they uniformly provide for deductions being made from the civil servant's salary and accumulated at specified rates of interest until his retirement, when the sum thus accruing is either paid over to him or his representatives, or is used to purchase an annuity for him. This is our old friend, the enforced savings bank plan; and, without disrespect to anyone's opinions, we in Canada are pretty well convinced that it will not serve the purpose. But more of this anon.

8. **The Dominion of Canada.**—Anyone who cares to go into the matter of civil service retirement in Canada will find some account of it in an Appendix to this paper. I shall only mention here that the federal public service of Canada enjoyed superannuation privileges from 1870 to 1898. This scheme provided (and still provides for the diminishing remnant of members) superannuation allowances on retirement for invalidity or old age—the rate being 1/50th for each year of service, based on average salary for the last three years; maximum 35/50ths, or 70 per cent. It was compulsory for those eligible and was contributory, although the rates were very small. But the scheme had admitted defects, and for one cause or another was abolished, or rather was closed to further entrants, in 1898. For it was substituted what is known as the Retirement Fund—a compulsory savings scheme. Under this measure 5 per cent. deductions are made from salary and accumulated at 4 per cent. interest against the day when the civil servant retires. Associated with this measure is a Civil Service Insurance Act, by virtue of which public employees can insure their lives up to $5,000 at very low rates. The retirement scheme is regarded with almost universal dissatisfaction, for the simple reason that it is far from meeting some of the chief difficulties of the problem. It is noteworthy that New Zealand gave the plan a trial and reached the same conclusion. At any rate, I am within the mark in venturing the prediction that this sort of scheme is near its end in Canada so far as our public service is concerned. In 1914, just before the outbreak of war, the Government gave evidence of intention to re-establish superannuation in a modernized form. But the war, of course, has put a stop to all such projects for the time being.

9. It will be useful at this point to outline the main principles which a properly designed superannuation measure should, in our judgment, follow. This will serve to indicate the general aims which Canadians are pursuing at the present time and which they are hopeful of succeeding in; and, at the same time, will be of assistance in answering the questions in which you are mainly interested to-day. I shall put the several points before you in the form of assertions or statement of belief, with such running commentary as time will permit.

10. The retirement problem as it relates to the public service can best be met by a system which provides superannuation allowances on retirement through invalidity or old age. Such a system is better adapted to the purpose than any savings scheme which is known to have been adopted in the past or proposed for the future. The latter pre-supposes that each man stands or falls by himself, whereas a superannuation system as ordinarily understood involves the insurance principle, whereby a group agrees to stand as a unit for certain purposes and pool their interests for the greater good of the group as a whole.

11. Such a superannuation system, in addition to guaranteeing a retiring allowance to the employee himself, should also make provision for his immediate dependents after his death. That is, allowances to widows and children should be a part of the scheme. Unless this is done, some of the