"On the other hand, the employee is compelled to save, which he would seldom do on his own initiative; if he leaves the service he often has a nice little sum to draw out, and if he should, unfortunately, die before superannuation, his widow or relatives receive twice his savings. If he lives, he is sure of a pension when he is no longer fit for his duties, and he may be retired at any age when he is able to supplement his pension by some light work. Altogether, I think the employee is better off than if he obtained 10 per cent. more salary, with no prospect of a pension and no incentive to save; and the employer is no worse off, but infinitely better off, if, by contributing most of his savings on salaries to the fund, and guaranteeing a good rate of interest, he secures an efficient, loyal and contented staff. I cannot feel any sympathy for those employers who, to obtain a temporary relief, cease to make proper contributions to the funds."

Mr. Morris Fox, actuary to the New Zealand Government, in reporting on superannuation to his Government, in 1906, said:

"The advantages arising from well-considered superannuation schemes are so evident that many large employers of clerical and other labor have recognized their importance by adopting schemes of the kind in practice, and the tendency of the present day appears to be in the direction of extending the system. It has been pointed out by others that a sentimental consideration for the employee is not the sole motive for expenditure of this kind by corporations and bodies of men engaged in the profiable investment of capital. They are certainly guided by business principles and realize that well-considered expenditure in this direction is justified by the ultimate results. All employees are compelled to partially provide for their future, thus relieving their employer of the assistance he would be practically forced to extend in necessitous cases. But perhaps the chief advantages to the employer are that the employees as a body are more firmly attached to his service and he is enabled to exercise a freer hand in retiring aged employees at high salaries and promoting younger men at lower salaries. All interests are best served in the end by placing on the pension list old servants who are past their work and replacing them by younger ones who are in their prime."

My final quotation shall be from a member of the Fourth Estate, the Press. Incidentally, one would welcome some such intelligent show of interest on the part of any great American or Canadian newspaper. This is from "The Review," of Sydney, Australia, (Feb. 29th, 1908):

"The benefits of a pension scheme to the recipients are, of course, obvious, and without a fund of this description there is a tendency for the public service to degenerate into a charitable institution, officers being frequently kept in the service in high positions long after they can efficiently fulfill their duties. A pension fund, however, places matters on a different footing, and public servants who are unable to perform their duties through age or infirmity can be immediately retired, and their positions filled by younger or stronger men."

Without spending further time on this phase of the subject, I think it may fairly be said that the more closely the subject is enquired into, the more clear it becomes that it is decidedly in the public interest to establish superannuation systems for public employees.

(*To be continued*)