

Q. But I am speaking of the lower grades?—Yes; but you cannot expect a man to be efficient at twenty years.

Q. Can you give me your opinion of the age limit such as would give the longest effective period in the service, with fair efficiency at the time of entering—entrance being at the lowest grades?—I don't think I can answer that very well; it would require some examination of vital statistics.

Q. Do you think from twenty to thirty would be a fair limit?—I should judge one would get more service during a life time from that limit than from a later period.

Q. I see superannuation runs some pretty good ages as a rule—one class averages seventy-five years?—Yes.

By Mr. Alymer :—

Q. How is superannuation arranged—by the age or years of service?—A man cannot be superannuated legally, unless he becomes a subject of some mental or bodily infirmity, or meets with some accident, until he is sixty years of age.

Q. No matter how long he has been in the service?—No; after sixty a man may be superannuated at any time, for any cause whatever.

Q. But suppose a man enters the Service at thirty-five and is superannuated at sixty, would he receive the same superannuation allowance as a man who entered the service at twenty-five and was superannuated at sixty?—No; he only receives 10-50th of his salary.

By the Chairman :—

Q. Please give the general rule?—The allowance is two per cent. a year; two per cent. is the amount we pay out of our salaries to provide for this fund.

Q. And what is the allowance?—It is 10-50th of his salary; that is to say, a man cannot be superannuated who has not served ten years; then he gets 10-50th; if he got \$100 a year salary that would give him \$20.00 superannuation; that is really two per cent. per annum.

Q. That is the regular rule?—That is the law; in connection with that, the law leaves it in the discretion of the Government to add a number of years to a man's time of service who has entered the service at forty years of age for any special qualifications for which he may have been chosen. If he served until he was sixty years of age, he would have nineteen years' service. The Government might add ten years and make it twenty-nine years' service. Or they might add any portion of the ten years, 2, 3, 4, 5, as they please, according to the merits of the case, but they cannot exceed ten years.

By Mr. Aylmer :—

Q. Are these additions very often made?—Very seldom.

By Mr. Roscoe :—

Q. Only in very exceptional cases?—Yes.

By Mr. Church :—

Q. As a rule you would not care to appoint to the office any man over 45 years old who had not been in the Service previously?—Not to any office. We don't like to take a man over 45 years.

By the Chairman :—

Q. Do you know instances where that has occurred?—I don't remember just now; but I think there are not many of them.

Q. Do you know of any difficulty in making superannuations from the same influence you spoke of as affecting appointments and promotions?—Yes; that pervades the whole Service. In every movement we make, that difficulty is ever present.

Q. A sort of a night-mare?—Yes.

By Mr. Aylmer :—

Q. Is it a fact that when an Inspector reports a man as inefficient, and that it would be better to get rid of him, that political influence is brought to bear to superannuate him instead of discharging him altogether?—I am not aware that it operates that way.