

## APPENDIX No. 6

Q. Would you recommend a medical examination such as an insurance company, for instance, insists upon?—A. I don't think that it would be well perhaps to go to the extreme of an insurance company but certainly there ought to be a good physical test. A man perhaps might have some physical impairment and yet be an excellent man in the service. He might have a heart which is not too good which would make him an unfavourable subject for insurance. But he might be a splendid civil servant for years. But certainly generally speaking there should be some physical test. That is practically all that can be said or done on a thing of that kind.

*By Mr. Boys:*

Q. You have considered the matter yourself and you have given us your opinion as to what you think ought to be done with regard to superannuation and retirement. Is there anything further you would suggest?—A. In addition I think there should be included benefits for widows and children.

*By Mr. Loggie:*

Q. What about payments from the members of the civil service?—A. I am in favour of their contributing.

Q. Would you say twenty-five per cent or one-half?—A. My personal view is that it would be better for the employees to contribute a pretty stiff percentage. I would say they ought to start out with the idea of not paying less than one-half, the Government providing the balance. It is impossible to figure out that half and half precisely. It is ostensibly done but it cannot be done exactly. If you say half and half, you have to be adjusting your contributions all the time. Instead of that, I think a scale of contributions should be determined to start with and if experience shows that the contributions amount to more or less than say one-half, the Government should take the profit and loss.

*By Mr. Loggie:*

Q. What percentage of the salary would be necessary?—A. A very good system could be set up with ten or twelve per cent. There could be fair benefits with such a percentage.

Q. So far as you know would the civil servants generally be in favour of paying a considerable percentage?—A. I think so.

Witness discharged.

The CHAIRMAN: I have received from the Canadian National Railways a statement as to the absence among their employees. I think it might very properly be placed on the records.

Mr. BOYS: What is the average?

The CHAIRMAN: 1.41 per cent, or a little less than four days a year. The employees total 885. Of these 529 are males and 356 females.

The committee adjourned.