

THE CIVILIAN

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Re-organization.

(This Article is Published at the Request of the Civil Service Association as Official Intelligence of its Interview with the Government, and as a Pronouncement to its Membership.)

The present moment is from many points of view the most fateful in the history of the civil service. In the space of two short weeks the service is to be given the form which, except for changes of an extraordinary character, it is to wear in the years to come. The heterogeneous mass of duties and offices which make up the service as we know it to-day are to be set forth in so many words — a thing that was never done before — and defined in the terms of a classification which at long last is to be a classification in fact as well as name. No longer, if the re-organization is carried out as it should be, will a clerk be found in the length and breadth of the service who is doing work for which he is not receiving the appropriate remuneration named in the law. Then, on September 1st, the new machine is to be set in motion, political appointments and promotions and the long, concomitant train of their abuses are to cease, and the era of reform will be ushered in. So much, at least, if the act fulfils the avowed intention with which it is promulgated. It is a spectacle which may justly invite the interest of the whole community, and of the entire service as well, for though the clerks at headquarters are the only ones who are at once affected it is inevitable that sooner or later

outside as well as inside employees will come under the change. It may well behove all, therefore, for their future if not their present guidance, to consider every movement that is being taken in the situation of to-day.

Interview of the Association With the Government.

With the moving forward of the date on which the act is to come into force to September 1st, there seems to have been an understanding, implied if not expressed, that the re-organization of the departments as contemplated in the measure would be completed by that time, so that the new conditions might be launched at a blow and without the indeterminateness which might have followed had the departments been left with an indefinite period for the work on their hands. Rumour, in consequence, has of late been very rife as to the nature of the action that was being taken. In some of the departments, it was stated, the matter was already finished; in others no visible sign had yet been given. Still more provocative of discussion was the report of diverse opinions among the different deputy heads as to the exact nature of what they were expected to do. One was quoted as contemplating a minute examination, and renovation where

necessary, of existing working methods; another to the effect that he could undertake no changes beyond the automatic transfer of the old order to the new as enjoined in a single section of the Act. In the midst of these and similar reports, a general expectancy, commingled with doubt, was in the air.

It was in view of these facts, and with the desire of impressing, even at the eleventh hour, the needs of the service upon the government, that an interview was sought by the Association with the Right Honourable the Prime Minister. The deputation consisted of Mr. A. G. Kingston, the president of the Association, Mr. R. H. Coats, of the Department of Labour, and Mr. T. N. Doody, of the Department of Public Works. It was accompanied by the city members and received on Friday, the 7th inst., by Sir Wilfrid Laurier, with the Hon. Mr. Fielding, Minister of Finance, and the Hon. Mr. Fisher as sponsor of the Civil Service Act in the House of Commons. The interview lasted for over an hour and enabled a more or less complete statement to be made of the matters which are uppermost in the minds of the service at the present time. The broad intention of the deputation was to request that the most liberal interpretation possible should be given to the provisions of the act which govern the approaching reorganization. In this connection it was asked whether in the act of transfer it would be possible to deal with salaries in the two-fold way of making an allowance for the recent pronounced increase in the cost of living and for such cases as might be found to exist of clerks performing relatively important services though at present in a low grade of the service and on a low scale of salary. To the first of these requests, it was pointed out that in all cases wherein a clerk is transferred to the corresponding grade of the new classification, as enjoined in section 6 of the Act, it would be illegal to make any change in the amount of his sal-

ary. Changes in classification, however, were averred to be possible, where the order-in-council defining the organization of the department under section 8 expressly permitted it, so that the main purposes of a classification system, namely, that it should classify in just accordance with the importance of offices, might be accomplished. On the deputation referring to the lack of uniformity which was apparently prevailing as to the interpretation of the organization clauses of the Act, it was stated by the ministers that the several departments would be treated on an identical basis and that action to this end might be expected. Other topics of interest to the service were touched upon, in some cases at length, such as the disability under which temporary or outside clerks will be placed on their enrollment under the new classification, in that the retirement fund deduction will at once go into effect, with the result that their available salaries will be lessened by five per cent., for what is primarily the protection of the government and at best a very disadvantageous compulsory savings system. On the whole, though nothing in the way of concession was brought away by the deputation, it was felt that the opportunity of placing the feelings of the service plainly before the government had been of service, and that the interview was well advised at the present juncture.

Procedure of Reorganization.

In view of the somewhat complicated procedure which is contemplated under the Act in carrying out the reorganization of the service, and the prevailing uncertainty referred to above, THE CIVILIAN has been requested by resolution of the Association to act as the medium of the Association to the service on this occasion and to print the following as in effect the explanation which was given to the deputation in this connection by the Honourable Mr. Fisher.

In the first instance, a skeleton statement showing the offices and clerkships which make up the department in its reorganized form is to be made. This will contain no reference to the personnel of the staff, but will amount, when ratified by order-in-council, to a definition of the work performed by the department and the character of the staff required for its operation. When this portion of the work has been completed, section 8 of the Act will be regarded as having been placed in virtual operation.

After September 1st, the transfer of the present staff of the department to the new order will be made. In this connection, section 6 of the Act will first be set in motion, and the clerks will be moved, automatically and in express observance of the terms of that section, and of section 7 in the matter of salaries, into the classification defined in section 5. If it should happen that in the carrying out of section 8 as above described, the duties of every post in the department are defined as belonging to exactly the corresponding grade to those of the clerks who are at present performing these duties, this will end the whole matter. The re-organization of this department will have been completed. If, however, it is found on examination that offices in certain cases have outgrown their original status, or are in reality of a sufficiently important character to warrant an enhanced classification, then the clerks who are at present filling these offices may, on the changed nature of the offices having been indicated in connection with the administration of section 8, be promoted to the higher rank in question, provision being made in section 47 to meet the necessary increase in salary. These promotions will be under the purview of the Commissioners who will have been appointed before they go into effect, and will be subsequent to the automatic transfer contemplated in clause 6.

The Question of the Immediate Present.

It is of the highest degree of importance that each and every individual in the service should understand, in the light of the above, the exact nature of what is being done with regard to himself between the present and the first of September. It amounts simply to this: that the exact character of his office is being enquired into and re-defined in the terms of the new Act, and of the rank and salary at which it is in future to be estimated. It is the duty of everyone, therefore, to himself, to ensure if he possibly can that this estimation is in accordance with the facts. If he can demonstrate that his office, if properly defined, would fall within a subdivision higher than it is occupying at the present, he should do so, in the confident expectation that his subsequent promotion to the new rank will follow as a matter of course. Here are Mr. Fisher's words on the subject in the House of Commons:

"Section 8 provides for an organization declaring the standing and classes of the officers in the service and their standing in the classification. This gives an opportunity, where a man is doing a high class of work, to put him in the classification which that work would entitle him to be in. Section 8 provides for an order in council being passed defining the organization of the department and my own interpretation of that was that in that order in council certain work would be declared to be done by such an office in such and such a subdivision of such and such a division of the general classification. Then if that work was being done to-day by a certain officer I take it that that individual would continue to do that work, and that that work would be put into that classification and that place."

It might be well to add to this that

THE LEAN SERVANT AND THE FAT MASTER.

A reporter of civil service news hears much these days of a disquieting and disturbing nature—much that cannot be reported but must be conned over in secret and silent places. A CIVILIAN reporter having enjoyed a trip to Britannia in the private car of the Board of Editors retired on a recent afternoon into the umbrageous asylum of the Lovers' Walk for rest and cogitation upon recent events. Here he encountered a party of three well-known civil servants, one of whom appeared to be in evident distress. The case turned out to be one of complete mental collapse, and a conveyance was called to take him to his home. A package of papers found in the convulsive grasp of the unfortunate man was entrusted to the safe-keeping and inspection of the reporter.

