

There are influences, I regret to find, constantly at work which strike at the root of all order and discipline. It is a notorious fact that I cannot now, as the chief officer of the railways, order the removal of a drunken man or a bad workman or a loafer without having remonstrances from persons who are ever ready to condemn any shortcomings, yet still, by the course they follow with the employes, do their best to make railway-working extravagant, unsafe, and inefficient. It is to the influences of this kind that I attribute the present tone of a small section of the employes.

It is impossible that in a large department like the railways there should not be mistakes made with the employes, and cases of hardship will occur.

The provision against this is an appeal to the Minister. No case of appeal to the Minister has ever been prevented, and a full and impartial statement of the case by officers not immediately concerned in the transactions has always been forthcoming. I have no reason to believe that in such cases any injustice has ever been shown which has not been remedied.

I may say, in regard to this petition, that it is impossible that the railway should be efficiently and safely conducted unless strict discipline and observance of the rules is enforced.

The officers are merely the instruments carrying out the demands of the public, and it would be desirable that all hands should be brought to understand this.

J. P. MAXWELL.

8th August, 1882.

Enclosure 1.

SCALE OF PAY FOR WORKING-RAILWAY STAFF.

(Revised 28th July, 1882.)

THE following scale of pay for the Working-Railway Staff will apply to all employes engaged after the 23rd May, 1881, at which date it was introduced. It will not be applied to reduce the pay of those now paid above the scale.

Pay below the scale will be arranged to work up to it gradually. It will not be applied to cancel privileges secured under previous arrangements. The classification of the present employes is not necessarily decided by the rates of pay received at the date hereof.

Regular increases are to date from the end of the four-weekly period preceding the quarter-day next following the date of appointment.

TRAFFIC DEPARTMENT.

STATIONMASTERS.

Stationmasters must be persons trained to a knowledge of station accounts, and having a thorough acquaintance with the duties laid down in the rules and regulations. Promotions will be made from the juniors among the traffic employes, and from lower to higher classes, according to the efficiency and good conduct of the officers, as vacancies occur.

Stationmasters will be paid at the rate of,—

6th class	£130 per annum.	3rd class	£175 per annum.
5th „	£140 „	2nd „	£200 „
4th „	£150 „	1st „	£250 „

After ten years' service as 1st class Stationmaster, the pay to be £275 per year, and after fifteen years £300.

Where no house is provided, house allowance at the rate of £50 per year will be made to 1st and 2nd class Stationmasters, and £25 per year to others.

Porters in charge of stations will be paid 48s. per week, with house allowance of 9s. 6d. per week where no house is provided.

Stationmasters may be called upon to perform Postal and Telegraph duties in addition to the railway work; in such cases the pay will be regulated according to circumstances.

OUTDOOR STAFF.

Coaching and Goods Foremen will be paid from 10s. to 12s. per day.

Guards, 1st class, will be paid,—

1st year	s. d.
1st year	9 0 per day.
2nd „	9 6 „

After seven years' service s. d.
10 0 per day.

Guards, 2nd class, and Brakesmen will be paid,—

1st year	s. d.	2nd year	s. d.
1st year	8 0 per day.	2nd year	8 6 per day.

Increases of pay to *Guards* will depend upon good conduct and the careful and complete execution of the duties assigned to them. Increases are liable to be disallowed on account of insubordination, neglect, or incompetence.

Promotions will be made from 2nd to 1st class according to efficiency and good conduct, as vacancies occur. *Guards* will be selected from the class of *Porters* and *Shunters*.

Horse-drivers, Shunters, Signalmen, and Storemen will be paid,—

4th class	s. d.	1st class	s. d.
4th class	7 0 per day.	1st class	8 6 per day.
3rd „	7 6 „	Head Shunters and Storemen ...	10 0 „
2nd „	8 0 „		

Porters will be paid,—

1st year	s. d.	1st year	s. d.
1st year	6 6 per day } 2nd class.	1st year	7 0 per day } 1st class.
2nd „	6 6 „	2nd „	7 6 „

Lad Porters not under sixteen years of age will be employed. They will be paid 4s. per day for the first year, increasing 1s. per day each year. They will rank as *Porters* after the second year.

Increases of pay depend upon good conduct and careful attention to duties. Increases are liable to be disallowed for insubordination, neglect, or incompetence.

Steam-crane-drivers will be paid as *Locomotive Firemen*.

Watchmen will be paid 42s. per week.

Gatekeepers will be paid from 30s. to 36s. per week.

Labourers will be paid 6s. 6d. per day.

No one whose age exceeds thirty-five years will be admitted into this department, or who is unable to read and write.

LOCOMOTIVE DEPARTMENT.

Fitters, Turners, and other Tradesmen will be paid from 8s. to 10s. 6d. per day.

Shop-Foremen, 11s. to 15s. per day.

Machinists, Strikers, and Sailmakers, 7s. to 8s. per day.