

tribution being 2½% from salaries not exceeding \$487 and 5% from salaries exceeding that amount. The impression became general among civil servants that the contributions were more than sufficient for the benefits granted which impression gave rise to much discontent, especially as those who died before retirement got no direct return for their contributions. In 1856 an association of civil servants laid before a select committee of the House of Commons their alleged grievance and pressed for redress of the same. The committee succeeding in securing the appointment of a commission which recommended the abolition of contributions, to which recommendation legal effect was given in 1857. "Following this repeal, the Superannuation Act of 1859 was passed. It repealed most of the Act of 1834 and established a system of uniform free pensions." The allowance provided for was one-sixtieth of salary for every year of service not exceeding forty-sixtieths. This Act continued in force practically unchanged to the present time notwithstanding that the matter still continued to be a fruitful field for Royal Commission enquiry and notwithstanding the numerous recommendations and counter-recommendations which were made. In 1909, however, an amendment was enacted, which although of an apparently unimportant character is probably of greater importance and worthy of more thoughtful consideration than any provision of the original Act itself or of any principle recognized thereby. The amendment is important, not for the new benefits granted, but rather for the reasons which led to the change and the principles recognized thereby. According to the Act of 1859 the pensions were free. There was absolutely no contribution on the part of the civil servant. This no doubt appears like getting "something for nothing." However it soon came to be felt by the civil servants them-

selves that the free pension was taken into account in fixing the salary scale, that in effect a deduction was made for pension. And, consequently, the pension came to be regarded merely as "deferred pay" from which only those who were fortunate enough to live to a good old age could receive any direct return. It was shown that in establishments where pensions were not granted salaries were higher for the same class of work than in establishments where pensions were granted. This gave rise to the formation of the "Deferred Pay Association" with the object of pressing upon the Government the justice of their claims for a more equitable distribution of the "deferred pay." The Courtney Commission was as a consequence appointed in 1902 to enquire into the matter. The civil employees maintained that the amount withheld from their salaries was more than sufficient to provide the pensions granted. No investigation was made as to the actual amount of salaries withheld, the Commission holding arbitrarily that no more than the amount necessary to pay the pensions was withheld from salaries. In order that there might be some return for this deferred pay in the cases of death or resignation before the retirement age, the benefits granted by the Act of 1859 have by the Act of 1909 been amended as follows: The pension was reduced to one-eightieth of salary for each year of service with a maximum of forty-eightieths. "To balance this reduction of pensions several new benefits are given. Any employee who retires after two years' service gets, in addition to the pension (if any) or the gratuity (if any) an additional lump-sum allowance of one-thirtieth of his annual salary for every year he has served. In case an employee dies after five years' service, a cash sum, as a life insurance, equal to one year's pay, is given to his legal representatives. If an employee dies