

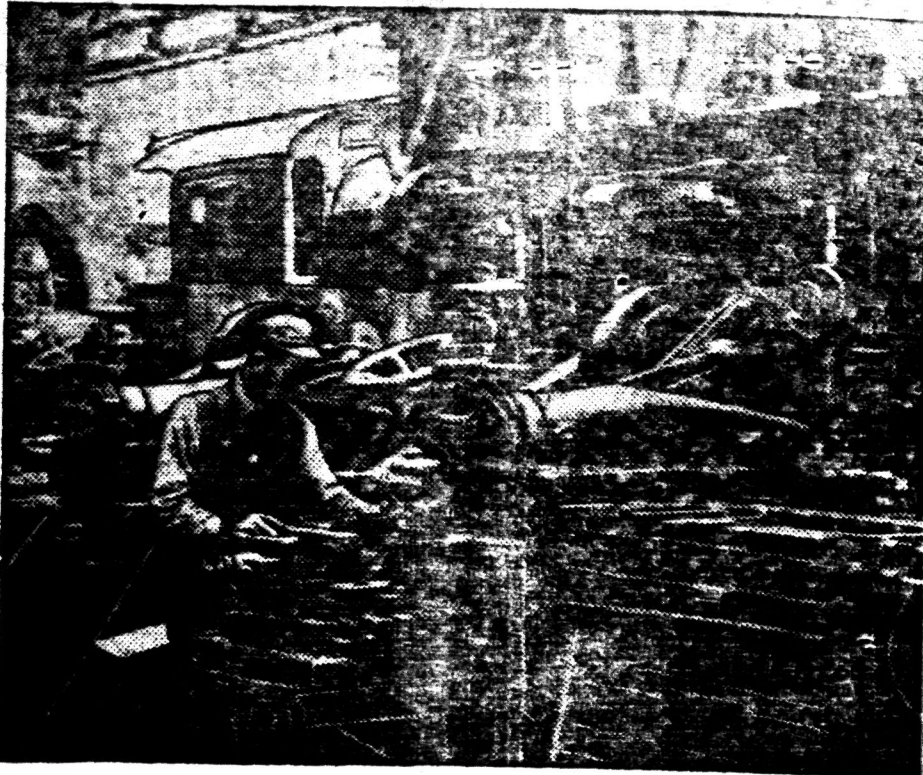
Training Disabled Soldiers

ABOUT 12 months ago it first became possible for a returned soldier, who had been so disabled by service that it was impossible for him to resume his former civil occupation, to take a course of training under government supervision and pay, which fitted him for some new occupation, the pursuit of which would not be prevented by his disability. In other words, his case was carefully considered, his disability taken into account, and his training arranged so that in his new occupation he could develop 100% efficiency. As an example take a machinist who had lost a leg; obviously his disability was such that he could not resume that occupation. He had a knowledge of blue prints and drawing and some latent ability in a drawing line. He was passed for a course as a mechanical draughtsman. At the termination of his course he was employed at a wage nearly equal to his wage as a machinist. The loss of a leg was no handicap as his new occupation did not call for any moving around. Thus this man, seriously handicapped as a machinist, was enabled to overcome his handicap and compete successfully with any other draughtsman.

