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Superannuation—Two most important contemporary documents.

The *Civilian* reviews hereunder at some length two most important documents on Superannuation. They have been prepared by Mr. Herbert D. Brown, for the use of the Government of the United States in dealing with existing conditions, and their significance is therefore of the first degree. The *Civilian* devotes most of its space in the present issue to a full discussion and analysis of these volumes in view of the influence they are bound to exercise on the settlement of our own problem.

We have before us two exceedingly interesting and valuable documents on the retirement of civil employees prepared by Mr. Herbert D. Brown for the Government of the United States.

The first published of these documents (61st Congress, 2nd session, Senate Document No. 290, 1910, 203 pages) gives a carefully detailed history of the evolution of "Civil Service Retirement in Great Britain and in New Zealand." Anyone wishing to get a good practical knowledge of what has been done in these countries in the way of Civil Service retirement and of the rationale of the various changes from time to time made cannot do better than read carefully Mr. Brown's publication. For the benefit of those of our readers who may not find it convenient to refer to this document or who may not be so fortunate as to have sufficient time to devote to its study, there is here given a brief summary of a few of the outstanding facts which may be gleaned by a mere perusal and the main conclusions which are as a consequence forced upon one.

Superannuation in Great Britain.

In Great Britain the question of Civil Service retirement has, dur-

ing the last hundred years, been the subject of much legislation and has likewise given rise to many extensive enquiries by various parliamentary committees and Royal Commissions. Mr. Brown's document is replete with copious extracts from the evidence taken before these committees and commissions and from the conclusions and recommendations based on their findings. On reading these extracts one is at once struck with the great diversity of opinion held by those whom one might have expected to show some agreement and also by the absence of any unity of purpose or the recognition of any fixed principle in the various legislative enactments. Generally speaking it may be said that each enactment was simply the annulment of the preceding enactment. The first Act was passed in 1810. It granted liberal allowances without any contributions. By the Act of 1822 the same allowances were continued, but contributions were required. In 1824 the contribution provision was repealed, the contributions which had been funded were returned, and free pensions granted. These provisions remained in force until 1829. From 1829 to 1857 a contributory system was in operation, the contri-