

# THE CIVILIAN

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Communications on any subject of interest to the Civil Service are invited and will receive careful consideration.

**Ottawa, July 16th, 1909**

## THE AGE LIMIT WITHIN THE SERVICE.

It would appear that the ruling of the Department of Justice, which we quote in full on another page, as to the application of the age limit clause to employees already in the service, while technically unexceptional, will work hardship on many of these employees, and to a corresponding degree will impair the elasticity of the Act. The age limit is imposed upon entrants largely because of the problem involved in retirement. Without it superannuation would be unworkable, and even the retirement fund plan would break down more utterly than it does at present. Apart from that, the older and more experienced a man, still **unimpaired in mind and body** is, presumably the more efficient

he is. If he can demonstrate at forty or fifty that he is a better man for a vacancy than can be got outside, why should he not be accepted? His new appointment will not affect his own retirement in any way. Neither will it affect the superannuation or retirement fund as a whole, seeing that his old place must in turn or ultimately be filled from the outside by a man within the limit. It is precisely this sort of flexibility within the service that it should be the aim of the law to facilitate. Without it a perfectly gratuitous difficulty may in a given case be perpetuated, and a general tendency toward the hidebound left without a safety-valve. It would seem that a definite suggestion for an amendment of the act were in order.

## SICK-LEAVE.

A rumour is abroad that the sick-leave privilege of civil servants is to be strictly administered in future. We sincerely trust that the rumour is true. The abuse of a privilege ends invariably in only one way: in the loss of it. Had the franking privilege been properly administered, the service would have had it to-day. A few thieves and blacklegs made a haul for a time, and the privilege was taken away, to the loss, and also, under the circumstances, to the shame of the civil service. Not that THE CIVILIAN blames the service alone for an incident like the abrogation of the franking privilege. It is not the fault of the service if there are black sheep in the flock, or that the sheep in question find therein a field in which they may exercise their propensities. The matter of sick-leave is a simple one. It should not be granted unless for bona-fide illness. Once in a fixed interval,