is quite possible that the return is not absolutely perfect, and civil servants in the Third Division who have passed either or both of the examinations in question are asked to look for their names in the list and to notify the Secretary of the Association of any omission or other inaccuracy.

The list for the remaining Departments will be published later. The Interior and Post Office Departments are given first as being the largest contributors to the total.

### INTERIOR DEPARTMENT.

#### List of Clerks who Passed Both Qualifying and Promotion Examinations.

Messrs. P. E. Ryan, E. R. Eastman, E. H. Allen, W. Roger, J. M. Caldwell, Beresford Scott, W. Bailey, R. Addison, Percy Wilkinson, E. R. Williams, John Eyles.

Misses L. M. Semple, B. B. McCullough, W. Ainsborough, H. Seed, M. E. Casey, M. D. Schofield.

#### List of Clerks who Passed Qualifying Examination Alone.

Messrs. W. H. Hutton, E. E. Wood, Eugene Belleau, J. B. Duhamel, F. H. Byshe, C. T. Routh, C. A. Hunt, G. E. Reynolds, John Curley, R. W. O'Hanly, R. C. Henry, Thos. Davidson, T. A. Browne, M. J. Cullen, H. E. Whitcomb, J. J. Higgerty, P. J. Daly, J. F. Moran, J. A. Macdonald, I. M. Leslie, J. J. Hughes, A. L. Masson.

Misses A. G. E. Crawford, M. Stalker, L. May, E. Wood, O. Hawley, M. E. Dewar, E. M. Haldane, M. A. G. Leprohon, E. Rowland, M. McDougall, I. Sharpe, H. R. Burns, V. McColl, J. Prindiville, L. J. G. Stewart, H. M. Gould, J. Hopkirk, M. Richardson, J. M. Ahearn, F. Aylen, L. Bradley, A. Swinburn, N. K. deRenzy, A. E. V. Gillies, F. H. Burgess, E. Joliffe, M. A. Kennedy, M. F. Kealy, E. MacRitchie, M. Thom-

son, S. R. Preston, H. P. Johnson, T. Cook, E. F. Ross, S. Wood, H. Williams, M. Cameron, M. F. Percival, K. P. Tyo, M. P. Martin, B. Bedard, A. C. Nolan, F. B. Beatty, E. Hayes, Clara Ross, L. Coleman, R. Barber, M. Shaw, M. D. Munro, R. G. Ellis, G. Hawley, E. H. N. Mercer, E. L. Shattuck, M. L. Semple, A. M. Johnston, M. Turnbull, M. Martin, E. Shiels, V. E. Johnson, McKay Scott, A. E. Johnson, C. McStravick, H. Bennett, A. J. Phoenix, W. E. Leslie, F. Bridgman, A. Duhamel, I. Ritchie, A. J. McCuaig, Anna Murphy, L. K. Wright, L. Hilliard, A. R. Montgomery, A. Travaller, B. Jeffers, R. Beilby, N. Lefurgey, L. Bayly, N. Hamilton, L. Johnson, E. L. Burkholder, H. Shaw, E. J. Pallister, J. C. McDougall, Grace Rolph, D. Barber, Aimee Dixon, A. Whitehead, M. E. A. Brown, E. A. Shea, B. Holmes, M. R. Hamel, B. F. M. Patching, M. Stewart, L. Putman.

Mrs. M. E. Mulhall, M. Rutherford, F. E. Waine.

#### List of Clerks who Passed Promotion Examination but not Qualifying Examination.

Miss M. E. Burnett, B.A., and J. M. Larkin.



## POST OFFICE DEPARTMENT.

NOTE.—Names marked \* represent cases where qualification for promotion was obtained on a special paper prepared for candidates for promotion from 3rd to Jr. 2nd class only. Those marked § represent cases where the number of marks obtained on a general Departmental Promotion Paper only qualified for entry to the Jr. 2nd class.