A careful study of said papers was necessary to arrive at some idea of the reasons of the breakdown of the owner. The first thing to catch the eye was a paper-covered translation of Homer's poems and several copies of THE CIVILIAN, denoting the devotion of the owner to both the ancient and modern classics. Clippings of all matter relating to the formation of the Loan and Savings Society were found, and developments proved that the owner would have been first at the counter of the new organization in quest of a loan. The constitution of the athletic association with marginal notes opposite the amateur definition evidenced great perturbation of mind.

But the fourth issue of THE CIVILIAN, dated June 19th, was the cynosure of all this man's thoughts. Here on page 63 was found a statement by Prof. McPhail, Political Economist of McGill University, that the cost of living had increased 45% during the past five years. The man's average yearly salary had apparently been

\$1,000 during that period. Graduating this increase equitably over the five years, the many marginal notes on THE CIVILIAN page finally showed that this ex-mural student arrived at the following result:

In 1904 he went into debt	9%	
or		\$ 90
In 1905 he went into debt	18%	
or		180
In 1906 he went into debt	27%	
or		270
In 1907 he went into debt	36%	
or		360
In 1908 he went into debt	45%	
or		450
		\$1,350

In order to compete with this growing time in deficits, this civil servant had attempted reductions in unnecessary expenditures. He gave up his annual trip to Britannia-on-the-Bay, reduced his contribution to the party campaign funds and bought his haircut at the bargain counter. By these and similar drastic fiscal reforms he managed to reduce his debt from \$1,350 to \$1,348.99.

Then there appeared a great stretch of mathematics and imagination in order to show how the proposed 10% increase of salary was to wipe out this deficit and provide for future ones. Lastly there appeared a copy of a daily city paper of the same date as the collapse in the Lovers' Walk in which it was announced officially that no increase of any kind would be granted the service. The story is about complete. Some trade figures showing the marvellous prosperity of the country with utterances of the heads of departments claiming credit therefor are the final threads in the evidence.

The man had fallen a victim to hard circumstances aggravated by a dose of over-confidence. The paradox of a prosperous country and an indigent employee brought about a temporary breakdown. The reporter of this true story having at enormous trouble and expense pieced together the foregoing

valuable threads of broken evidence into a coherent whole has after much research found a remedy for the correction of existing conditions.

It will appear in a future number of THE CIVILIAN, and will surely be awaited with great interest by all civil servants from pole to pole from shore to shore.

In the meantime the service is offered the following flattering unctio administered by a civil servant whose name does not appear in the Supplementary Estimates to a fellow-passenger on a steamer during a storm in the Bay of Fundy: "cheer up, cheer up, the worst is yet to come!"

A DEPARTMENTAL BUREAU OF TECHNICAL INFORMATION.

By Fred W. Babington, Analyst of the Department of Customs.

The need for a Bureau of Information on the technical work of the service is daily becoming more apparent. At present, the work of this character which any particular Department performs is done for its own purposes, and is not placed at the disposal of other Departments, which might with great advantage utilize the results. The consequence of each Department considering its own particular objective point only is that there is an unnecessary over-lapping: much work is duplicated, and much time and money is lost, which could be saved if such a Bureau as is here proposed were provided for. The additional labor entailed would be very slight, and the result would be that any Government officer, importer or manufacturer, who desired such information for the purposes of the Government or of his own business, as the case might be, would, upon application to the Bureau, be informed what officers could give him the information thus desired.

I would suggest that the Department of Trade and Commerce receive a monthly report from each technical head, to embrace a brief account of such work as might be thought to be of use and importance. The actual record to be kept by the Department of Trade and Commerce might well be of the briefest nature consistent with clearness, as, in any event, the person seeking information should be referred to the officer who had conducted the investigation. The Department to which the inquirer might be directed to apply should retain a discretionary power of refusing information, if it saw fit, and no additional work should be done in any case except upon general order to that effect.

As an example of the over-lapping which now occurs in technical work, I may give one instance: the Inland Revenue, Customs, Inspection of Canneries and Experimental Farm all have cognizance of adulterations. But between these departments, or branches, there is no sharing of results upon this subject, and no correspondence or other co-operation.

It will, no doubt, immediately occur to everyone who notes this proposal how useful it would be, both for public and private purposes, to have the results of past work made thus available. As an instance, let me cite the following case: Having occasion to analyze a high-grade ferro-silicon, I discovered that it was so high in silicon as to resist the action of acids and of all ordinary solvents. I thus lost considerable time in an attempt to get the ferro-silicon into solution. Finally, I hit upon a very simple method of attack, which proved effective, and the analysis was practically finished in one day. Now, had I the means of ascertainig whether other technical officers had grappled with the same problem, and if so, what processes were employed by them, I might have communicated by telephone or otherwise, and considerable time might have been saved.

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

Ottawa, Aug. 14th, 1908

STEP LADDER REFORM.

Of all the responsibilities resting upon the Deputy Head of a department, there are probably none that equal in far-reaching seriousness the use of the step-ladder in departmental re-organization. A Deputy Head may make an error unwittingly in the administration of the policy of his department and thus retard the material growth of the country in respect of its minerals, lands, fisheries, finances, etc. But in the re-construction of his staff he is dealing with human hearts, and with the happiness of a large number of worthy people. If the clerks who are over-stepped are admittedly of inferior capacity and unfitted for the obligations of higher

offices, criticism must yield to commiseration. It is conceivable that of the injustices suffered by many clerks in the service in the past, some were inspired by the best intentions and by a sincere desire to promote the efficiency of the service. But this cannot well be claimed for all past re-organizing changes nor for some which rumor says are immediately impending.

The last Canada Gazette announces the advancement of a clerk in a department who has risen from a junior clerkship in 1900 to a chief clerkship in 1908 at \$2,100, and who over-stepped in his rapid ascent a score or more of his seniors in office. That this advancement is covered by the contingency above referred to may be true or it may not. The object of THE CIVILIAN is to differentiate between worthy and meritorious advancement for the public good and another kind by which the party advanced becomes the sole beneficiary.

Preferment in the service, based upon nature's livery or fortune's star or such like other considerations apart from seniority or merit have in the past operated detrimentally to office efficiency and blasted the careers of men of capacity and merit. Officials chafing under a sense of past and a fear of future injustice are ill-fitted for a whole-souled, patriotic devotion to the service of their country.

The task of treating this subject is as delicate as it is inevitable. Delicate because in order to attack the abuse instances must be singled out that may appear in the light of a personal attack, but it is the system not the individual which is under fire. THE CIVILIAN feels the gravity of its responsibilities in respect of this long outstanding evil and invites suggestions from its readers as to methods and means of defence against perpetuation of such abuses under the new regime to take effect on the 1st of September.

INTERCHANGEABILITY OF
OFFICE DUTIES.

A contributory cause for the seeming necessity in some instances of appointments and promotions over the heads of old and faithful officials in the service is not far to seek. It is a long standing custom for Deputy Heads of departments to place the newly arrived junior in a certain chair at a certain desk to perform day after day one certain piece of work. There are clerks who have performed for twenty or more years the same identical work in departments where it is quite feasible to make a transference of duties from one clerk to another. The tendency is for the clerk thus placed in a never-ending groove to rust, unless he is endowed with special mental activity coupled with ambition and push and indulges these activities in private studies.

Meanwhile in the outside world, in banks for instance, clerks are moved from post to post and perform duties in respect of collections, the ledgers, in telling, discounts, accounting, all in regular sequence, and finally those showing the greatest diligence and capacity for affairs reaching the managerial chair. In commercial houses the same system and opportunities obtain. In the civil service it may be more difficult to move clerks from post to post than in the institutions referred to above. But the right of a man to have the opportunity to prove his worthiness to achieve the highest rank in his chosen vocation should be inalienable. Then if he fails and an outsider is placed above him, he must accept his fate with the best equanimity at his command. THE CIVILIAN respectfully recommends to Deputy Heads and the heads of branches some consideration of their clerks in the way of interchangeability of routine office duties in so far as this may be possible in the various branches of the service.

