

81. Ten hours, or one hundred miles, should be considered a day's work for Day's work.  
a Driver or Fireman, the Manager having the option of selecting distance or time.  
Time to be calculated from the hour the engine leaves a shed until it returns to it.

82. Overtime should be paid to Drivers and Firemen at the rate of time Overtime.  
and a quarter; Sunday's work being paid at ordinary rates.

83. No man who has not served as a competent Engine-driver elsewhere Driver must have  
should be employed as a Driver in New Zealand until he has served for three years served as  
at least as a Fireman, and has borne a good character. Fireman.

84. Lad Cleaners of not less than eighteen years of age should be employed, Lad Cleaners.  
at a salary of five shillings a day, increasing by sixpence a day after each year  
of good-conduct service to a maximum of seven shillings. The latter rate not to  
be paid to any lad under twenty years of age.

85. Guards should be paid by the week, and should be divided into three Guards.  
classes, with the following fixed salaries:—

|                     | £ | s. | d. |
|---------------------|---|----|----|
| Third Class ... ..  | 2 | 10 | 0  |
| Second Class ... .. | 2 | 13 | 6  |
| First Class ... ..  | 2 | 17 | 6  |

But no rise should be allowed from a lower to a higher class until after a  
year's good-conduct service in the lower.

86. Drivers, Firemen, and Guards, should be allowed half-a-crown when sleep- Absence allow-  
ing away from their homes. ance.

87. The salaries of Porters should be forty-two shillings a week, with an in- Porters.  
crease of three shillings and sixpence a week after each year's service; the  
maximum being forty-nine shillings. No Porter should be engaged under twenty-  
one years of age or over thirty-five.

88. Lad Porters may be taken into the service not under fourteen years Lad Porters.  
of age, at wages increasing by three shillings and fourpence a week after each  
year's service, from a minimum of twenty shillings to a maximum of forty-two  
shillings a week.

89. The pay of Maintenance Gangers should be fixed at not more than nine Maintenance  
shillings a day, and of Platelayers at not more than seven shillings. Gangers.

90. We recommend that free passes should be granted to all persons employed Free passes to  
in the Railway Department, to enable them to travel between their homes and Railway Servants.  
the office or place where they are employed.

91. We think Station-masters, whose duties and responsibilities vary greatly Station-masters.  
with the importance of the station, should be divided into five classes, with uniform  
salaries throughout the colony for each class. That no salary should be less than  
£100 a year, and that an allowance of £25 should be made as rent in all cases  
where there is no house provided.

92. Seeing that length of service should always be considered in salaries, and at Their salaries.  
the same time that many persons may be employed who, though competent to  
fulfil the duties of Station-masters at small stations, are not fit to be intrusted with  
important stations, we think there should be a minimum and maximum rate of  
salary in each class, and within those limits the salary should increase at the rate  
of ten pounds after each year of good-conduct service. The following is the scale  
recommended:—

|                     | £      | £   |
|---------------------|--------|-----|
| Fifth Class ... ..  | 100 to | 150 |
| Fourth Class ... .. | 125 „  | 175 |
| Third Class ... ..  | 150 „  | 200 |
| Second Class ... .. | 175 „  | 225 |
| First Class ... ..  | 200 „  | 250 |

93. Cadet Clerks may beneficially be taken into the service at an age of not less Cadet Clerks.  
than sixteen, at a salary of fifty pounds a year, with an increase of ten pounds  
after the first year, and fifteen pounds after every subsequent year of good conduct  
service, to a maximum of one hundred and twenty pounds.

94. Storekeepers should be divided into two classes, the charge of the larger  
Stores involving more responsibility and labour than the smaller. We recommend  
the following scale of salaries:—

|                     |         |      |
|---------------------|---------|------|
| Second Class ... .. | £150 to | £175 |
| First Class ... ..  | 200 „   | 250  |