**List of Clerks who Passed Both Qualifying and Promotion Examination.***3rd Div. Subdiv. A.—*

Messrs. T. Ainsborough, H. A. Brenot, J. P. Howard, C. P. Dontigny, J. P. Chilton, J. M. Forans, S. Choquette, M. H. Kennedy, S. T. Smith, S. J. Carter, M. T. Hobart, C. C. Sheldon, H. C. Dewar\*, J. J. Bonner\*, H. J. H. Beaulieu, P. Kehoe\*, J. T. McElroy\*, W. J. L. McCarthy\*, J. C. O'Connor\*, L. Durocher\*, E. A. Butterworth\*, A. G. McLennan, P. Mahoney, M. A. D. E. Beaudet, T. T. Hawken, W. J. Bell§, T. J. Nolan\*, J. H. Jones\*, S. Dawson\*, B. F. Hart\*, L. F. Grenier\*, G. D. Aird\*, L. F. Goyette\*, M. E. Broderick\*, A. A. Mooney, C. C. McGrail\*, G. W. Ross§, W. C. Milligan\*, W. H. O'Halloran§, J. R. Mills§, F. J. O'Connor§, A. J. Betts§, F. M. Sowden§, F. J. R. Stringer§, C. S. Johnstone§, O. Legault§, H. Renwick§, J. A. C. Roy§, F. E. Jolliffe§, C. Tobin§, G. G. Tennant§, H. E. Atwater§, R. H. Wilson§, A. Poulet§, F. M. Germain§, E. Christenson§, W. G. Oliver§, S. D. Graham§, J. A. Owen§, A. E. Graham§.

Misses K. Merrick, K. T. Waddell, M. A. G. Clarke, M. A. Cogan\*, M. G. Marsh§, A. Totu§, M. M. Drummond\*.

*3rd Div. Subdiv. B.—*

Messrs. O. C. Macdonald§, L. M. Wright§.

Misses A. Martin§, M. M. Clark§, R. Wainwright§, E. B. Cote§, E. St. Denis§, M. C. Lindsay§, N. C. Powell§, G. H. Harris§, O. Hunter§, L. M. Wright§, M. Crowley§, F. H. Robinson§, V. Simpson§, M. Kennedy§, F. C. McDonald§, M. F. McLaughlin§, C. Duval§, A. M. McLennan§, L. Y.

**Located.**—They tell of a young widow who, in consulting a tombstone-maker with reference to a monument for the deceased, ended the discussion with:

"Now, Mr. Jones, all I want to say is, 'To My Husband' in an appropriate place."  
"Very well, ma'am," said the stone-cutter.

When the tombstone was put up the widow discovered, to her amazement, that upon it were inscribed these words:

TO MY HUSBAND. IN AN APPROPRIATE PLACE.  
—Harper's.

**Round the Circle.**—Chronic 'Old Growler' (whose subject, as usual, is the country, and how quickly it is going to the dogs)—

Taylor§, H. G. Buckley§, A. H. McNish§, A. F. Waller§, J. Weilbrenner§, M. R. Turcot§.

**List of Clerks who Passed Qualifying Examination Alone.***3rd Div. Subdiv. A.—*

Messrs. W. Ferguson, J. O'Connor, P. B. Dunne, J. Murphy, G. Elbourne, W. Cherry, E. H. Wright, A. Vermette, H. E. Doyle, A. A. C. Moore, J. W. T. Dickson, W. H. Murphy, H. C. Armstrong, W. J. H. Pearce, C. E. Deruchie, J. Kearns, L. J. Wilson, W. O. Munro, C. A. Gorrell, C. P. Wells, A. L. C. Martineau, T. F. Higgerty, H. G. Fraser, J. St. Germain.

Misses H. S. Stewart, I. M. May, M. C. Darcey, N. M. H. Gibson, E. Ballantine, M. C. Buell, E. Tache, M. T. Duhamel, F. H. Taylor, A. M. Hicks, A. Landor, P. J. Lally, L. L. Merrick, B. M. Corcoran, A. M. Simpson, M. A. Williams, F. M. Farrell, M. C. Lyon, M. A. Miller, I. Armstrong; E. Cameron, M. Doyle, L. F. Crocker, E. M. Webber, M. A. Slater, E. J. Cummings, A. M. A. Lusignan, L. D. Chevrier, E. Smith, J. Dickson.

Mrs. M. D. Gray, M. S. Hinds.

*3rd Div. Subdiv. B.—*

Messrs. C. H. Brenot, B. LaRocque, F. Butterworth, V. Barrette, E. G. Bunel, J. J. O'Hara, W. H. Iveson, G. R. McLachlin, M. C. Russell.

