

erannuation should be based on the principle of contribution.

4. Your Committee do not feel warranted, under all the circumstances, in discussing those provisions of the existing law in which they propose no change; and, even where alterations are deemed desirable, their observations must be brief.

The methods indicated by the Bill submitted with this Report, by which persons heretofore appointed to the service can, if they choose, become beneficiaries under its provisions, are identical in principle with sections of the Militia Pensions Act and the North-West Mounted Police Act, which have been regarded as fair and reasonable and which are said to work satisfactorily.

5. The age of seventy is fixed as the limit beyond which no servant can be retained. Under the existing law there is a discretion on the part of the Government to superannuate a servant at the age of sixty, but no maximum age upon the attainment of which retirement is absolutely prescribed. Sixty-five is usually the maximum elsewhere; but considering the healthfulness of the Canadian climate and the exceptional vigor shown by members of the service who have passed that age, your Committee, while deeming it desirable that a period should be fixed at which an employee's official life should end, think that the public interests will be served if the Government are allowed to retain his services up to the age of seventy. It must be borne in mind that the Government may retire a civil servant at sixty, and that such servant may retire of his own motion at sixty-five.

6. Your Committee are of opinion that the employee whose years of service are added to should contribute to the Treasury the amount which he would have paid had he actually served during the additional period.

7. Clause 16 of the Bill herewith submitted provides that time spent in the service as a temporary employee shall be allowed to count for a servant, on condition that he contributes for such time as though he had been during that time a permanent employee. This seems a reasonable concession.

8. Clause 19 changes the existing law and provides that if a contributor dies before superannuation, leaving no widow nor any child under the age of eighteen surviving him, the amount of his contributions to the Consolidated Fund without interest, shall be paid to his heir or personal representative. In the cases of persons subject to the provisions of the Superannuation Act those contributions are now forfeited, while in the cases of those serving under the Retirement Act of 1898 the repayments are to be made with interest. It is submitted that, where there is no widow nor any children under eighteen, there is no obligation on the state, on the ground of humanity, to pay interest to full grown children or next of kin. The benefits accruing to public servants under this Bill are so considerable as to justify the

state in any such case in withholding interest.

9. The provisions made in the Bill for the widows and children of contributors are, in the opinion of your Committee, fair and reasonable. They are not quite as liberal towards the children as those of some of our banks and other business corporations; but, on the other hand, they are much more generous than those made by the New Zealand statute of 1907, and by certain business institutions.

10. The deduction of five per cent. is one per cent. greater than that provided for in the New Zealand Act, but the benefits to the contributors are much greater than under that Act. The deduction is the same as that recommended in England by the Ridley Commission of 1886; and is also identical with that prescribed by the Canadian Retirement Act of 1898, and by the Militia Pensions Act and the Northwest Mounted Police Act. The balance of convenience is altogether in favour of the rate mentioned in the Bill; and it will also have the effect of increasing the sum payable in certain cases of death before superannuation.

11. Clause 31 of the Bill provides that if, after the passing of this Act, a person in receipt of a superannuation allowance is appointed to the Senate or elected a member of the House of Commons his allowance shall be discontinued while he is a member of either House. This provision will, your Committee feel assured, commend itself to the judgment of the Senate, as it has to that of your Committee.

12. Clause 32 exempts allowances under the Act from the claims of creditors and forbids their assignment. This provision is found in the New Zealand Act, and seems necessary for the protection of the interests of the pensioner, and in a greater degree of those of his dependents.

13. Your Committee are disposed to be of the opinion that the condition and importance of the civil service are realized by only a small proportion even of those concerned in the government of the country. There still lingers an impression, handed down from earlier days, that as a class civil servants are paid handsome salaries, that their work is little more than nominal, and that they have much leisure time on their hands which they do not always put to the best use. Whatever foundation there may have been thirty or forty years ago for this impression, the members of your Honourable House know that the present time, with possibly a very few exceptions, it is altogether incorrect. If the public service were a lotus-eater's paradise there would not be such difficulty in securing young men to occupy it, nor would so many quit it for other fields of employment.

The administration of the laws of Canada is in the hands of her public servants; and whatever wisdom and pains Parliament may devote to the framing of laws, both are