

provided with quarters. Sergeant-majors, of whom there are two, receive 10s. 6d. a day. Unmarried constables are provided with free quarters in barracks, while married constables, unless in charge of stations, have to find their own quarters.

The rates paid to constables in the several Australian Colonies are as follows :—

	s.	d.	s.	d.		s.	d.	s.	d.
New Zealand ...	6	8	to	8	0	Queensland ...	7	0	to 9 6 (c.)
New South Wales ...	7	0	"	8	0 (a.)	South Australia ...	7	0	" 8 0 (d.)
Victoria ...	6	0	"	10	0 (b.)	Western Australia ...	7	0	" 8 6 (e.)

(a.) With free uniform and a pension. (b.) With quarters, fuel, light, and water, or an allowance in lieu thereof; part of uniform free, and a pension. (c.) With a pension. (d.) With free uniform and a retiring-allowance of one month's pay for each year of service. (e.) With free uniform, lodging-allowance, and a benefit fund to which the State contributes.

From this it will be seen that the constables of the New Zealand Police Force are not only paid the lowest rates, but receive none of the other advantages enjoyed by the members of the Forces in the neighbouring colonies. The result of the low pay, together with the small number of men in the Force in this country in proportion to the population, is shown by the following comparison of the cost per head of the population in the several Australian colonies :—

	s.	d.		s.	d.
New Zealand ...	2	8	Queensland ...	6	11½
Victoria ...	4	4	South Australia ...	4	1½
New South Wales ...	5	0½	Western Australia ...	13	5¼

Constables complain that the pay is insufficient: that after paying for uniform and life insurance there is no margin for saving, that in the case of married constables with children it keeps them in poverty. We believe these statements represent the actual fact, and it is one which operates strongly against the efficiency of the Force. It is true there are many applications for admission, but, if it is desirable, as we are convinced it is, to secure for the Police Force respectable and able young men who will enter it with an honest intention of doing their duty and making it a life's work, the rate ought to be higher.

Taking into consideration the wage paid in this country for ordinary labour and the lower mechanical arts, the character of the work performed by the police, the responsible nature of their duties, the class of men and the educational standard necessary for the proper performance of those duties, we recommend that the rates, subject to a deduction of 5 per cent. towards a Pension Fund, be as follows :—

Constables—					s.	d.
On joining ...	...	...	...	...	7	0 a day
After five years' service ...	...	...	...	...	7	6 "
" ten years' service ...	...	...	...	...	8	0 "
" fifteen years' service ...	...	...	...	...	8	6 "
" twenty years' service ...	...	...	...	...	9	0 "
Sergeants—						
On appointment ...	...	...	...	...	9	6 "
After three years' service ...	...	...	...	...	10	0 "
" six years' service ...	...	...	...	...	10	6 "
" twelve years' service ...	...	...	...	...	11	0 "
Detectives—						
On appointment ...	...	...	...	...	9	6 "
After three years' service ...	...	...	...	...	10	6 "
" six years' service ...	...	...	...	...	12	0 "
" nine years' service ...	...	...	...	...	13	6 "

and that a special allowance of 1s. per day be given to constables employed on plain-clothes duty.

District Clerks.—The position of District Clerk should be rewarded by special allowance. The position is a very responsible one and requires a man of superior education to perform its duties. We therefore recommend that the Clerk of each district be paid 1s. a day in addition to his ordinary Police pay.

We recommend that Inspectors on appointment be paid £300 per annum, with an increase of £25 every three years of service up to a maximum of £400. Sub-Inspectors £250 a year, with an increase of £10 every three years to a maximum of £280.

These rates of pay should apply to all present members of the Force, as well as to those who may hereafter join it.

Free quarters being provided for single constables in barracks, we consider the right of married constables to a house-allowance should be recognised, and an allowance of 8s. a week