Misses H. Ostrom, M. A. Conway, M. Madigan, A. Gallery, J. E. McLean§, M. Bowell, — Lapointe, — Fairbanks, L. A. Philips, A. Higgins, M. K. Rochon, V. Wilson, L. Lees, M. L. Fontaine, M. A. O'Connor, J. Frechette, F. B. Odell, M. S. Gardiner, A. Barthe, L. Chartrand, A. J. Smith, A. McSloy, K. C. Dewar, I. Baudry, D. B. Smith, M. M. Gillmore, M. J. Joyce, M. E. Masson, B. E. Nagurn.

**The Following Have University Degrees:**

Miss McLaughlin, J. J. Freeland and N. L. Croome.

"And after all, it's you farmer chaps as is at the root of all the evil. You raise the corn, and the corn raises the whisky; whisky raises politicians, and politicians raise all the trouble we have in the country."—M. A. P.

**The Comforter.**—He was very bashful and she tried to make it easy for him. They were driving along the seashore and she became silent for a time.

"What's the matter?" he asked.

"Oh, I feel blue," she replied. "Nobody loves me, and my hands are cold."

"You should not say that," was his word of consolation, "for God loves you, and your mother loves you, and you can sit on your hands."—Success.



## Civil Service Reform Launched in British Columbia.

### Final Steps Taken by the Civil Service Commissioners of that Province to Inaugurate Entrance to the Provincial Service by Competitive Examination.

The report of the civil service commissioners for British Columbia, appointed under the Civil Service Reform Act which recently went into effect in that province, was on Sept. 27 laid before the members of the executive by Hon. Dr. Young, and arrangements authorized for the holding of examinations in accordance with the provisions of the act. P. D. Walker, chief clerk in the department of the provincial secretary, has been named to act as registrar under the civil service act. The report of the commissioners provides for annual examinations.

#### Junior Clerkships.

The general competitive examination for junior clerkships includes the following subjects: Writing, spelling, composition (including grammar and precise writing), copying manuscripts (including writing), arithmetic, geography, history.

#### For Stenographers.

The competitive examination for typewriters and stenographers shall include in addition to writing, spelling, composition and copying manuscripts, prescribed for junior clerks, typewriting. To successfully pass the examinations candidates must make not less than 34 per cent. in each subject and not less than 50 per cent. in all subjects. Every successful candidate before receiving a permanent appointment to the civil service must furnish the civil service commissioners with a certificate of good health. An acknowledgment of the receipt of an application will be sent to all candidates and any one filing an application who does not receive an acknowledgment within a reasonable time is advised to at once write to the registrar of the civil service commission, Victoria, B.C.

As soon as practicable after the examination the papers of the candidates will be marked and their standing ascertained and communicated to them by the registrar. Prior to that time no enquiries addressed to the commissioners will be answered. Within one month after the publication of results of a civil service examination, any candidate who considers that his answers have not been correctly valued may make application to the commissioner to have his papers re-examined. Such an application must be accompanied by a fee of \$5. In cases where the application is granted the fee will be returned.

The report is signed by Alexander Robinson, W. J. Goepel and J. P. McLeod, civil service commissioners and examiners.

#### Comment by the Press.

The report has been well received by the provincial press, the following comment by the *Colonist* of Victoria, B.C., being typical:

"The recommendations of the civil service commissioners in regard to examinations for the civil service seem very reasonable. A young person who cannot pass such an examination ought not to aspire to any position under the government. . . ."

"The adoption of the system of examinations for entrance into the provincial civil service will have the effect of removing the service from the domain of politics with pretty good opportunities for observing the manner in which vacancies in the service have been filled. The members of the British Columbia civil service are as a rule competent and obliging. While we favor the change, speaking frankly, we do not expect that it will result in any very material change in the character of the personnel of the service."



## The Fortnight in Sport.

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

By "Casbel Byron"

The Montreal Gazette, that old and reliable journal, contains a weekly column on "Athletics in the Old Country," edited by the well known writer on clean sport, Mr. A. B. George. In a recent issue he says, *inter alia*:

"Most sportsmen understand that athletes who wish to be successful must lead a clean and rational life. Moderation in drinking, smoking and demonstrations of affection are essential to success, and although a strong healthy athlete, literally bubbling over with robust health, often finds the demands of training somewhat hard, the majority try to toe the line. It is here the great value of athletics comes in, by strengthening the will power and teaching the young athlete that his mind must govern the body. The value of this lasts throughout his life, and helps him face many situations in the everyday occupation.

