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which employees enter the inside service. Of course, when men well advanced in years are appointed postmasters and collectors of customs it would follow that the average age for the outside service is much higher than the average age for appointment in the inside service; but until the political element is cast aside from the public service that condition of affairs will always prevail.

Your Commissioners have had brought to their attention a clause in the Superannuation Act which enabled the Government to add a term of service not exceeding ten years to officials who, after the age of 30, entered the public service for special or technical reasons. Your Commissioners find that with one exception the advantages of this provision have not been extended to any retiring official within the last ten years. The practice in the case of deputy heads and high officials was universal in the past and its extension is still legally applicable. It was well understood that when officials appointed to high positions for special or technical reasons came to be superannuated additional terms of years would be granted to their service. Your Commissioners are only aware of three or four instances at the present moment in the public service which would fall within this category. First, the King's Printer, who for very special reasons, was called upon by the Government to re-organize the Printing Bureau in 1891, then being over 60 years of age. His case was pointed out individually in the report of the Civil Service Commission of 1892. Second, the Deputy Minister of Trade and Commerce, who entered the service as assistant commissioner of customs, having left the bank in which he had become a manager; the third is that of the Superintendent of Insurance, who was absolutely promised that he would be treated in the same manner as his predecessor was treated when he retired from the service; that is to say, that a term of years should be added to his service. Your Commissioners trust that if in the near future any of these officials should find it necessary to retire from the service the circumstances under which they entered the public service should be taken into consideration, and that such length of service should be added to their actual service as would enable them to be retired according to the promises made to them on their appointments.

Your Commissioners have now to consider the advisability of naming a fixed age at which officials should leave the public service. Compulsory retirement at a fixed age is the practice in Great Britain, the age laid down being 65 years. The fixed age has two great advantages. First, it relieves the state or the minister from the importunities of officials who wish their services to be kept on after their faculties are impaired. And second, it prevents the retirement of men under the age to make places for political officials. So strict is the rule in Great Britain that there are only three reasons for which the services of an official can be retained beyond the age of 65 years, and even then an extension can only be made for one year, and a report has to be made to parliament of the official whose services are extended together with the reasons therefor. For instance an official may be retained because he is engaged in some important work which it is desirable to complete; or he is doing some work which is in course of transfer to some other part of the system; or for very grave reasons of state and very great urgency his retention is necessary. Your Commissioners have to point out that during the Boer War, when the treasury of Great Britain had to raise large sums of money, the secretary of the treasury, Sir Francis Mowatt, arrived at the age of retirement. It was decided then that the requirements being so urgent his services should be retained for one year; but only for such grave reasons can the period be so extended.

Before leaving the subject of Superannuation your Commissioners beg to observe that, should it be decided that a Superannuation Act be introduced into Parliament, it should be taken into consideration that in the event of an official dying before being retired, if no better provision could be given, it would be only just and equitable that the abatements deducted from the salaries should be paid to his widow or representatives. Many cases of hardship have occurred since the Superannuation Act was placed on the statute-book in 1880. A recent notorious case occurred in Toronto where Mr. Patteson, the late postmaster, after having paid in \$80 a year for about 28 years, died while still in harness, and the sum so deducted from his salary became part of the Consolidated Revenue of Canada without any benefit to his widow and orphan. Your Commissioners further consider that in the event of an Act being placed on the statute-book it should have a retroactive effect and due regard should be given to officials of a permanent character who are not under any Retirement Act. Many officials performing duties of great responsibility are under neither the Superannuation nor Retirement Acts. As in the course of time their services will become of less value it is respectfully suggested that early steps should be taken to bring them under a Superannuation Act, if, as was said before, it be determined that a Superannuation Act be introduced into Parliament.

Although not pertaining to the subject of Superannuation, your Commissioners have had brought to their attention the cases of a class of employees of