A DEPARTMENTAL CLEARING-
HOUSE.

We desire to direct attention to the article in another column from the pen of Mr. Fred. W. Babington. The suggestions made are valuable; the case needs only to be presented to convince everyone of the good effects which would follow, and we sincerely hope that some action will result.

No one who is familiar with our service can fail to have observed a certain ponderousness in departmental working. To a certain extent, the departments are like the water-tight compartments of battleships; each stands independent of its neighbor, and is prone to regard itself as a separate entity, moving in mysterious ways its wonders to perform. There is often as much difficulty placed in the way of one department securing the assistance and co-operation of another department, occupying adjoining offices perhaps, as if there were no connection between the ultimate objects of the work performed by both. This is due to inertia and the growth of a bad practice rather than to any conscious discourtesy or antagonism. But surely it is altogether deplorable and wrong, and calls loudly for amendment.

The suggestions made by our contributor are too useful to be ignored. They are, however, only one phase of a wide field. There is, in very truth, need of some authority which will unify our departmental system, provide the necessary element of co-relation between departments, prevent duplication of work, and see to it that there is due and proper furtherance of the objects of the Government as a whole. The present notion is that each department is a sort of *imperium in imperio*; a sovereign state in its own right. Often, information is refused because a department stands upon its dignity, or wishes to avoid a little additional labor; more often still, it is not absolutely denied, so much as ignored or delayed.

Ministers are often too busy, or too amenable to the explanations offered by their own officials, to apply the necessary cure. As matters stand now, there are certain requirements common to the whole service, such as those relating to office space, equipment, printing of reports, and other mechanical incidentals, wherein the hand of intelligent authority is most sadly lacking,—to the great detriment of the public service. The amount of wasted effort and of fruitless planning is enervating in the highest degree to the officer who has to do important work; and the effect is to paralyze the faculty of initiative, where initiative is sorely needed. The fact is that the ordinary officer should not have to waste his energies over these matters. It ought to be enough that the need exists; the satisfaction of the need (a mere business matter, after all, and in no way demanding super-human effort even for so large a business as that of the Government) ought to follow with reasonable promptness.

In so far as there is a principle involved, the problem should be squarely met. As to details and full fruition of benefits, these will follow more slowly. Our contributor, meanwhile, has given us something definite to think about, and to act upon.

"MAKE NO MISTAKE ABOUT CANADA."

The most vitally and widely interesting feature of the celebration at Quebec is not the three centuries of that city's life—a slow and quiet existence for the most part, despite famous thrilling incidents long ago. It is not the historical significance of the story of British and French rivalry and warfare and final union (with some marked limitation) in Canada. It isn't race, and it isn't royalty visiting America in an official capacity. It is Canada.

The Dominion was long a story and a promise—sometimes seeming hardly more than a hope. Now it is a fact—large, virile, expanding, thought-compelling. It is a great empire within a greater, a virtual republic under a monarch's flag, a realm of immense open spaces and unmeasured natural resources, only beginning to find itself as a power in the world of industry and commerce, and a factor in the progress of mankind.

Canada is still underrated, scarcely understood. It is always belittled rather than exaggerated by outsiders. Its future is read darkly through the narrow lens of an inadequate past.

The fertile land which is not too far north or too high above the sea to have a fairly good climate may constitute a comparatively small part of British America, but it is sufficient for a great population and the creation of great wealth. A thin slice of Canada is bigger than many a famous empire. Add the timber, the minerals, the water power, the fisheries, the waterways and the ports of the Dominion, and it stands out among the newer lands of the earth as richly endowed, vast and of tremendous possibilities.

Every event which centres attention upon Canada turns a searchlight upon crude forces, vast spaces, huge stores of natural wealth—all that makes a young land worth the study of those who concern themselves with the larger movements of human progress. For Canada is essentially young, notwithstanding the three centuries Quebec is celebrating. That city is an ancient gateway to a new empire, a picturesque old fortress guarding a river which drains much untested and unused wilderness.

Make no mistake about Canada. A great nation is growing, faster and faster, across the northern boundary of the United States.

—Cleveland Leader.

OTTAWA'S HOUSING PROBLEM.

It stand patent to all that one of the chief items in the increase of cost of living which now bears so heavily upon all Canadians, but for special reasons bears with particular severity upon civil servants, consists in the high rents now asked for houses. Any saving effected in this field of expenditure would bring a very considerable relief to the debilitated exchequer of many a civil servant, since the proportionate outlay upon rent is so great. The lowest rent for which a decent house can be secured to-day in Ottawa is from \$24 to \$27 a month, and the competition for such houses is so great that he who gets one may consider himself fortunate. The same class of house rented for some \$17 to \$20 five years ago. \$300 a year for keeping a roof over the family head is a large item. It means in most cases perhaps 25% of the total income, and civil servants, who still remain under a pre-adamite dispensation in the matter of salaries, feel the pinch accordingly.

Altogether, it is an horrific item. One-fourth or more of total income for bare walls and a gluttonous furnace in the cellar! Compare this with the English maxim, that he who pays more than 10% of income for rent is a bad economist. One had indeed of the toughest bowels not to pity the civil servant of Ottawa, who is, "par excellence," a payer of rents. Most of us enter the service with hope and two suits of clothes — nothing more. Anon hope departs, but not before the advent of love and the babies. Under such circumstances, house-ownership is impossible, and the average civil servant becomes and remains a renter (not a *rentier*; please distinguish) for the rest of his days.

And furthermore, — Canada is to-day one of the most expensive countries in the world, and although the new Civil Service Act will provide better salaries at some more or less distant date, we are talking about the

present and actual. With boundless natural resources, with wood for fuel and building abundant, with land a-plenty, and the fruits thereof of the best in nature, we sit as if enchanted, deprived of the benefits of all these elemental stores of good things. Building material is high in price; so is coal and other fuel; so are meats and fish, groceries and provisions, and corn and oil generally. Every year the ice-man, grown humorous for his own profit, utters his wonted jest about the failure of the ice crop. Economic conditions are partly the cause of this general state of affairs, but when all is said and done, one cannot but marvel at the splendid combinations that flourish to-day in some departments of trade, and effectively maintain such top-heavy prices. Such, at any rate, are the conditions: everything high in price beyond precedent; but the highest of these is houses.

One effect of this is to make Ottawa the "City of Magnificent Distances," truly enough. Centre-town rents being too expensive, and houses too scarce, there is continual migration to outlying parts. There are flying wings of Ottawa being formed, not only, as might be expected, Glebe-wards, but in New Edinburgh, Rideauville, Hintonburg, not to mention Hull, Rockcliffe and Britannia. Year by year the centre of gravity changes, but rents change *pari passu*.

