

made a model to every business undertaking; and while the ridicule which it so constantly attracts to-day, and of which we print a sample as a curiosity in our present issue, is nine-tenths the merest balderdash, without the saving grace of being funny, we want to see the time when even an editor as far away as Vancouver will not feel constrained to crack a joke or barb an epigram whenever he thinks of the civil service. As we view it, the present is the time to set this matter straight once for all. If it be not immediately attainable, let it at least be set up as the goal towards which the effort shall be ceaseless until it is reached. If we succeed even in getting the principle acknowledged, it will be something.

The General Increase.

The general increase which is to follow the reorganization cannot be realized until the meeting of Parliament. That is probably two months ahead at least. It is the more necessary that the earliest possible attention should be paid to it by the new House. The Association should request the government to include the required bill among the first that are brought down.

Superannuation.

And, last in order, but second to no other question in true importance, comes Superannuation. Under this head, the service has been assured that the Government stands ready to take the matter up just so soon as the service itself is united in knowing what it wants. The service has doubtless observed with some surprise that it is supposed not to know its own mind upon the question. Let us, therefore, hasten to assure everyone that such is not the fact, but that, on the contrary, that part of the service which is directly concerned is as nearly a unit as possible in desiring the enactment of the Bill recommended by the Royal Commission.

The C. S. Association has made this manifest by indicating the desire of the service on more than one occasion to the Government. Let it not be said, therefore, that we are standing in our own light.

Although we cannot hope to break new ground in such a well-tilled area, we have yet to add a few words upon the general question.

There is still an idea abroad that Superannuation is an act of grace upon the part of an employer,—a species of charity, in other words. A falsier view it would be hard to imagine; for in reality it is *business* of the strictest kind. Every large employer of labour, we venture to say, has had this driven home to him. The principle is now never questioned in Europe, where it is in full operation, and in this country there is not a large bank, railroad or industrial concern that has not either adopted the practice, or frankly recognized the need of such adoption. And, mark you, the motive is not charity, but their own advantage. They cannot keep their staffs at the maximum of efficiency by any other method that is not either unbusinesslike or crudely barbarous. A properly-administered superannuation system means that a service-body is enabled to slough off its waste tissue, thus keeping itself in health, instead of becoming poisoned through and through.

Even though the older employees in our service still enjoy superannuation rights, the present policy appears to run exactly counter to the wisdom of the business world. The aim appears to be to save as much as possible on superannuation allowances, paying as a result perhaps twice as much in indirect ways, besides doing injury to the service. One may see throughout the departments gray shadows of men still groping their uncertain way about, the pretence being that they are still on active service. But it is merely a pretence, for Nature herself has really superannuated them, and the Government