

The Salary Question.

In the first place, what fate will the Association accept for the salary question? No issue in the history of the civil service has ever engaged the same amount of organized effort as the endeavour on the part of the Association during the past year to obtain an equalization of the general scale of pay with the enhanced cost of living under recent conditions. That effort has been up to the present almost wholly unsuccessful. A few have gained directly and undoubtedly the educational effect of the Association's campaign has been most potent. We cannot yet say what its final result will be. It is unquestionable, in any event, that the relief sought last year is as badly needed now. The great desideratum, in fact, of the service, is *immediate* relief. The new Act has benefited the deputy ministers, but to the present moment it has affected no one else, and apparently it cannot. We may all, a decade hence, be better off under its provisions, but that is but cold comfort for the nonce. The Association should assuredly measure strength again and yet again with a problem so vital to the interests of its members, so that under no possible circumstances would it fail to be abreast of developments in the governmental situation, or be unable at a moment's notice to deliver a matured and intelligent opinion on all phases of this inherently unstable subject. One of the first duties of the new executive might possibly be the creation of a standing committee to build upon the excellent foundations that are already laid and attack the even larger amount of material that remains to be analysed, no small part of which will be a comparison of our rates with those of other governments or those of absolutely similar occupations in our own country.

The Reorganization.

An effort clearly is called for on the part of the Association to rescue the

reorganization from the thing it threatens to become. We have expressed our views at length in a previous issue on this question, and some further reference is made to it in a brief note elsewhere to-day. The Association possibly has its own opinion in the matter. In any event, it has the definite word of the Prime Minister that the process shall at least be uniform. The question strikes at the root of a large part of the discontent in the service in the inconsistencies both in the treatment of employees and in the methods of transacting business that prevail as between different departments. The Association must define its policy in this important connection and take steps at once to impress its views afresh upon the government. Up to the present it has been unable to part company with the hope that in the reorganization lay a possible measure of relief from the cost of living problem. Standing as the Association does for the rank and file of the service, it had better, in our opinion, place that hope definitely and firmly to one side, and consider the reorganization in the only light that is proper to it.

Superannuation.

It is decidedly high time that the true importance of superannuation to the service were again enunciated by the Association. If words of condemnation too strong for the arbitrary and inefficient arrangement known as the retirement fund are to be found we have not alighted upon them. High-handed as the system is from the viewpoint of the service, it is even worse from that of the government whose interest in it is wholly practical and to whom its uselessness in this regard should strongly appeal. A clerk entering the service by the ordinary gateway and mounting steadily to the limit of the second-class would have no more than three or four thousand dollars to his credit in the fund. Could the government turn