"Another and very great benefit derived from athletics is the manner it keeps a man young. There is great pleasure in talking over past races and incidents, and we frequently meet old athletes who say they feel like getting out and running again when their blood warms up through watching an exciting race."

To all of which *The Civilian* desires to say "Amen."

Twenty to thirty years ago long distance go-as-you-please races were much in vogue, and the names of Dan O'Leary and Edward Bryson Weston were familiar to all follow-

ers of pedestrianism. Many athletes, after winning all the laurels available, drop back into "inocuous desuetude" and often die an early death, sometimes from over-training in their athletic days, but more frequently from dissipation. Not so Messrs. O'Leary and Weston. The latter startled the world last spring by coming out of his retirement at the age of 72 and walking across the continent in 77 days — a truly remarkable feat. Now we find his old rival, Dan O'Leary, aged 66, challenging him to a race from New to Chicago. These two men are splendid examples of what intelligent trainning and clean living will accomplish for the human race.

The Ottawa Cricket Club has just concluded a very successful season, and elected officers for the next year. A glance at the list of office-bearers would almost lead one to imagine that the club was exclusively a civil service organization, to wit:

President—D. C. Campbell, Marine and Fisheries.

Vice-President, T. C. Boville, Dep. Min. of Finance.

F. Pereira, Gov.-Gen.'s Office.

Captain—H. Aeland, Interior.

Secretary—J. F. Crowdy, Gov.-Gen.'s Office.

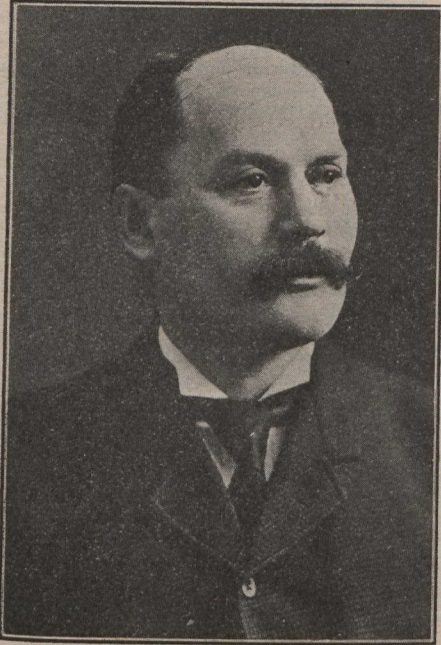
Treasurer—Col. Ward, Militia.

This is another instance of how truly is the service the backbone of all the various sports which flourish in the Capital.

*The Civilian* prints herewith the portrait of Mr. Louis Rubenstein,



who, as was announced in the last number, has just contributed a cup to the civil service for bowling on the alley. Mr. Rubenstein's name will always be synonymous with clean, manly sport in Canada.



MR. LOUIS RUBENSTEIN.

**Who has Recently Donated a Cup to the C. S. Bowling League.**

Notwithstanding the natural feeling of disappointment which must arise in the breasts of all Ottawa football enthusiasts at the refusal of the executive of the O.R.F.U. to reinstate Jack Ryan in the amateur ranks, nevertheless all fair-minded persons must admit that the decision is altogether in the best interests of the game. While "ignorantia legis neminem excusat" is true in athletics as well as in everyday life, Ryan had received "favoured nation treatment." After breaking the rules once, he had been tried and reinstated on the distinct promise that he would not again be found delinquent. In the face of this he again

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deliberately violates the well known canons of amateur athletics. It is wise sometimes to put one's self in the other man's place. Suppose that Toronto, for instance, desired to reinstate Ryan for their team. Would there not be a shout of righteous indignation? Let the Ottawa supporters look the facts fairly in the face.

The new Rivermead Golf Club is now apparently on its feet and has reached the stage of making application for incorporation to the Quebec Legislature. Citizens of Ottawa do not always appreciate how much they, as residents of Ontario, are indebted to the neighbouring province of Quebec for their various playgrounds, recreation parks and summer resorts. What would Ottawa do without the Gatineau Valley, the Golf Links, the Country Club, and Aylmer?

While professional lacrosse has



undoubtedly reached a high state of proficiency on the Pacific slope, it is to be regretted that the amateurs out there are so far behind. The recent eastern trip of the Vancouver Club in search of the Mann trophy, emblematic of the American championship of Canada, showed that team to be much below the standard of the eastern clubs. But perhaps it is just as well for them not to have it all.