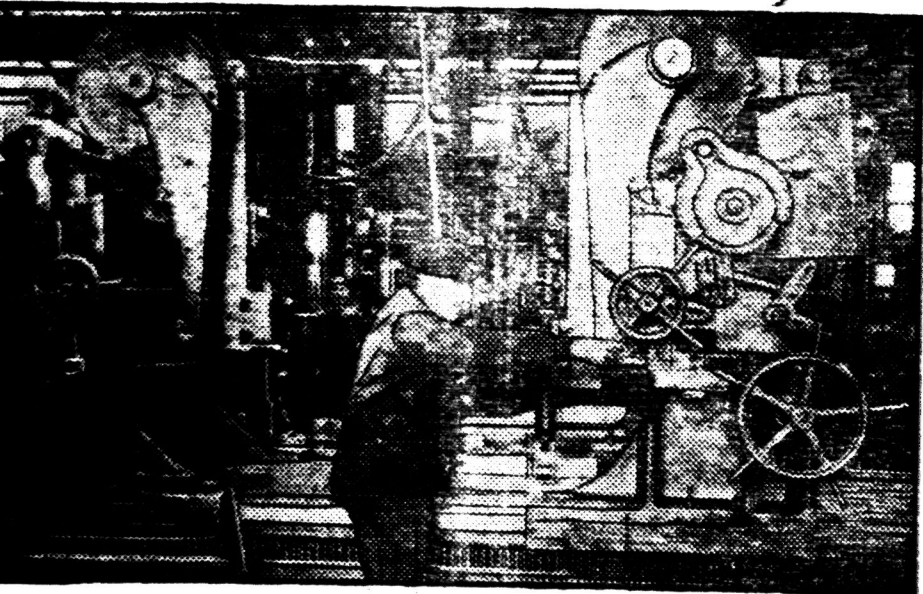
Owing to the increasing number of different trades and occupations in which it was necessary to train such men it became imperative that training places should be found. Obviously if a man was to be trained for a position in a machine shop, the place to train him was right in the particular machine shop in which he would eventually be employed. This resulted in the institution of industrial surveys. One of the first industries in Montreal to be surveyed was the Angus Shops (Canadian Pacific Railway). It can readily be understood that these shops, employing thousands of skilled men in practically all kinds of mechanical work, offered great opportunities for the training of disabled men. The above mentioned industrial survey consisted of a detailed report on every position in the Angus Shops; it showed among other things the exact nature of the work done and what disabilities would hinder a man from doing the work. This survey was a guide to the District Vocational Officer, as a reference to it showed immediately what mechanical work a disabled man would be physically able to do without being troubled by his disability.

From the outset every official of the C. P. R. who was approached expressed great interest in the work, and by co-operation rendered most material assistance in the re-institution of disabled soldiers in civilian occupations.

The general scheme of training adopted by the Invalid Soldiers' Commission is to give any man taking a machine shop training about three-quarters of his course in the machine shop at McGill University, then place him out with an industry such as the Angus Shops to finish that course and gain the necessary practical experience. During the time that the man is taking this training, he is drawing full pay and allowances from the Invalid Soldiers' Commission so the firm with which he is working is not called on to pay him anything. In this way the man becomes accustomed to his work in a place where he will probably be employed at the termination of his course, and the employer, having had the man under him for some time, knows something about his work. This method generally results in disabled men being absorbed into the industries for which they have been trained with no gap between termination of course and employment and is thus satisfactory to all concerned.



Finishing a locomotive link and union bearing cap.



Operating a double headed vertical slotting machine.

It might appear from the foregoing that the employment offered by the C. P. R. to men being trained by the Invalid Soldiers' Commission is confined to positions in the Angus Shops. Such however is not the case. Every department has taken on men, clerks, draughtsmen, telegraphers. In some industries there has been a tendency to fight shy of the returned men, the reason stated being his inability and apparent lack of power of concentration on his work. Not so with the C. P. R. Every consideration is shown the returned man and every possible allowance is made which will assist him in re-establishing himself in civil life. The attitude taken by the higher officials of the C. P. R. in regard to disabled soldiers is mirrored in the following letter of instructions issued to foremen:

THE RETURNED SOLDIER AS AN EMPLOYEE.
How do you treat a returned soldier working under you? Do you consider him as an ordinary workman, let him shift for himself and look on his mistakes only as you would an ordinary employee? If so, you are assuming that he is in all respects just a normal man and should be able to do the same work as quickly and as well as the average employee. If you do, you are wrong. Many returned soldiers' constitutions are broken down. They have

been gassed, shell shocked and tortured by wounds, and consequently are highly strung and nervous and will be for some time to come. What they make of themselves depends on you. If one of these men make a mistake and is roughly reprimanded, he is likely to shake like a leaf, get excited, etc., and be very difficult to make anything of; this is wrong. The greatest tact, care and attention that you can give these men in helping them to become useful employees is what the Company expects, and, moreover, you owe it to them.

There are bound to be some exceptions and some men will fail to make good. The success or failure of the majority, however, depends on you, and it is your privilege to help your country in this national crisis by endeavoring to make useful citizens out of the nervous shattered men that are commencing to come back to us from the front.

Is further proof of the interest of the C. P. R. necessary? No! Now for results. Of the first hundred men to complete industrial re-educational courses in this unit, ten were employed by the C. P. R. on the termination of their courses. Up to date, about two hundred men have completed courses and how many of these men are employed by the C. P. R., i.e., These men have taken courses in no less than 12 different trades, so it is obvious that the C. P. R. is assisting splendidly.