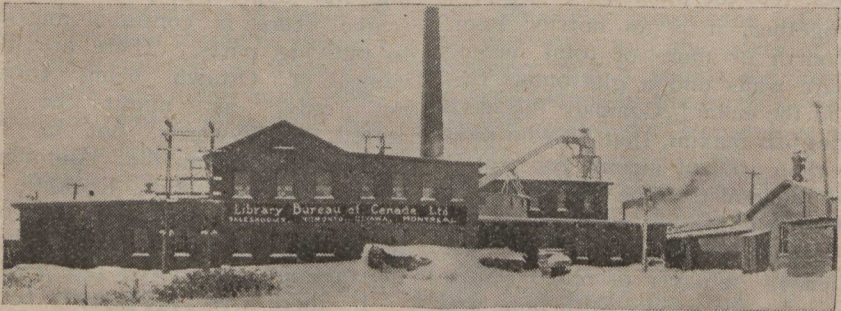
If there were no remedy for, or alleviation of this state of affairs, there would be no good purpose served by thus dwelling upon the conditions. But it is worth while considering whether civil servants cannot aid themselves a little by concerted action. It should be remembered that this is no passing phase of Ottawa life; on the contrary, it will remain for many years to come substantially as at present. There is no prospect of a building boom here such as will materially lessen rents. Material of all kinds is too high in price, and so

is labor, and they are only too likely to remain high. The considerable amount of building which is now being done is not sufficient to keep pace with the increase of population, despite the number of apartment houses and other herding-places that are being erected. It would be a misfortune to Ottawa to have the number of these last-mentioned houses greatly increased. The old ideal here was that every man had a right to his own vine and fig-tree. If that be too lofty an ideal for all time, it is at least to be desired that a premium be not put upon childlessness, as is the tendency in apartment-house living, and generally when houses are scarce and competition for them keen.

Everyone knows that there is land in and about Ottawa that can be bought in large blocks at prices which, while they appear high, are only about one-third or one-half as

great as will be asked five or ten years hence. He would be a philanthropist who would now buy say 20 acres, and sell it in small parcels to civil servants as they might require it for building homes. But the race of philanthropists is extinct? Even so. Let us then be our own philanthropists. That would be more business-like and less humiliating anyway. Many people are afraid of all such enterprises, dreading unknown, and mostly fancied, evils. They want results too quickly, and not seeing the way to get them, they put off doing anything. The great thing is to make a beginning, let it be as modest as you will. Certainly it is indispensable to proceed with caution, taking each step with deliberation. If that be done, and the impossible or doubtful things pushed resolutely to one side, some degree of substantial progress might be made along the path indicated.

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IN THEIR OWN HANDS.

By C. C. McNeil.

Relief for the civil service in the way of better remuneration for service rendered, is, under the new Civil Service Bill, practically in their own hands, for the Upper Chamber of Parliament tacked on the final clause to the new Act, viz. : that the Bill should go into operation on the first of September, and that as soon as practicable after that date, the reorganization and classification of the several departments should take place. Therefore the carrying out of the new Act lies entirely with the civil servants, as the Act places the power in the hands of the deputies and chief clerks, who are the first and foremost of the civil servants. That the members of the Red Chamber were fully aware of the amount of work that would devolve upon the deputies, there can be no doubt. They knew that the proper classification of the deserving in the several departments would call for a good deal of discretion, so as to avoid any ill-feeling on the part of those who are entitled to the best classification that can be given them under the new Bill; for it is well known that in many cases clerks now in the junior second class are doing work that fully entitles them to the same classification as those of the second class senior, and the same can be said in regard to second class seniors, and the classification of those now holding positions as first class clerks.

No doubt but the framers of the new Bill, and the members of the government, had fully considered the matter of relief to the civil service as recommended by the report of the Civil Service Commission, and by this means of a proper classification the civil servants would obtain what is everywhere admitted to be only fair and just.

Therefore, it would appear that the government had done their part, and on and after the first of September,

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the matter will be wholly in the hands of the civil servants to carry out, for certainly the new Act empowers the deputies to such an extent that they can in a great measure satisfy the civil servants, and yet in no way detract from their efficiency as deputy heads of the several departments over which they have the honor to preside.

I firmly believe that those in charge of the classification will do so without fear or favor, and that when the reorganization and classification is completed, the bulk of the civil service will have nothing to complain of.

To those entrusted with the task of a proper classification, we would say, "Hew to the line, let the chips fall where they may."

OUT AT GRASS.

By *Mercutio*.

—I have been absent from the office two weeks and the tower on Parliament Hill is still standing; which shows how well it was built.

—Scant news from town. They do not Miss me, I am not a female employee. As to the others, some are superannuated, some have died, and some are on the Headquarters Staff.

—Rosalind writes that they are smoking in the office since I left. "How full of briars is this workaday world!"

—Word comes from the next township that a man has been stung to death by his bees. He has ceased being.

—I am on the search for an emblematic flower for the Civil service. Regretfully passing by the Ragweed and the Bleeding Heart, I would suggest the Wild Morning Glory or Field Bindweed. Not only are its various names suggestive of our hopes, our uses and our humility, but the plant itself is the Civil Service done in

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green. A report of the Agriculture Department says of it: "Although very widespread throughout the Dominion, and in restricted localities very troublesome, it cannot be called a common weed of Canada." We're It. Moreover it is not in blossom at present.

—What is home without a motto! A fellow-gardener has carried the idea into his vegetable patch. Here are some of his inscriptions:—

"Peas at any price."

"Don't walk here; this is the cabbage."

"In Onion there is strength."

"He that can raise his own celery must have a good pull."

"Don't tread on the beans; you are a human bean yourself."

—We have reorganized our garden service. The following new appointments are to be gazetted shortly:—

Col. O'Rada Beetle to be superintendent of Stalks. He has a number of the Murphy family under him.

Miss Slug to be Chief Stenographer. She attends to the lettuce and leaves. Of her Tennyson wrote: "so careless of the type she seems, so careful of the single life."

P. Stick to be Stationery Officer. "More prone to raise the wretched than to rise."

Powell Catt to be Master of the Mint. He is already issuing scents.

A. Snail to be Head Messenger. "He seems as one whose footsteps halt toiling in immeasurable sand."

Amos Quito to keep the others up to the scratch. We have saved the pest for the last.

—The other night I dreamed that some one called me a "lesser administrative or technical officer." How sweet it was to wake and hear the sheep bleating on the hills!

—A long swim and a cool smoke after the swim, unto what is it like? It is like unto a pay-cheque coming on the heels of a holiday.



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—I have been trying my hand at Nature poetry. Here is a sample:

Green grows the grass
Beside the meadow stream;
Silent suckers pass,
And I dream.

This has the true ring of the Carmen-Roberts school. I must do more of it.

—To lie on one's back and look for faces in the clouds,—it is next to being an Assistant Deputy Minister.

—Potatoes are few in a hill,—but this sounds too much like the Supplementary Estimates. Better to "talk of graves, of worms, and epitaphs" than invite back that old sorrow. I adjourn.

MEDITATIONS OF A MUSE.

By Demosthenes.

The Exigency of the Age.

"Wanted: men.
Not systems fit and wise,
Not faith with rigid eyes,
Not wealth in mountain piles,
Not power with gracious smiles,
Not even the potent pen;
Wanted: men."

There is a standing need nowadays for men, real men, not dwarfed or warped men, but thorough men.

Men dominated by mighty purposes, who have the courage of their convictions, who lose not their individuality in a crowd, but who will say "no" even though the whole world forms against them and says "yes."

The C. S. in no uncertain voice is calling for men now at this period of crisis, of ebullition and metamorphosis. Men who live in a larger sphere than that of their calling, who would consider it a low estimate of their occupation to value it as a means of getting a living and nothing beyond.

There are men in the service, well-balanced, courageous, and symmetri-

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cal, but unfortunately there are also pygmies.

There are automatons who toil wearily through the days and see nothing but the dull routine with the salary at the end of each month.

There are half-men cursed with some weakness or defect which cripples their usefulness.

There are animals, physically perfect but mentally stunted, whose powers are neutralized by over-development of muscle.

There are others all brain and no body, vertebral, and without stamina, whose mental faculties are limited and paralyzed by a want of oxygen, who needs a deep breath of clear air.

The country's service requires beings different from these. It demands men who ask nothing better than to be taken on their present merit, man to man, and who prefer substance to show.

The service wants men fully educated, not necessarily at school or college, but naturally and by experience; nerves brought to their sharpest sensibility, brain cultured and incisive; hands deft and skillful in contrivance; eyes alert and keen; heart magnanimous and tender.

