

## EVIDENCE

April 22, 1953.  
3.30 p.m.

The CHAIRMAN: Gentlemen, we now have a quorum.

We have with us today Mr. F. W. Whitehouse, president of the Civil Service Federation of Canada, and Dr. H. A. Senn, president of the Professional Institute of the Public Service of Canada.

**Mr. F. W. Whitehouse, President of the Civil Service Federation of Canada, called:**

The WITNESS: First of all, Mr. Chairman, I would like to thank you gentlemen on behalf of the organization I represent, the Civil Service Federation of Canada, and I would like to add to that that I have been given the authority to speak for the Amalgamated Civil Servants of Canada also. The Federation and the Amalgamated have a membership in every department of the government service, and I can say quite truthfully they represent the great majority of organized civil servants in the country today.

I want to be as brief as I can, Mr. Chairman, because I know that you have several other people to listen to, and we are very anxious that this bill come before the House and we hope it will receive its third reading and be put into effect during the present session of parliament.

We have been waiting quite a good many years for the things this new bill contains, and I would like to say here that we appreciate very sincerely the recommended amendments to the Superannuation Act and we know that this will be of great benefit to many thousands of civil servants in this country.

There are just two points, Mr. Chairman, that I would like to speak on. One is the part of the Act which states at the present time that superannuation shall be based on the last ten years of service. For years now we have been receiving requests and representations which have been passed by the conventions in many parts of the country asking that superannuation be based on the last five years of service rather than the last ten years as at present. We know that the new bill does not grant us this request which we have asked for so many times. We know that the new bill contains part of the Act which states that superannuation shall be based on the best ten years of service and we submit, Mr. Chairman and gentlemen, that that is granting very little to the average civil servant. It is true it benefits some civil servants who have been moving around during their work into a position perhaps later in life where their salary is lower than they have been receiving for the greater number of years. And there is the classic example would be an employee of the railway mail service whose work is arduous and after twenty or twenty-five years perhaps he has to be transferred to a position in the post office proper at a lower rate of salary. If the best ten years of service goes into effect it would naturally benefit such civil servants, but in the great majority of cases, the best ten years does not benefit the great percentage of the civil servants because the last ten years of service will be the best ten years of service in the great majority of cases. We would like this committee to give consideration to our request that superannuation be based on the last five years of service rather than the last ten years of service. We would point out that prior to the present Superannuation Act coming into being in 1924 people who were