

*Civil Service Superannuation*

of these various associations and about which they had made representations to the treasury board, and then to the minister in charge of the civil service commission and afterwards to a special committee of the cabinet appointed to meet them and to discuss with them those representations and the manner in which they could best be met in the interest not only of the personnel of the civil service but of the public, because the members of the special committee—I had the honour to be one of them—felt that it was in the interest of the Canadian public that reasonable satisfaction be given to the thousands who perform such an important function in the life of the nation. Perhaps it will allay some of these suspicions if I place on *Hansard* an appreciation I received this morning from the president of the civil service federation of Canada; he had gone over the bill very carefully and compared it with the representations that were submitted, and, after doing so, he wrote in the following terms:

May I refer to bill 171, an act to amend the Civil Service Superannuation Act.

Our executive realizes that this bill represents a very broad study of the general question of superannuation as well as a study of the present superannuation act, made by the parliamentary committee of 1938 and 1939, by the advisory committee on the Civil Service Superannuation Act, by the treasury board and by the government. We are convinced, not only that the bill represents very careful thought, but that it will make for improved superannuation administration, and in the course of time, for improved administration in the public service generally, while at the same time rectifying several of the shortcomings of the present act to which we have called attention from time to time.

It is our very sincere hope that the amending bill may commend itself to both houses of parliament, and that its enactment into law may be a matter of only a short while.

Taking the bill as a whole, though not all features of it are by any means to the advantage of civil servants, we feel that the measure should be highly satisfactory, both to the government and its employees, and we very much appreciate the fact that the government found it possible to proceed with this matter at this time.

I think the very competent gentleman who is president of the civil service federation of Canada, and who made a careful study of this bill just as soon as it became available to him, was right in the view he took. Just to illustrate, let me answer the point made by several hon. members who have referred to the fact that the words "a stated annual salary" are still used in section 1. If hon. members will take the trouble to read the whole of paragraph (b) down to (i) they will see that it provides for three classes who may be placed under the superannuation act. In the first class are permanent employees

with stated annual salaries. As to those nothing further needs to be done. The second class is:

. . . any other officer, clerk or employee in the civil service who is certified or determined pursuant to regulations made under this act, or who is designated individually or as a member of a class by the treasury board under this act, to be for the purpose of this act a permanent officer, clerk or employee, if such permanent or other officer, clerk or employee . . .

Then the other conditions are set out. Therefore those who have stated annual salaries are in. There are regulations which will take in classes. There may be still, then, some individual cases, probably some of those which have been referred to by hon. members, this evening or like cases which have merit and which would not fit into a general regulation or classification. For the purpose of the superannuation fund they shall be deemed to be, "for the purposes of this act, a permanent officer, clerk or employee," because of course the principle of superannuation is compensation on retirement from a permanent position. Whatever they may be called for other purposes, any officer of the civil service may, for the purposes of the superannuation act, be treated as a permanent officer; that is to say, may be made a contributor and consequentially a beneficiary under the superannuation act. Evidently the president of the civil service federation, when coming to that conclusion, had looked at a section which will come before hon. members a little later, commencing on page 8 of the bill and going over on page 9. That section authorizes the governor in council to make regulations. For what purpose?

(g) prescribing in respect of officers, positions or employments in the civil service for which salaries other than stated annual salaries are paid, the manner in which such offices, positions or employments shall be certified or otherwise determined to be positions the duties of which are of continuing indeterminate duration.

Then paragraph (h):

(h) prescribing in respect of officers, clerks or employees in the civil service who are in receipt of salary other than a stated annual salary.

(i) the manner in which their appointments shall be certified . . .

And the manner and conditions under which they will be classed, for the purposes of superannuation, as permanent officers, clerks or employees. I think that might well be considered by the committee as a bona fide attempt to meet the situation and to determine those who shall receive the benefits of the superannuation act. Parliament has already said that it should include permanent employees with stated annual salaries, and as to