In order to meet all these qualifications, a man or a woman must be a good animal, such is essential to resist the strain of our civilization.

Not merely must one be simply free from disease, but it is necessary to possess an excess of animal spirits.

To develop character a healthy and robust body must be the framework holding the soul.

Then a man is possible,—noble in reason, infinite in faculties, the paragon of animals.

Every day should develop a man's character one degree at least, and what is better fitted to do this than the ordinary routine of office work?

Patience, discipline, will, hopefulness and unselfishness are all lessons to be learnt before a man can attain to his full and perfect manhood, and there is nothing like his full and perfect manhood, and there is nothing like everyday office business to teach one these essentials — if one will but learn the lessons.

There is vast opportunity for the civil service man to educate himself each and every day until he has developed into a state of hardy mental, moral and physical manhood, a credit to himself and his country.

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AN ANCIENT WRONG.

To the Editors of THE CIVILIAN:

I desire to make use of your columns to propound a conundrum. Being something of a canoeist myself, and an ardent admirer of the beautiful in nature, I should like to ask: Whose business is it to see that saw-dust is not dumped into the river Ottawa? This question is so time-encrusted that one hates to resurrect it. But the public good is an object of some importance, and, for the benefit of that large class who ought to care and who don't, let me say that a steady stream of saw-dust is to this very day being poured into the Ottawa. It is only a week or so ago that a canoe was upset and the persons nearly drowned because of the presence of large masses of the stuff in the river. The public apathy about the matter is hard to comprehend; but the apathy and sloth of those responsible for enforcing the law cannot be adequately characterized. We brag loudly about this being such a law-abiding country, and we pity the poor European nations whom the iron hand of authority confronts at every turn. But such a spectacle as this of allowing two or three mill-owners to permanently injure one of the finest rivers of the world would be beyond credence if one did not behold it day after day with the eye of flesh. One longs for a little of the European mode of dealing with such cases. Imagine anyone attempting to treat the Rhine or the Seine to such indignities! He would be clapped into jail *instantly*, were he the very Maharajah of Logdom himself, — pending examination by a Commission-in-Lunacy. Our King Logs are, however, not much alive to the value of the aesthetic. They are still in-

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fectured with the dollar-philosophy that makes otherwise-decent men a nuisance.

Surely our community is not going to endure this species of lawlessness much longer. The persons responsible for prosecuting should prosecute or else put up their shutters. Perhaps they are impressed with the excuse given by one lumberman. He said that he simply couldn't prevent a certain amount of his sawdust escaping into the river. Being present when he said this, I observed that one of his horses *haw-haw'd* with such violence as to overturn a pile of sawn boards nearby. Whether the horse really had the heaves or was not properly trained, I am unable to say. Anyway, he should have confined himself to drawing carts, and not inferences.

ANTILOG.

Ottawa, August 7th.

THE QUARTERLY REPORT SYSTEM.

To the Editors of THE CIVILIAN:

In your last issue two references were made to the system of quarterly reports enacted by the new civil service bill—the one in an editorial and the other in a communication signed by H. McD. W. It is in response to an invitation contained in the former, for an interchange of views on this subject, that I submit the following.

To the opinion of H. McD. W. I must object, both on particular and on general grounds. Condensed, his argument is that the report system will foster favoritism and intrigues. How it will do this in a greater degree than the present verbal and wholly-in-the-dark system he does not say. His alternative of reports only on particular occasions is surely an error in logic. Why should an occasional report be free from the faults of a periodical report? Again the safeguard provided by clause 4 of the

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section, inserted on the petition of our association, is dismissed by H. McD. W. as "French Law." Yet surely it is better that an accused person should be held guilty till he proves himself innocent than that he should never, as at present, have the chance to prove his innocence at all — not even knowing perhaps that he is accused. Surely a chief clerk whose wish is to decry a subordinate will find his task more difficult if he must state his reasons in writing and in the eye of the man he is censuring. His assumption that the report system is something new and untried is unfounded. In its obnoxious verbal form it exists to a large degree in every department to-day. Even in its written form it is in force in at least one department, where the chief lesson it has taught is that it affords a most desirable measure of protection to the clerk. The clerk with a written and approved record of good work has an asset equalled by no other, under a proper system, when promotion day comes. In the army, from which the idea is borrowed, the report system has worked admirably for years, every junior knowing exactly where he stands in the opinion

of his commanding officer, with the chance if the report is unfavorable of disproving or amending it.

But why should I go further into particulars, when it is apparent that the chief objection to H. McD. W. is on more general ground, that he is crying very loudly before he is hurt. The Act will now soon be in force, and in a few months' time we will have definite data to go upon. At present all statements of fears are in the air. They may not be true after all. Let us at the present of all times deal with the questions that are present: the reorganization question, which is big enough for every ounce of our energy. Criticism of an out-of-focus, indeterminate sort will do no good, and by drawing a herring across the trail or creating a general desire to hunt for bugaboos may do much harm. The advocacy by THE CIVILIAN of an inspection system is to my mind opportune in that it pro-

poses a definite remedy for possible failure of the report system. Such a suggestion offers a most tangible thought for the service to carry in the back of its head for use in case of emergencies. Likewise I was glad to see appreciation in your editorial of the fact that the lack of an appeal to the C. S. Commission is the really vital defect in the report system and the kindred recommendations of the Act. My view, however, in the meantime is that we should enter upon the new regime with a proper sense of proportion, with a mind to giving it, in spite of all our reasonable doubts and fears, a fair trial, and to seizing upon the good instead of emphasizing the dubious features. Time enough for the latter some months hence when we will know what we are talking about.

A. E. CARON.

Ottawa, August 6th.

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MONTREAL

**CENSUS OF THE CIVIL SERVICE
IN OTTAWA.**

In connection with the distribution of the sample copies of THE CIVILIAN, a hasty census of the Service was taken. It is not claimed that the enumeration is perfect, but it may, nevertheless, be of interest. The wide range covered by the various branches of the public service evidences the need of the proposed new departmental block. The list is as follows:

EAST BLOCK.

Governor General's Secretary	10
Privy Council	25
Secretary of State	37
Finance	90
Justice	25
Auditor General	30
Indian Affairs	61
Dominion Police	48

— 326

WEST BLOCK.

Trade and Commerce	21
Customs	96
Railways and Canals	88
Public Works	165
Marine and Fisheries	114
Inland Revenue	43
Royal N.W. Mtd. Police	18

— 545

PARLIAMENTARY BLOCK.

The Commons	146
The Senate	45
The Library	18

— 209

LANGEVIN BLOCK.

Post Office—

Secretary's Branch	74
Accountant's Branch	110
Money Order Branch	89
Postal Stores Branch	43
Mail Contract Branch	12
Postage Stamp Branch	18
	346
Interior	215
Agriculture	82

— 643

WOODS' BLOCK.

Militia and Defence	159
Customs Statistics	77
Geographers' Branch	27
Excise	8
Weights and Measures	1

— 272

CANADIAN BLOCK.

Immigration Branch	58
Mines Branch	30
Seed Grain Branch	18
Survey Records Branch	14
Timber Branch	22
Patent Writers' Branch	22
School Lands Branch	11
Forestry Branch	9
Stationery Branch	9
Ordnance Lands Branch	3
Land Patents Branch	2
Tidal and Current Survey	4
Fishing Bounty Branch	2
Census and Statistics Branch	30
Health of Animals and Live Stock Branch	22
Dairy and Cold Storage Br.	22
Seed Branch	15
National Live Stock Records	9
Auditor General Branch	17
Trent Canal Branch	6
Rideau Canal Branch	3

— 328

CITY POST OFFICE BLOCK.