The football season is now in full swing. The two local teams in the Capital have each had two defeats to record. The Ottawa City XIV have been beaten in close contests by Hamilton and Montreal, but Ottawa College has been overwhelmed in their two games by Queen's, 12-1, and Varsity, 36-1.



That plucky little Scotch lady, Miss Dorothy Campbell, at present a resident of Hamilton, is to be congratulated on retaining the United States championship in the Ladies' Golf Tournament just concluded at Philadelphia. She won the event last year in her first attempt. Recently she captured the Canadian championship at Toronto. Miss Campbell's victory in the ladies' U. S. event entirely compensates for an American winning the Canadian championship in the Gentlemen's Tournament this year. May she hold it for many years, is the wish of *The Civilian* and everyone else in Canada.

The Scotch have produced three good things, golf, curling, and, — well, "Scotch."

### Pin Bowling.

The Civil Service Bowling League has perfected its organization for the winter. The teams are the same as last year, except that the Savings Bank Branch is merged in that of the Post Office. The first game takes place on Nov. 2nd, and the following is the schedule for a portion of the season:—

- Nov. 2—P.O.D. vs. Ry. Com.  
 3—East Block vs. Customs.  
 4—P. W. vs. Statistics.  
 5—(2) Agriculture vs. Bureau.  
     (4) Militia vs. Int. Outside.  
 7—Mint vs. Interior Langevin.  
 8—P.O.D. vs. East Block.  
 9—Statistics vs. Customs etc.  
 10—Agriculture vs. P. W. D.  
 11—Militia vs. Mint.  
 12—(2) Interior Out. vs. Int. Langevin.  
     (4) Bureau vs. Statistics.  
 14—P.O.D. vs Customs.  
 15—Ry. Com. vs. Interior Langevin.  
 16—Public Wks. vs. Int. Outside.  
 17—Statistics vs. Mint.  
 18—Militia vs Interior Langevin .  
 19—(2) East Block vs. Bureau.  
     (4) Customs vs. Agriculture.  
 21—Interior Out. vs. Mint.  
 22—P.O.D. vs. Agriculture.  
 23—Statistics vs. Militia.  
 24—Ry. Com. vs. P. Works.  
 25—Customs vs. Militia.  
 26—(2) Agriculture vs. Int. Outside.  
     (4) P.W.D. vs. Bureau.  
 28—Statistics vs. Interior Langevin.  
 29—P. O. D. vs. Interior Outside.  
 30—Ry. Com. vs. East Block.  
 Dec. 1—P.W.D. vs. Militia.  
 2—East Block vs. Interior Langevin.  
 3—(2) Bureau vs. Mint.  
     (4) Agric. vs. Ry. Com.  
 5—East Block vs. Statistics.  
 6—Customs vs. Public Works.  
 7—P.O.D. vs. Militia.  
 8—Bureau vs. Ry. Com.  
 9—East Block vs. Mint.  
 10—(2) Statistics vs. Int. Out.  
     (4) Bureau vs. P.O.D.  
 12—Ry. Com. vs. Militia.  
 13—East Block vs. Agric.  
 14—Customs vs. Int. Langevin.  
 15—P.O.D. vs. Mint.  
 16—Ry. Com. vs. Statistics.  
 17—(2) Customs vs. Bureau.  
     (4) P.W.D. vs. Int. Langevin.  
 19—East Block vs. Militia.  
 20—P.O.D. vs. P.W.D.  
 21—Agric. vs. Mint.  
 22—Ry. Com. vs. Int. Langevin.  
 23—Customs vs. Int. Outside.  
 Jan. 3—Ry. Com. vs. Int. Outside.  
 4—East Block vs. P.W.D.  
 5—Customs vs. Mint.  
 6—Bureau vs. Militia.  
 6—Bureau vs. Militia.  
 7—(2) Int. Outside vs. Bureau.  
     (4) Agric. vs. Statistics.  
 9—Ry. Com. vs. Mint.  
 10—P.O.D. vs. Interior Langevin.  
 11—Agric. vs. Militia.  
 12—Ry. Com. vs. Customs.  
 13—Public Works vs. Mint.  
 14—(2) East Block vs. Int. Out.  
     (4) Bureau vs. Int. Langevin.  
 16—P.O.D. vs. Statistics.