A BELGIAN APPRAISAL

He Says That Russians Are Ready to Help Allies.

Charles de Ligne, a member of the crack Belgian armored car and machine gun corps, who crossed this continent on his way to France from Russia, is of the opinion that the Russian soldier would welcome Allied intervention at this time, and more than this, would be glad of an opportunity to get back in the fighting to drive Germans from his land if a guarantee could be given him that his home would be protected from want while he was at the front. Prices of food and household articles in Russia were unbearable, said M. de Ligne, and the Russian soldier through it all got little or nothing for his services as a fighting man.

M. de Ligne, a member of one of the oldest Belgian families and related to the family of the noted Prince de Ligne, is a graduate of the University of St. Michel, at Brussels, and has been in the Belgian army since Aug. 3, 1914. While in Russia, where he went with the Corps d'Auto-Canoniers at Mitrailleses in October, 1915, he was a motorcycle despatch bearer attached to the headquarters of his unit. He came into contact constantly with Russian soldiers of the army of the famous Gen. Brusiloff during the offensive conducted by the latter against Austria in 1916. He says the drive was conducted by an exceedingly able commander, and strategist, but that it was stopped by the intrigues of the Czarina and traitorous characters in high position.

When the Belgians landed at Archangel the Russians immediately welcomed them, said M. de Ligne, but it was not understood at once by the majority that an Allied force had been sent to take part in the offensive. The Russian soldier, many without education and nervous, "Belgiski!" not as newcomers from a foreign land far from Russia but as members of a unit from one of the Russian states. They did not consider in this regard the fact that the Belgians spoke French, and not Russian, while many of them were perplexed and would look at the Belgians, saying:

"Belgiski? What state do you come from?" Later, after the Russian revolution, attempts were made by Bolshevik sympathizers to disorganize the Belgian unit, by "tempting the Belgians with freedom," but little attention was paid to these efforts, as the Belgians were, at the same time conducting a counter-propaganda of their own to keep the Russian soldiers from quitting the front. Due to their efforts, M. de Ligne says, the Russians held the line for a longer period than would have been the case if nothing had been done to spur the commanderless men to renew the fighting. At this point the Battalion of Death was formed and the Belgians went into battle with them, taking several villages.

"During the Brusiloff offensive we were right in the heart of the Russian army," continued Mr. de Ligne, "and our guns got into play very frequently. But the traitors spoiled it all; no ammunition was shipped to the invading Russians, though it could have been found in abundance at many points far back of the lines. We were convinced that the Czarina and her underling leaders had a finger in the pie, for the offensive stopped so suddenly."

"Just as the Russians welcomed the 'Belgiski' who went to fight by their side in 1915, they will now welcome an Allied army of far larger proportions. There was no sentiment in their welcome. Many of them did not know that Belgium had been invaded and practically wiped off the face of the earth, and others did not even know the geographical position of my country. No wonder it is a simple matter for the Germans to swindle a people such as this."

"Fears have been expressed that the Russians, surfeited with freedom from domination, would not get back into the war, but on the other hand their condition now points to a favorable outlook in this respect. I think they would enter the fight with renewed vigor under Allied leadership and control. Their own leadership could be established, and many strong men, such as Brusiloff, could be found to weld them into shape for fighting."

"The question which most troubled the Russian soldier in a personal way was that of pay. The Russian Government paid them little or nothing, and his hardships because of this were many. Prices went up, and it was almost impossible for the soldiers, without remuneration of any kind, to survive and remain in uniform."

"If the Allies would guarantee the Russian soldier his pay and give him assurances that his home would not suffer the privations which existed under the former rule, the situation could be materially altered. Although the Russian is not an especially patriotic human, he is not selfish, and is a good fighter. The trouble in Russia has been the ignorance of the masses. They did not know what they wanted. They realize, however, that they have been duped by the Germans, and that further depredations will be made by the Hun unless action is taken from the east at once."

The Answer.
A teacher, instructing her class in grammar wrote two sentences on the blackboard. The sentences were: "The hen has got three legs," and "Who done it?" She said to Tommy, who was not a very bright pupil: "Go to the blackboard and correct those two sentences." Tommy slowly approached the board, thinking hard. Then he took the chalk and wrote: "The hen never done it. Nature done it."