Post Office Staff and Letter Carriers	150
Railway Mail Service	95
P. O. Savings Banks	44
Money Order Exchange	21
Dead Letter Office	15
P. O. Inspector's Office	11
Draughtsmen	2

— 338

CORRY BLOCK.

Transcontinental Ry. Com.	75
Hydrographic Survey	25
Georgian Bay Canal Survey, Ottawa River Works	17

— 117

HARRIS & CAMPBELL BUILDING

Auditor General	19
Railway Mail Service	12
Public Works	8
	— 39
Printing Bureau	611
Surveyor General (Cor. Met- calfe and Slater	130
Geological Survey (Sussex St.)	70
Mines (Thistle Building)	15
Railway Commission (Queen St.)	46
Archives	30

Ordnance Stores Building (Cartier Sq.)	28	Exhibition Branch (Queen and Metcalf)	2
Supreme and Exchequer Cts.	25	Marine Dept. (Sussex St.) ...	2
Labor Dept. (Metcalf St.) ...	14	Inspection, etc., Militia (Brennan Bldg.)	1
Experimental Farm	25	Head Gardeners	2
Observatory	48	Elevatormen	20
Pensions' Office, Militia, (197 Sparks St.)	8	Rockliffe Rifle Range	1
Royal Mint	13		—1146
D.O.C. Officers (22 Metcalfe St.)	5		3963
Customs Office (Wellington St.)	26	There are also mechanics, gardeners, labourers, care- takers, watchmen, etc., about	275
Drill Hall and O.A.A.C.	8	Men engaged at Ottawa shipyard, but most of them only in summer	65
Inland Revenue Laboratory (317 Queen St.)	10	Laborers at Royal Mint ...	22
Inland Revenue (Gas Inspec- tion, 204 Wellington St.)	3		— 362
Fisheries Exhibit (Queen and O'Connor Sts.)	3		

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CIVIL SERVICE ASSOCIATION.

A special meeting of the Association was held on Wednesday evening, the 12th instant. A full report was given of the recent interview with the Prime Minister and other members of the Government in respect of the question of re-organization of the service. The need for some authoritative statement from the Association was felt to be fitting at this juncture; inasmuch as the rank-and-file of the service are not, perhaps, aware of the precise course which will be followed. THE CIVILIAN was requested, therefore, to act as the medium between the Association and the Service for this purpose; and the first article which appears herein has been framed with this intent.

Mr. Paget resigned from the chairmanship of the Committee on Federation with the Outside Service, and Mr. Coats takes his place. Mr. Grierson was added to the committee. It is to be hoped that good work will be done at once upon this most important movement.

ATHLETICS.**Play the Game Fairly.**

"There is another point about which I would like to say a word. I notice that your young people take great interest in athletics. I am a firm believer in their value, if carried out in a true spirit, and in moderation. But I hope that young Canadians will always remember that in athletics, as in all the relations of life, they must play the game in the truest sense of that term. They must play for the sake of the game, preferring to lose it fairly, rather than to win it unfairly. They must be ready not to grudge their opponents every fair advantage, and they must be prepared to lose with good temper and to win without boasting."

The foregoing message delivered at Government House by Lord Roberts to the people of Canada is of special interest to members of the Civil Service Athletic Association. It is because games are not played merely for their own sakes that the C.S.A.A. has been compelled to abandon as

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impracticable many of our best games especially those involving the personal contact of the players. The City Fathers to whom the great man addressed his message of fair-play, must feel keenly the responsibility which must finally rest upon their shoulders of safe-guarding the good name of our fair city, and giving this valuable message practical effect so far as Ottawa is concerned. Instead of striving to be a city of championships, how much more would it accord with his Lordship's advice that the Capital should be a shining example of fair-play in athletics to all cities in the Dominion. The City Council showed a great and laudable desire to do honour to the empire's greatest general. Let them now make a lasting monument to the memory of his first visit to Canada by giving full effect to his words, and discouraging by the law of elimination all foul and brutish players in our sports.

The inadequacy of the parliamentary lawns for all-round athletic purposes was well illustrated not long ago. About fifty members of the Interior Department arrived on the grounds one afternoon to witness a foot race between three of their number. With street boots on and no preparation except laying aside their coats the race was pulled off. Given proper facilities, (which do not exist in Ottawa to-day) a cinder-track and proper dressing-rooms, there would have developed out of this single event a boom in sprinting, extending perhaps, to other track and field events. Hundreds of civil servants between the ages of 20 and 30 would be engaged in hard training if the service owned a well equipped athletic field. The advantage from the renewed energy and increased stamina consequent upon such training would be largely felt in increased office efficiency.

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Lawn Bowling.

The following is the result of the competitions in the Eastern Bowling Association:

Dewar trophy match—1st, W. J. Beatty's rink of the Ottawa club; 2nd, Mr. W. A. Warne's Civil Service rink.

Eastern match—1st, Geo. Kydd's Ottawa club rink; 2nd, Dr. Moher's rink, of Brockville.

Association match — 1st, Geo. Rook's rink, of Prescott; 2nd, J. C. Boughner's Ottawa club rink.

Doubles—1st, Morley and Stevens, Civil Service; 2nd, Warne and Goodspeed, Civil Service. Third and fourth prizes are to be played for by Watt and Hammill against Campbell and Hellyer.

Singles—1st, H. Fisher, Ottawa club; 2nd, R. F. Sutherland, Civil Service; 3rd, H. C. Thompson, Prescott; 4th, W. W. Thompson, Prescott.

21 rinks were entered in all, 9 of which were from the C.S.A.A. The rink coming second in the Dewar match was composed of J. F. Richards, M. Goodspeed, W. T. Urquhart and W. A. Warne (skip). J. J. McGill played lead on this rink in the two opening games, doing spe-

cially good work. He was called away to Toronto owing to the illness of his daughter, and his place was most acceptably filled by Mr. Richards of the Customs Department. R. F. Sutherland's rink got into semi-finals in the association match, but lost to Prescott. Two members of the Ottawa rink winning the Dewar cup are members of the C.S.A.A., as also are two of the rink taking second place in the association match. The C.S.A.A. was well to the fore in the doubles. Messrs. Morley and Stevens taking first place and Messrs. Moore and Goodspeed second. In the singles, R. F. Sutherland took 2nd place for the C.S.A.A. The visiting lawn-bowlers were very pleased with the parliamentary greens. Good-fellowship prevailed in all the games.

Tennis.

The team representing the C.S.A.A. in the City League still continues to lead in the series, having now a safe margin of three games. With only three more games to play, their chances for the trophy seem to be very good. The games have been very keenly contested and some of the events have severely tested the endurance of the players. The league

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standing is as follows:—

	Won.	Lost.	To play.
Civil Service	8	1	3
Ottawa Club	5	3	4
Cricket Club	2	6	4
Y.M.C.A.	1	6	5

Cricket.

On 28th July, East and Mint beat Outside by one run—44 to 43—after an exciting game. On the 30th, Militia beat West by 65 to 52; Outside won from Langevin on the 4th inst. by 10 wickets—31 for Langevin against 32 for no wicket for Outside Blocks. East and Mint beat the West on the 6th by another close margin—25 to 21.

Standing of the teams in the schedule:—

	Played.	Won.	Lost.	To play.
Outside	6	5	1	3
East and Mint	8	5	3	1
Militia	7	4	3	2
West	7	3	4	2
Langevin	7	3	4	2

Aug. 18th is the last date of the schedule; but two postponed games have to be played off as well—Outside vs. Langevin, postponed from June 11th; and Outside vs. West, postponed from July 21st.

PROMOTIONS.

Finance—E. L. Brittain to be a chief clerk. R. B. Viets to be a first-class clerk.

Public Works—H. G. Guppy and

Geo. H. Hennessey are promoted to first-class clerkships.

