

growth of the service in recent years many posts have greatly enhanced in importance, while the classification and salary attached has remained the same. Though the correction of these anomalies in a comprehensive way is a work of considerable magnitude, it is pointed out by Sir George Murray that it is quite feasible and indeed could be accomplished by suitable machinery both thoroughly and expeditiously.

Superannuation.

The subject of superannuation is so important that we have drawn up a separate memorial, which has been submitted to the Honourable the Minister of Finance. It involves all classes of the service and stands distinctly apart from all other legislative needs of the service. It is sufficient to point out here that the enactment of superannuation has been strongly advised by every authority to which the Government has applied for advice on the civil service, including the Royal Commission of 1907 and Sir George Murray in 1912. The former included a draft Superannuation Bill in its report and the latter outlined a scheme in general terms. To both of these schemes some objection in points of detail are possible, the former as being limited to future entrants alone and the latter as being too general to serve as a basis of discussion. Our petition is that the Government introduce a measure of superannuation at the forthcoming session and that the civil service be granted an opportunity of expressing its views during the formative stages of the bill.

We might add that the spirit of the report on superannuation made by the Senate Committee on the Civil Service in 1910, of which the Honourable Senator Power was chairman, has received the cordial endorsement of every civil service organization from the Atlantic to the Pacific.

Insurance.

As of kindred interest with superannuation we beg leave to renew our request of last year re Insurance, namely:—

An extension of the benefits of Civil Service Insurance by amending the Act to provide for:

- (a) Raising the amount of insurance from the present limit of \$2,000 to a maximum of \$5,000;
- (b) Admitting lady members of the service to the benefits of the Act;
- (c) Repealing section 15, which now discriminates in the matter of insurance against a section of the service.

Recapitulation.

In brief, our requests are four in number:

- (a) A system of appointment and promotion by merit throughout the service.
- (b) Superannuation.
- (c) Revision of classification schemes.
- (d) Reorganization.

In conclusion, though certain of the above suggestions involve questions of Departmental regulation, the Federation believes that the more important require your assent as leader of the Government. We think that all, on examination, will be found to make in their tendency for more efficient administrative machinery for this great and growing country.

We have the honour to be,

Sir,

Your obedient servants,

J. A. SMITH,
President.

R. H. COATS,
Secretary.