

on thinking men and women. Although the initiation of these changes were mainly employee-sponsored, many able and foresighted administrators realize and appreciate their worth.

Administrative Policies Are Improving

The measures to improve efficiency in State agencies which fall more directly to the administrators and appointing authorities embrace (1) the interest they take in the employees; (2) the immediate supervisor and (3) the other people on the job. On a policy level, much is being done to meet these problems and as they are successfully attacked and practiced, the service will improve and true efficiency be increased. The right to hire and fire, based on true interest of the public welfare and prudently used, will go a long way toward caring for the above points (2) and (3). The realization of the value of recognizing merit when and where it is shown by an employee and the willingness to commend good work will exert a large influence in achieving the fruition of the number one (1) point, above. Interest in the employee works in many ways and is probably the largest and most important task befronting any official, administrator or appointing authority. After all, most of the actual work is done by the employee; the administrator should "administer." It takes a man of stature to delegate authority to others and to forego the glory and publicity personally available because of his position. Oregon is fortunate in having many of this calibre as its leaders and administrators.

In public service, **the service comes first**, and the public acclaim will then naturally follow. Since 1943, the OSEA has had an active part in the improvement of the channels through which the service can be constantly improved. The main tools are at hand. Wise use and continued cooperative effort will have far-reaching and lasting effect. Loyal, well-treated and respected employees working for and with wise leaders can and will render truly efficient public service to Oregon.

Sometimes you run across a pain in the neck no doctor can cure.

Be An Active Member

Are you an active member, the kind that would be missed,

Or are you just contented that your name is on the list?

Do you attend meetings, and mingle with the flock,

Or do you stay at home and criticize and knock?

Do you take an active part to help the work along,

Or are you satisfied to be the kind that "just belongs"?

Do you ever go to visit a member who is sick,

Or leave the work to just a few and talk about the clique?

There's quite a program scheduled that I'm sure you've heard about,

And we'll appreciate it, if you, too, will come and help out.

So come to the meetings often and help with hand and heart.

Don't be just a member but take an active part.

Think this over member, you know right or wrong.

Are you an active member, or do you just belong?

—Author Unknown.

Note: The editor understands this pertinent piece of poetry appeared in some Rose City Chapter No. 5 literature, and we would guess the author to be among the chapter officers.

The way to get ahead is to use the one you have.

Oregon, long famous for its scenic charm, still retains the flavor of yesterday and the old West in such settlements as Jacksonville in southern Oregon, the Pendleton Round-Up in eastern Oregon, Champoeg, state park near Salem and other points of historic interest, recalling stirring days of more than a century ago. All of these and numerous other pioneer attractions are ready to welcome 1949 vacation visitors, who may obtain detailed advance information by contacting Oregon's travel informal department of the state highway commission.