

Public competition for Second Division Clerkships do not occur at regular intervals, but are held from time to time according to the needs of the service. The limits of age are 17 and 20 and the fee is £2. The subjects of examination are as follows: Hand-writing and orthography, including copying manuscripts; arithmetic; English composition, Précis, including indexing and digest of returns; book-keeping and shorthand writing; geography and English history; Latin, French, German, elementary mathematics, inorganic chemistry with elements of physics. Only four of the last seven of these subjects may be taken.

A list of successful competitors is made in the order of merit and from this list the Civil Service Commissioners, on the application of the departments having vacancies, may assign, on probation, the requisite

Continued on page 36

THE REPORT OF THE CIVIL SERVICE COMMISSION.

II.—Superannuation.

1. The following summarized statement will show the present-day condition of affairs as regards superannuation rights. All members of the classified service are upon one or other of the Funds mentioned:

Fund No. I: Embracing survivors of entrants to the service prior to 1893. Number of members, 1,900 (approximately); rates of contribution, $1\frac{1}{4}$ and 2%; rate of superannuation, 1-50th for each year of service average salary during last three years of service.

Fund No. II: Embracing survivors of entrants between the years 1893 and 1898. Number of members, 290 (approximately); rates of contribution, 3 and $3\frac{1}{2}$ %; rate of superannuation — as under No. I.

Retirement Fund (Saving Bank

System): Embracing survivors of all who entered after July 1st, 1898. Number of members, 3440; rate of contribution, 5%; no superannuation allowances granted — accumulated compulsory savings withdrawable at death or retirement.

2. This brief history is not complete, however, if we confine ourselves to the classified service. There are many public servants whose employment has been life-long, —who to all intents and purposes have been permanent officials,—but who do not come within the four corners of the inelastic Civil Service Act, and are not upon any of the Funds. This undesirable state of affairs has been allowed gradually to extend itself until now the situation is almost out-of-hand. Many officials, at Ottawa as well as elsewhere, who are doing work of responsible character, will from time to time have to face retirement with no provision made for their maintenance. Coming within this category also, are many officials who have terms of service to their credit prior to admission to the classified service. Their case is in essence the same as where the whole term of service goes for nothing, the difference between them being merely one of degree.

3. As regards Funds Nos. I and II, the rates of contribution are not objected to by reasonable persons, but no one has yet succeeded in giving a proper explanation of why one body of individuals should at one and the same time be called upon to pay approximately twice as much as another such body for the same service. Both the Funds are open to very serious criticism, however, because of their restricted nature. It has long been held regarding them that, while the main superannuation provisions are good, they should be supplemented by providing for the return of contributions in event of death while in harness, and for the grant of allowances to dependents in event of death before or after superannuation. As