

in the service. Of course, the great cause of the excessive superannuations in the past has been that men have been allowed to enter the service when they were too old to have a reasonable expectation of devoting any considerable time to the service, and they thus come on the country before they should have done, thereby involving an excess of expenditure, particularly because a large number of these men were appointed to the higher positions in the service. This has been remedied to a great extent by the present Act, though I think, perhaps, that the age for entrance might have been put at a lower point. The hon. Minister has said that if he had twelve sons he would rather put them in banks, or in commerce, or in other occupations where they could hope to rise, than in the Civil Service. There is no doubt that, as at present constituted, the Civil Service does not offer a very tempting career, simply because a man is by no means as sure of rising by any amount of honest work, or by persistent attention to his duties, as he would be in commerce. This is not a necessary concomitant of a Civil Service, but it is of any Civil Service such as ours which is managed as ours is, as it always has been, by political influence. So long as a man's promotion depends so much upon the amount of politics at his back rather than his qualification, so long will it be no object for active and capable young men entering the Civil Service. We have been told by one of the most efficient deputy-heads of the service—the deputy-head of the Post Office Department—that it was impossible to attract to the service fairly good men, or even as good a class of young men as the junior clerks in banks, not because the salaries were not high enough, for they are nearly double, but because there was no prospect of promotion. I am glad that the hon. gentleman has realized the fact that the great objection to the service and the thing which makes it practically an unprofitable service for active and energetic young men to enter, is, that there is no certain promotion as a reward of merit; but though he has provided that promotion shall not take place without a certain amount of competency, he does not provide that promotion shall take place in consequence of that efficiency. When he has taken that step the service will become as attractive to capable and enterprising young men as the service of banking, insurance, or other companies—in fact more so than the service of any private corporation. Men who are employed in these corporations, though they may not have the chance of becoming enormously wealthy, have a chance of attaining to the highest position in the service of such companies; they have not only a chance but a certainty of promotion if they remain in the service of those banks or other companies, and persist in the faithful discharge of their duties. He knows that merit will be appreciated, and that promotion will not come as a result of the amount of backing he has, or of the result of some election which may occur, but that it will depend entirely upon the zeal and ability with which he discharges his duties. While we are on this subject of the salaries of the Civil Service in comparison with those paid in banks, &c., I may say that it has been pointed out that the salaries of the Civil Service are larger than those paid by such companies, especially for the lower grades. I do not believe, under present conditions, that a Civil servant can save as much money as the ordinary bank clerk or clerk in a wholesale house, receiving the same salary, for the reason that he is expected to spend more, and to take a higher position in society. He is even encouraged to do so by his superiors, for we find that when Rideau Hall festivities approach, which naturally call for a little outlay on the part of those who attend them, the Government are prepared to advance sometimes a month's salary to their employes to enable them to make preparations for these festivities. I say, therefore, that they are not only obliged, but encouraged to indulge in what would be called extravagance in another walk in life, where they receive the same salary, and on this

account they cannot be expected to save as much as they would under other circumstances. I think, therefore, that there is good ground for imposing compulsory saving upon them. The only question is whether to this compulsory saving, a bonus should be added by the Government. I am myself inclined to the opinion, though I do not lay it down authoritatively, that there is some ground for giving a bonus of a certain amount in addition to what they are compelled to save. What the amount should be is another question. I think the present contribution by the Government to the superannuation fund is excessive. I think it has been clearly shown that men, by simple persistence in the service without any particular zeal in the performance of their duties, and by political influence, succeeded in rising from one grade of the service to another, and in becoming entitled to a sum altogether out of proportion to the amount of work they have done for the country. I think the bonus should bear a fairer proportion to the amount of their compulsory saving than it does at present; and I do not know but that it might very fairly be combined with a system of Government life insurance. The Government, in addition to collecting a certain compulsory saving from their employes, might receive besides, as much as they are willing to contribute for the purpose of insuring them. This may not be much of a boon to the service; but we know that the insurance companies make a profit, and, therefore, a man's representatives do not get as much from them when he dies as they would if the fund were managed for nothing. I do not think it would be at all out of place for the Government to conduct gratuitously such an insurance fund, so as to let the Civil servants insure their lives either in a sum payable at death or in an endowment payable at a specified age, or upon a man's leaving the service. This would be a real boon to the service, as it would enable them to obtain a larger premium in proportion to what they paid than they could possibly obtain from any existing company. But I do not think the evil of the superannuation system consists exclusively in the excessive amount paid to those who are *bona fide* disabled for the service. The great abuse consists in what is too frequent under all Governments, viz.: The superannuation of men who are still able to perform their duties, merely to get rid of them, and get their places for some friend of the Government. This will continue to be the case as long as the service is regulated on political considerations; and it is in these cases, in which the Government continue to pay a man capable of work for work he is not doing, and to pay another man for doing the same work, that the abuse of the system stands out most prominently. Another abuse consists in placing men in the service too late in life, who have soon to be superannuated. The reason of the great accumulation of this fund is that it is impossible, under present conditions, to weed out inefficient men while they are still young in the service, and the drones continue to receive as much pay as those who work until they are got rid of, and the Government have to pay for their inefficiency in the shape of superannuation allowances. If political influence were done away with, and if a man's entrance into the service and position in it depended entirely upon his personal merit, there would be no difficulty about superannuation allowances, and about getting rid of inefficient men who had been for a certain length of time in the service.

Mr. PATERSON (Brant). I understood the hon. Minister of Finance, while generally admitting the correctness of the figures of the hon. member for North Wellington (Mr. McMullen) to state that in no case was any one participating in the superannuation fund who had not been in the service ten years.

Sir LEONARD TILLEY. I said that he certainly could not find those fifteen cases averaging six and a-half years.