No Use.
The Major—About those promotions, sergeant-major! What d'you say to Gunner Jones for a stripe? Sergeant-Major—Wot, le? Gunner Jones, sir, 'im a bombardier! Why, sir, 'e ain't got sense enough for a brigadier.



Keep Them Smiling

Soldiers Home Coming Campaign

The "Welcome" sign still hangs high on the doors of the Salvation Army Hostels. Help them to keep it there! While our soldiers have need of the comforts—physical as well as bodily—DON'T shut the doors in the boys' faces—Keep them smiling!

The Salvation Army appeals for a Million Dollars for the boys who won the victory. This is the first time the Salvation Army has made a general appeal for its work. We urge you now, for the sake of the soldiers, and as a VITAL factor in the solution of Canada's Reconstruction problems, with the Homecoming of her boys, to give and to give liberally! Our men in Khaki may not all be home for another year. While there is a company of Canadians in uniform over there or over HERE, there is work for the Salvation Army Lassie.

The weary waiting and the relaxed discipline spell dangers that MUST be guarded against. A happy smile and a comfortable body help to keep trouble at a distance. Do not let the Hostels shut for lack of funds!

The Salvation Army Million Dollar Fund

January 19th to 25th

"First to Serve—Last to Appeal"

A WORD ABOUT THE HOSTELS!—Have you ever been inside a Salvation Army Hostel? If not, ask a returned man about the Hostels in Paris, London, Toronto, Hamilton, or any others that he has stayed in over HERE.

Let HIM tell you about the REAL beds, the home cooking, the fried eggs, and hot coffee—and hot baths. If he knows you very well, he may give you a hint about the spiritual comfort the Salvation Army Lassies give these men far from home and all it means!

SALVATION ARMY MILLION DOLLAR FUND COMMITTEE

Headquarters:

Mail your subscription to
Treasurer Toronto and Ontario: SIR EDMUND WALKER
Toronto, Ont.

Treasurer New Brunswick:

JAMES M. CHRISTIE
Bank of Commerce, St. John, N.B.

Treasurer Nova Scotia:

DONALD MacGILLIVRAY
Bank of Commerce, Halifax, N.S.

or to
COMMISSIONER RICHARDS,

20 Albert St., Toronto

SOLD WHERE YOU

SEE THIS SIGN



The Dominion of Canada

offers

War-Savings Stamps

at \$4.00 each
during this month

And will redeem them for \$5 each
on Jan. 1st, 1924

Every dollar will be worth more.

W-S.S. can be registered
against loss

THRIFT STAMPS
25 cents each

16 THRIFT STAMPS
exchangeable for one W-S.S.

ESTABLISHED 1872

BANK OF HAMILTON

Every dollar saved now and deposited in a bank means a dollar more for the Government when it is required to place Canada on a place basis. To postpone the purchase of luxuries and save the money is worthy and patriotic. It is also good business policy during the high price period. Open a Savings Account with the Bank of Hamilton.

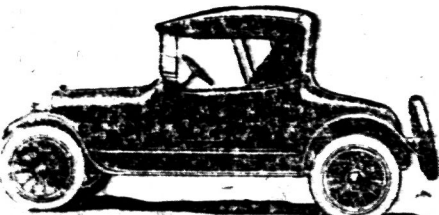
JARVIS BRANCH
John Brown, Manager

JARVIS REPAIR and SUPPLY GARAGE

WE REPAIR

All makes of Motors, Cars, Gas or Gasoline Engines, Tire Pumps, Lights, Bicycles, Etc.

Reo Car a
speciality



We Handle—Tires and a large Trade Stock
SATISFACTION GUARANTEED

E. W. ANDERSON, Proprietor

Go to

A. RODGERS

—FOR—

Repairing & New Handmade
Boots and Shoes.

A. RODGERS,

JARVIS, ONT.

Agent for

Consumers Wallpaper Co.
See Our Samples.

THE Three Prime Virtues

—IN A PHOTOPH—

Artistic Quality, Permanency,
and Likeness

—OURS HAVE ALL THREE—

MOORE'S STUDIO

MAKERS OF QUALITY PHOTOGRAPHS

PHONE 183

Norfolk St. Simcoe.

C. Rodgers is agent for the
Oliver Typewriter. See him before placing your order.

Advertise--It Pays