## Personals.

### Appointments.

(When not otherwise specified the following appointments are permanent.)

Agriculture Dept.:—Francois Vaillant to be messenger at Ottawa; O. C. White to Division 2 B; Alex. Stewart to Division 2B; Miss Faith Fyles to Div. 3B; H. Sirett to be Assistant Cerealist in Div. 2B; E. B. Caruthers to Div. 2B; C. H. Robertson to Div. 2B; R. Gosselin, Ottawa (temporary); F. E. Anderson, Ottawa, (temporary); H. Pratte, Ottawa, (temporary); A. Cote, Ottawa, (temporary).

Customs Dept.:—G. E. McLaren to clerkship at Calgary; Joseph Senecal, preventive officer at Montreal; J. H. McLeod, preventive officer at Prince Rupert; J. R. Shortreed, preventive officer at Huntington, B.C.; Miss Carmel McMahon, examining officer at Toronto; A. R. Green, examining officer at Niagara Falls; G. A. Swayze, examining officer at Niagara Falls; Alex. C. Milne, examining officer at Niagara Falls; W. J. McKay, examining officer at St. Catharines; A. E. Harey, collector at Brantford; J. Edward, preventive officer Prescott, Ont.; D. A. Macdonald, preventive officer, Athelston; E. A. Murray, sub-collector, Mabou, C. B.; Geo. Johnson, preventive officer, Nainaimo.

Inland Revenue:—M. W. Reesor, inspector electricity, Regina; F. A. Nicoll, excise officer (on probation), Winnipeg; Ed. Monforton, excise officer (on probation), Windsor, Ont.; Geo. Ogden, inspector, Toronto.

Interior Dept.:—Denis Blanchet to Div. 2B; B. J. Roe to Div. 2B; L. C. Hutmore to be messenger, Ottawa; R. J. Watson to be Crown timber agent at Revelstoke.

Marine Dept.:—Capt. H. St. George Lindsay to Div. 1B to be chief examiner of masters and mates; Capt. L. A. Demers to be wreck commissioner; L. P. D'Ornano, Div. 2A.

Naval Service:—H. H. Lawson to Div. 2B; Commander W. S. Frowd to be chief engineer for Halifax dockyard; L. J. Beausoleil to Div. 1B.

Post Office:—N. McGinon, Ottawa, (on probation); Eugenie Groulx, Ottawa, (on probation); P. A. Weller, Ry. Mail Service, London, (on probation); Roy McLaughlin, Ry. mail ser., Winnipeg, (on probation); N. C. Pascoe, S. & S., Toronto; G. H. Ker, 4th class, Brantford; J. J. Champagne, 4th class in M. O. Exchange; Miss A. D. O'Farrell 4th class at Quebec; W. R. J. Chester, 4th class at Toronto; L. H. Anderson, S. & S., Hamilton; W. A. McLeod, 4th class, Vancouver; F. A. Pollock, 4th class, R.M.S., Toronto; W. R. Salisbury, 4th class R.M.S., Calgary; A. Jobin, junior 3rd, Quebec; J. C. Yake, 4th class, Moosejaw; J. J. Kahala,

1st class, Montreal; D. Kendrick, 1st class, St. John. There have been recently appointed 47 R. M. clerks and 16 clerks to Grade A.

Public Works:—D. J. Corrigan to Div. 2B.

### Promotions.

Customs Dept.:—D. W. Macdonald to be Asst. Appraiser at Winnipeg; H. A. Wise to be Appraiser at Winnipeg; D. C. Macdonald to be an inspector; A. M. Kennedy to be chief clerk at Winnipeg; W. H. Savor to be sub-collector at Cardinal, Ont.

Interior Dept.:—A. R. Wade to Div. 2A; H. B. Perrin to Div. 2A.

Militia Dept.:—Capt. L. H. Sitwell to be Asst. Director of Intelligence; E. T. Lambert to Div. 2A.

Post Office:—F. M. McNaughton to be Asst. Post Office Inspector, Quebec; A. M. Fraser to be S. & S. at Edmonton. In the various post offices 44 letter carriers, porters and mail transfer agents and 14 clerks have recently been promoted.

### Transfers.

Post Office:—J. C. Armitage from Toronto to Vancouver; F. W. Pheasant from St. John to Toronto; Miss E. Snelling from Labour Dept. to Public Works.

### Superannuated.

Mounted Police:—Inspector E. J. Cannier.