Interior—Jas. Dunnet and Francis Loyer to be first-class clerks. H. Ackland and F. C. Macdonald to be second-class clerks.

Trade and Commerce—Mrs. S. S. Cox to be a second-class clerk.

Post Office—To be chief clerk: J. C. Martin. To be first-class clerks: D. A. Barrett, H. S. Campbell, W. C. E. Stewart, R. Greenfield, E. H. Matthewman, H. McGuire, J. H. Lewis. To be second-class clerks: A. W. Campbell, L. C. Fraser, J. McNeely, G. L. Brunelle, W. J. Beatty, V. Webb, J. L. Spence, D. G. Courtney, J. J. McNulty. Ten clerks have been promoted to the rank of junior second-class at \$800.00.

Customs—Robt. Telford to be a first-class clerk.

Justice—L. W. Coutlee to be a chief clerk.

Marine—To be chief clerk, R. A. Wiillard. To be first-class, J. M. Lalonde. To be second-class, H. Tremblay. To be junior second, W. Casey.

Hydrographic Survey—Twenty clerks have been advanced in salary from \$50.00 to \$150.00.

Mr. Cameron E. Stanton of the Department of Marine and Fisheries, has been promoted to the new office of Assistant Deputy Minister of the Department from April 1st. Mr. Stanton was born in Quebec July 12, 1861, being the son of Isaac Brock Stanton, formerly of the Finance Department. The new Assistant Deputy himself joined the Finance Department in 1879 and was afterwards

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PHONE 810

transferred to the M. and F., where he became a chief clerk in 1900.

Mr. Arthur A. Brophy of the Secretary of State Department has been promoted to the rank of chief clerk from April 1st. Mr. Brophy was born in Ottawa in 1879, entered the civil service in 1890, and was appointed secretary to the Hon. R. W. Scott in January, 1897.

Mr. G. D. Pope, of the Interior has been promoted to the rank of chief clerk. Mr. Pope was born in Charlottetown, P.E.I., and entered the service in 1884.

Mr. Lucien Bance has been made a chief clerk in the Marine and Fisheries Department. Mr. Bance was born in France in 1872. Entering the Marine Department in 1891 he was stenographer to the Chief Engineer until 1900. In July, 1903, he was promoted from a junior clerkship at \$700 to the first-class, and on April 1st from the first-class at \$1,650 to a chief clerkship at \$2,100. Mr. Bance is son-in-law of Deputy Minister Gourdeau.

RE-ORGANIZATION.

Continued from page 163.

the provisions of the Act require that promotions can only take place on the approval of the Commissioners.

To the Deputy Ministers and Others.

The service, then, has full and complete knowledge, on the technical side, as to where it stands in the reorganization matter. That is to say, it *should* have; for the truth is that not more than a handful of men seem to possess the information as yet. This is perhaps the chief and only fruit of the interview. From other points of view, things are somewhat less clear-cut. A lot depends on the spirit in which the change is made. On this, all is yet in the dark. We would greatly like,

therefore, to follow our remarks of a fortnight since with regard to the part of the deputy ministers in the matter, with a suggestion that is essentially practical. It is simply this: that in the work of reorganizing they take the service to a degree into their confidence. This is a question which concerns in the most intimate way the future of every clerk in the service. Ought not every clerk, then, to have the opportunity, should he desire it, of discussing with his chief the question of his rank and salary under the new order, and of being given a full and frank explanation of any action that is taken affecting his fortunes. We understand that in cases this has been already done. We know of others where it has not been done. We even know of some cases where the deputy ministers are not even aware of what they can do. Apart from the good atmosphere a step like this would engender, it would undoubtedly bring fuller knowledge to bear on the subject. No one knows more of the work than the man whose hands are doing it. And as we have said before, it is in deputy's interests as much as anyone's that the departments should be placed upon a basis that will ensure good work to come. The deputy of the future is an altogether different person from what he was in the past; he has real powers now and he has the responsibility that goes with it.

"Requiescat," but not "In Pace."

As to the salary question: the interview gave it its final quietus, and there is scarcely anything more to be said so far as the present campaign is concerned. *Holus bolus*, the government will have nothing to do at present with a treatment of the salary question that involves the spending of additional money. On another page of the present issue a copy is published of a memorandum and statement which was left with the government by the deputation of Friday last. It

will be seen from this that the sum total of the request of the Ottawa staff was for a grant of a quarter of a million dollars. For the service as a whole not more than three times that amount would have been necessary. When it is considered that the sum would have represented the sole increase to be granted to a body of men aggregating many thousands, in a decade of almost unprecedented stress on the wage-earning community, it is exceedingly small. There are single classes of a single employer like the Canadian Pacific Railway Company which have been granted as much as the Civil Service Association asked for. The advances granted to the employees of the I.C.R. in the year 1907 alone were within \$30,000 of that sum. Yet the salaried men are placed on a different plane for treatment from what may be styled the wage-earning class, though many of them earn far less. Someway the horns of the dilemma that the service either is underpaid at present or was overpaid to the tune of at least 25% in 1900 is to be avoided. The fact that the whole question has been submitted to judicial investigation and a decision in favour of the employees gained, is not to be listened to. In short, it is the country itself which now assumes the position of being probably the one employer of labour between the Atlantic and the Pacific who has extended no consideration to a great body of its servants for the economic changes of the past decade. There the matter for the present rests, surely in a shallow grave.

THE COST OF THE INCREASE.

In order to set at rest the indefinite, and in many cases extravagant, estimates that have been passing current as to the expenditure that would have been entailed by the granting of the increase to the civil service recommended by the Royal Commission, a

special committee consisting of Messrs. Coats, Brown and Lanigan, was recently appointed by the Association to go into the matter in detail and report to the executive. The following is a copy of a memorandum and statement supplied by the committee for the use of the deputation which waited upon the Premier on the 7th inst. :—

Memorandum.

Re Cost of Granting Increase to the Civil Service Recommended by the Royal Commission.

The accompanying table shows the total expenditures on salaries account of the various departments of the Government of Canada, based on salaries as in March, 1908. The totals shown in the table include in each case all branches of the service both outside and inside. The Royal Mint staff, the Militia Headquarters staff, and the staff of the Commissioners of the Transcontinental Railway are not included, the salaries of the two former being based on Imperial schedules, and the last having been recently organized and for temporary duties. Skilled workmen of all classes,—such as printers employed at the Government Printing Bureau, conductors, engineers, brakemen, etc., employed on the I.C.R., carpenters and other mechanics employed by the Public Works Department, etc., etc., and labourers on daily wages, are also omitted, their salaries having already been adjusted by the Government in accordance with the current market price of their labour.

It will be seen that the grand total of salaries paid by the government amounts to \$7,924,666.82 per annum. To cover the increase recommended by the Royal Commission, namely, 15% in the case of employees receiving less than \$1,500 per year, and 12½% in the case of these receiving larger salaries, with an additional allowance in the case of employees in

Western Canada, would therefore require an amount somewhere between \$990,783.35 and \$1,188,700.

From that amount it would seem proper that the advances which have been made during the past eighteen months to various groups of employees involved in the findings of the Commission should be deducted. These advances aggregate as follows:

To customs officials	\$245,000
To agents, &c., of Indian Department	7,000
To penitentiary employees ..	28,000
To the North West Mounted Police	15,000
To deputy ministers	21,500
<hr/>	
Total	\$316,500

Speaking in the House of Commons on July 17, the Honourable the Minister of Finance mentioned the probable cost of carrying out the recommendations of the Commission at about \$2,000,000. It would seem from the above, however, that in the most liberal interpretation the amount required would be less than half that sum, falling most probably in the neighborhood of \$750,000. To increase the salaries of the inside service at Ottawa,—the portion of the service represented by the Civil Service Association—as per the recommendations of the Royal Commission, would cost approximately one-third of the amount above mentioned, i.e., \$250,000.

