

measure; at all events, they might very well be considered apart. There may be room for legitimate difference of opinion upon this point, but we cannot but agree with the executive that the numerical preponderance of those to whom such a measure as the proposed Bill will be satisfactory justifies the procedure outlined. There will be criticism, of course, from those who believe that Heaven and Earth should be moved, no matter what else is endangered, to the end that their parsnips may be well buttered; but the criticism will lose its force in proportion to the general approbation which the policy of the Association will command. Having taken its decision, we would endeavor to impress upon the Association that there is no time to be lost if we are not to wait for another full year.

The Old Superannuation Acts Defective.

* Those who are already entitled to superannuation have been the first to see the necessity of some broader measure, such as the proposed Bill embodies. The repealed Superannuation Acts under which they rank are too narrow in scope to be effective. Those Acts contemplated only one contingency—the survival of the civil servant himself. If he became incapacitated for duty either through ill-health or the effects of extreme age (practically the only two events that the acts, as administered, have recognized as valid reasons for superannuation), he was made the recipient of a superannuation allowance. If he died in harness, no matter after how many years service and no matter how large or poverty-stricken the growing family which he might leave behind, all that he had paid in was forfeited. Nor have the acts as administered been effective from the

point of view of the employer,—the government; or, if there be any dissociation of ideas here, as the cynical may allege, let us hasten to say that the acts have not been effective from the point of view of the good of the service. He who takes the trouble to peruse the Public Accounts Reports will learn that, of those retired in any year, a few have been superannuated at various ages because of broken health, but that the chief cause of superannuation is really senility. It would be tedious to enlarge upon this point to prove the consequences of such a policy, for they are obvious. Every public servant who has been retained until death though old age stares him in the face has impaired the public service, and, to a certain extent, has brought it into disrepute. An expensive policy it is too, for the full salary which has been paid to such an one, practically without any return by way of service from him, far outweighs the combined superannuation allowance that he would have been granted earlier, and the smaller salary payable to a younger successor. Nor is this the whole account. There are examples by the score of men who have been retained in the service for 10, 15 or even 20 years after their real usefulness had fled. That means that younger men have either had that much longer to wait for promotion, or received the promotion notwithstanding, thus adding another item to the expense. The old Superannuation Acts, then, besides being defective in important respects, have for many years been administered in such a manner as to defeat the true purposes of superannuation.

Civil Service Reform Again.

It is desirable, therefore, that no unnecessary time be lost in endeavoring to secure the enactment of a Superannuation law that will be free from