### Resignations.

Agriculture Dept.:—Chester Martin, Archives Branch, Ottawa; M. R. Baker, senior fruit inspector.

Customs Dept.:—E. A. Meakings, Big Muddy, Sask.; F. L. Pattison, Port Colborne.

Finance Dept.:—H. E. Elliott, Ottawa.

Inland Revenue:—P. H. E. Courchesne, Rimouski; T. D. Stanley, St. Mary's, Ont.; M. R. Parkin, Brandon.

Post Office:—P. Y. Heroux, Ottawa; F. Mahoney, Montreal; E. C. Duncan, Toronto; E. Clark, Winnipeg; A. W. Eyres, Winnipeg; C. R. Trempe, Montreal; G. J. Turner, Vancouver; F. R. Cross Winnipeg.

Public Works:—A. A. Winslow, Ottawa.

Mounted Police:—Inspector Pelletier.

Trade and Commerce—David Horn, chief grain inspector for Canada; Miss S. D. Bawden, Ottawa.

**A Generous Gift.**—"You may say what you like against young ministers, but I have nothing but praise for our young pastor," the pompous Mr. Brown remarked, as he passed out of the church. "Nothing but praise!"

"So I observed," dryly retorted the man who had passed the plate.—Harper's.



## CIVIL SERVICE SAVINGS AND LOAN SOCIETY.

Following is the financial statement to Sept. 30, 1910:

### RECEIPTS—

|                        |             |
|------------------------|-------------|
| Shares ... ..          | \$6,579 50  |
| Fees ... ..            | 55 70       |
| Deposits ... ..        | 1,486 90    |
| Repaid on loans ... .. | 11,504 63   |
|                        | \$19,626 73 |

### EXPENDITURE—

|                        |             |
|------------------------|-------------|
| Shares withdrawn ...   | \$ 460 00   |
| Deposits withdrawn...  | 629 01      |
| Int. paid on deposits  | 22 66       |
| Loans granted ... ..   | 18,097 10   |
| Expenses ... ..        | 192 99      |
| Dividends on shares... | 29 96       |
| Cash on hand... ..     | 195 01      |
|                        | \$19,626 73 |

Loans to date, 319; average amount of loans, \$56.71.

Members who desire to negotiate loans are informed that, in order to avoid disappointment, applications for loans should be made as early as possible before the money will actually be required. This is due chiefly to the fact that the funds of the Society are not sufficiently large to handle all the acceptable loans asked for.

Those who now have loans with the Society are reminded that they are expected to be prompt and regular in their payments. Failure to come up to this standard classes one as an undesirable borrower. It is the intention of the management that strictly business methods shall prevail.

The manager may be seen at the Civil Service Club, 75 Mackenzie avenue, every Monday and Friday (holidays excepted) between the hours of 5 and 6 p.m., when payments will be received and any other business transacted.

Any information regarding membership, loans, etc., may be obtained from the manager, to whom all communications may be addressed at the Auditor General's Office, 167 Queen street.

F. S. JAMES,  
Manager.

## Correspondence.

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

### Some Remarks From a Veteran.

To the Editors of *The Civilian*:

With this letter I mail to your address marked copies of the London "Daily Mail," in which you will read two articles headed "The Patronage System" and "Patronage by Ministers," which I have no doubt will be read with great interest by all who are working to have "Civil Service Reform" carried out strictly, impartially and honestly throughout the inside and outside services of all government departments, Dominion and Provincial.

During the past forty years I have often had reasons to think that it was a pity that Civil Service Reform was not adopted and carried out from 1st July, 1867. During the fifty years that I was employed in a government department I always had the feeling that the civil service was a fraud on the taxpayers of the country and that work and wages were a farce, when I thought of work, labour and employment everywhere outside of the civil service.

I think it was in the autumn of 1905 that ex-President Roosevelt contributed an article to the *Cosmopolitan Magazine* of New York, in which he gave his experiences as a civil service commissioner, and he explained fully and clearly the difference between the old and new Civil Service Acts and how Civil Service Reform was carried out in all the government departments in Washington, D.C.