TABLE SHOWING TOTAL YEARLY SALARIES OF VARIOUS DEPARTMENTS OF THE GOVERNMENT OF CANADA.

	CIV. GOVT. SALS.	CONT'G.	OUTSIDE VOTES.	TOTALS.
Agriculture.....	77,280 98	14,037 50	158,227 40	249,554 88
Audit.....	62,658 01	15,559 60	.....	76,217 61
Customs.....	71,516 33	.....	1,613,32 12	1,684,868 45
Finance.....	76,938 63	4,492 14	21,903 68	103,334 45
“ A. R. Gs.....	.....	.....	44,691 89	44,691 89
Gov. General's Sec.....	14,587 50	2,930 74	.....	17,518 24
Indian Affairs.....	64,009 11	5,059 95	99,220 00	167,289 04
Inland Revenue.....	47,067 68	1,877 18	560,062 79	609,087 65
Interior.....	178,172 97	4,868 19	793,410 00	982,481 16
Justice.....	53,923 67	2,304 12	.....	56,227 79
“ Penitent.....	.....	.....	247,356 91	247,356 92
“ Dom. Police.....	.....	.....	37,803 35	37,803 35
Labour.....	20,937 58	.....	.....	20,937 50
Library.....	.....	.....	25,075 00	25,075 00
House of Commons.....	.....	.....	100,000 00	100,000 00
Senate.....	.....	.....	43,200 00	43,200 00
Marine & Fisheries.....	96,329 97	1,337 50	153,282 80	250,940 47
Militia & Defence.....	55,503 96	3,300 00	13,000 00	71,803 96
Mines Department.....	74,549 67	.....	45,329 19	119,878 86
N. W. M. Police.....	14,344 77	.....	75,950 00	90,295 77
Post Office.....	327,649 42	5,292 22	1,791,549 64	2,124,491 28
Printing & Stationery.....	43,141 66	1,379 91	12,500 60	57,021 57
Privy Council.....	37,122 87	1,320 00	.....	38,442 87
Public Works.....	51,319 88	.....	314,585 70	365,904 68
Railways & Canals.....	54,158 18	.....	39,930 14	94,088 32
“ Transcon't'l.....	.....	.....	.....	.....
“ Ry. Com.....	.....	.....	69,600 00	69,600 00
Secretary of State.....	43,924 31	2,323 79	.....	46,248 10
Civil Service Board.....	2,050 00	.....	.....	2,050 00
Trade & Commerce.....	21,512 51	662 50	75,000 00	97,175 01
“ Chinese Immigration.....	.....	.....	3,120 00	3,120 00
Supreme Court.....	.....	.....	18,724 60	18,724 60
Exchequer Court.....	.....	.....	8,308 51	8,308 51
<hr/>				
Totals.....	1,488,709 58	64,745 42	6,371,211 92	7,924,688 82

VIRTUE IS ITS OWN REWARD.

That the Turkish civil service does not have to resort to memorials, delegations, petitions and prayers in order to have salary claims adjusted, may be judged from the following:

"Is the Turkish civil service system like ours?" asked a traveller in the East of a pacha. "Are there retiring allowances and pensions, for instance?" "My illustrious friend and joy of my life," replied the pacha. "Allah is great and the public functionary who stands in need of a retiring allowance when his term of office expires is an ass! I have spoken."

TO OUR SUBSCRIBERS.

The difficulties incidental to the initial distribution of a new periodical have been experienced by THE CIVILIAN. Any subscriber who does not get his or her copy regularly, or anyone whose name may appear improperly spelled would confer a great favor upon the management by sending word of such default or error to The Ottawa Printing Co. An up-to-date system of distributing THE CIVILIAN has recently been put into operation, and it is hoped to avoid all errors in future.

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CIVIL SERVICE COAL.

Mr. A. E. Caron has informed those who have taken coal on the co-operative plan that eight carloads of coal will shortly arrive in Ottawa. Enquiry elicited the information that the shipment had already crossed the boundary line. The delay will not affect the price to those who bought their coal for July delivery.

PERSONAL.

Mr. E. C. Hayes, of the Auditor General's Office, leaves next week for a months' vacation and tour of New Brunswick and Prince Edward Island.

The following is received from a correspondent in the Marine Dept. :—

The engagement is announced of Miss Valeda Verret, daughter of Alderman Verret, of Quebec, to Mr. Frank J. Boulay, of the Department of Marine and Fisheries at Ottawa.

Mr. Boulay takes his three weeks and spends them at the Tercentenary, and the above is the result.

Last month a young lady clerk of the M. and F. Department, took her three weeks' leave; before they had expired she met a young man and, instead of returning to the Department at the end of her leave, she resigned and was married to him.

One young lady was heard to say, "Well, really, I am afraid to take any holidays," which shows the strong "esprit de corps" which permeates the Department.

There will be several weddings from the Department before long, if Dame Rumor is to be believed.

CIVIL SERVICE CONFEDERATION.

A matter of very great importance to all the civil servants of Canada will

shortly, it is hoped, become a matter of live interest. All bodies of men engaged in any kind of work common to all are brought into some kind of a central organization. Clergymen, journalists, railroadmen, etc., etc., all meet from time to time in annual meeting or convention. Why not civil servants? There are several organizations at present in existence in some of the provinces of the Dominion. The remaining provinces could be similarly organized. There then remains for a plan to be drawn up by which these scattered units may be brought together and have representation in one central body.

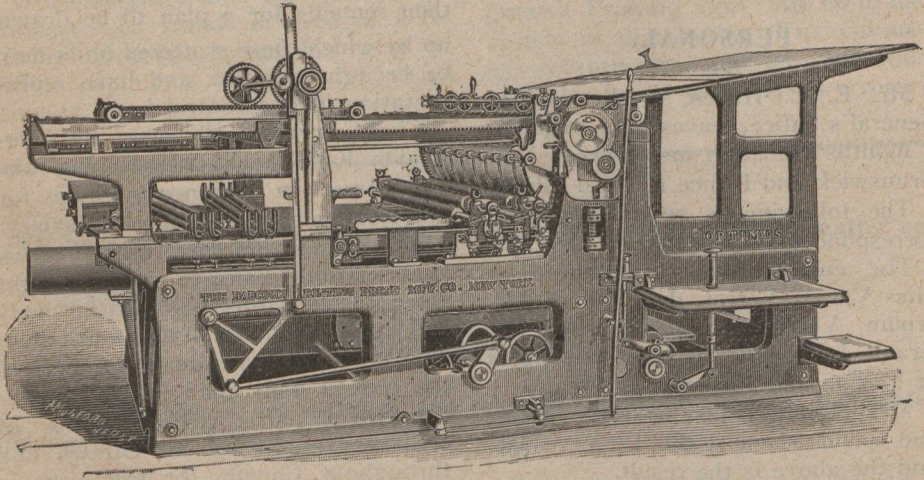
Civil servants all over the Dominion have been interviewing the Government in reference to claims for fair treatment in the matter of salary. These claims and any other views civil servants desire to express might come through this new central body and would command just as much more weight as there are more members in the central body than in the smaller constituent parts. The claims of civil servants both in Ottawa and throughout Canada for treatment in accordance with cold economic facts have been ignored. It is doubtful if the same answer would have been returned if the service had presented a united front and spoken as one man through the medium of one powerful central executive.

Business of an ordinary nature could be carried on between these widely scattered bodies by mail vote and for annual or special meetings some central point could be chosen. For certain purposes, and perhaps for all purposes, union might be sought with provincial civil servants. A great deal of good might come out of such affiliations as these referred to, and at least it is satisfactory to think that the idea is founded on the sound doctrine that in union there is strength.

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