

secure a uniformity of salary throughout the Force commensurate with length of service. We therefore strongly recommend that classes in all ranks be abolished.

Transfers.

The removal of police officers from one place to another is a necessity of the service; but we have found a difference of opinion on the subject of the advantage of frequent removals. Some of the witnesses have asserted that the longer a constable is at one station the better he becomes acquainted with the people and the greater his facilities become for the performance of his duty. On the other hand, it is represented that the familiarity and intercourse with the people arising from a long residence in small communities lead the constable into relationship with one section of the community, which generally results in partisanship, and he becomes identified with local squabbles, with the result that he is regarded as antagonistic to another section of the community.

It appears to us that a man in the position of a constable in charge of an out-station in a country place can hardly avoid forming alliances and acquaintances which tend against the efficient discharge of his duty, and that it is undesirable that any officer should remain in charge of any one out-station for more than five years.

There is another reason in favour of removals at as nearly as possible regular intervals, in the fact that there is a great diversity in the conditions of life at the various out-stations. At some there are good quarters, with pleasant surroundings and cheap living, while at others there are none of these. We have already pointed out the jealousy and envy with which officers who have been long in charge of the favourite stations are regarded by those who, though of equal service, find themselves for many years in stations where they are without any of the advantages possessed by their more fortunate comrades. Transfers at intervals of five years, or less in cases of particularly unfavourable stations, would give each officer in charge a share of the good and bad stations, instead of, as at present, men remaining at one station, good or bad as the case may be, fifteen or twenty years.

Frequent removals of course involve expense, but we are satisfied the expenditure will be for the benefit of the public and the Force.

There is a proper existing rule that the charge of stations shall be given only to married men, but we see no reason why a constable who becomes a widower, but who has grown-up daughters or a respectable woman as housekeeper, should not be allowed to retain charge of a station.

Uniforms.

We are of opinion that sergeants and constables should be supplied with uniforms free as in the case of prison warders. The charge upon the wages of sergeants and constables for the cost of their uniform is a very serious one, and we strongly recommend that their representation in regard to this contained in the evidence should be taken into consideration, and that they should be supplied with the following articles of uniform free, viz.: One tunic, one shako, two pairs trousers or pants, two pairs boots—annually; one mackintosh every second year; one overcoat every third year.

It is desirable that the number of the constable should be more conspicuous on the uniform, and we suggest that the number-plates now worn on the shako should be larger, and that the number should be embroidered on the tunic or in some other way made conspicuous: as now worn it is not.

Bicycles.

We recommend that the use of bicycles by the police should be encouraged, as they have been proved to be of great assistance in police-work. In suburban and country districts, where police are few and far between, they are of especial usefulness, and in some cases have been provided by constables in charge of stations at their own cost. It is desirable that in cases where they can be used with advantage they should be supplied, and that all machines, including those provided by constables and used on police duty, which may be damaged in the service should be repaired at the cost of the department.

Police Surgeons.

Police surgeons should be appointed by the department, at fixed salaries; they should attend sick constables and sergeants in barracks or other quarters within certain areas, and