In the spring of 1908 the *Canadian Magazine* of Toronto published an article contributed by an official in Milwaukee on Civil Service Reform as it was carried out by the State Government of Wisconsin and adopted by the Municipal Corporation of the City of Milwaukee. The magazine also published an article on the civil service system of the government departments in London, England. Early in the year 1909, I think, *The Civilian* had one or two articles from an official in the Royal Mint, dealing with the civil service system in the government departments in London, England. I think he will be rather surprised to find out after he has read the articles in the "Daily Mail" that the Motherland cannot teach her daughter Canada anything new "notwithstanding anything to the contrary in the Civil Service Act," or in the public interests!!

When the Civil Service Commission of 1892 endeavoured to investigate and to improve the government departments at Ottawa, I wrote to the Secretary of the Commission and gave him my opinion and experience as a civil service clerk. If you should get a



copy of the bluebook containing the Report of the Commission you will find my letter which was published with other letters received from members of the service. As my father was employed in the Post Office Department for over fifty-seven years, and I was employed in the same department for nearly fifty years, you will admit that I should know from observation and experience what I talk or write about on matters concerning the civil service system and employment by a government. Between 1st September, 1859, and 30th June, 1909, how many men between 20 and 60 years of age sat at desks and tables in the same rooms and in different branches of the department with me, and who received monthly pay in all grades and classes of a pay list from chief clerk to temporary clerk! During all those years and up to the last hour I sat at a desk in the department how many clerks did I classify as drones, idlers, dawdlers, loafers and toppers!

Since I was retired from the department on 30th June, 1909, I have received letters from several friends in the department who told me facts in regard to the conduct and habits of men who are drones to-day. I received a letter yesterday in which I was told of two men—one a chief clerk—chewing tobacco, expectorating everywhere, or spitting in the waste paper basket! It is impossible for Minister and Deputy Minister to maintain the proper and necessary supervision and discipline over all officials and clerks in all branches and rooms of their department. Passing a civil service examination and signing an attendance book do not prove that a man works honestly, diligently and efficiently.

Before Professor Shortt and Mr. LaRochelle got to work, a Royal Commission should have investigated all the departments and weeded out all the drones and incompetents and placed all officials and clerks in their proper places according to merit and the nature and amount of work performed each day and thereby reorganize the department on business principles, then the Minister, Deputy and Commission could have started with a clean slate to carry out the much-needed reform and purify the departments—place supervision and discipline on a permanent footing; prohibit clerks and officials from smoking and reading newspapers, talking, and loafing, and wasting their days on private affairs and recreations. Duties and work should be classified and salaries paid accordingly. To-day it is possible to see a chief clerk or a first class clerk attending to work which a second or third class performed thirty years ago.

If the government departments at Ottawa had been reorganized and established on professional and business principles, the competitive examinations would have brought into all the departments a superior class of young men, provided that politicians and po-

litical influences were abolished from the civil service system and reform was honestly carried out. Merit, efficiency, good work, and faithful services rewarded without favor, and all drones, loafers and toppers weeded out and kept out of the departments.

Yours truly,  
OLD TIMER.



#### The Civil Service Prayer Union.

*The Civilian* recently received the following communication, which may serve the purpose of announcing the latest C. S. organization in Ottawa:

Ottawa, 14th October, 1910.

Dear Friend:

It has been decided to hold an evening meeting of the Civil Service Prayer Union in the rooms of the Y.M.C.A., Metcalfe street, on Monday evening next, the 17th instant, at 8 o'clock. The meeting will be addressed by members of the Union, and it is earnestly hoped that there will be a good attendance.

Yours sincerely,  
A. CHISHOLM.



#### An Idea—And a Good One.

To the Editors of *The Civilian*:

I wish to acknowledge and thank you for complimentary notice of our new Report of Exploration by F. J. P. Crean, C.E. of my staff, in your paper of last week.

Might I make a suggestion to you "for the good of the Order"? Could you not notice Departmental publications of all departments as issued, with a short account of leading features and possibly some comment by way of praise or otherwise, as might seem called for? There are publications being issued from time to time by many departments which represent much thought and labour on the part of some member or members of the Civil Service, and as you justly remark—valuable information so prepared frequently does not sufficiently fulfill its intended mission. Improvement in the outward dress of Government publications should as you suggest be a help, but the space which your paper might devote as a regular feature to such matter would help to introduce it to other members of the official family—and thus do good.

Yours very truly,  
R. E. YOUNG,  
Chief Geographer &  
Supt. Railway Lands.

Ottawa, Sept. 30, 1910.

[An excellent suggestion, which it is hoped soon to carry out.—Eds.]



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