

colonies in utilising the services of the police in manifold ways, such as acting as Clerks of Court, Bailiffs, Gaolers, Crown Lands Rangers, census enumerators, assisting County Councils and Corporations in carrying out their by-laws, besides making them useful in multifarious small offices, thus bringing them into touch with the people and affording them, at least, an opportunity or excuse to know what is going on round about them, instead of dawdling or idling about their barracks or stations. The working of small districts is fraught with much disadvantage—firstly, the cohesion or co-operation of the Force is somewhat marred; secondly, unnecessary administration and expense are caused; and, lastly, the disunion destroys not alone *esprit de corps*, but actually creates jealousy.

There are too many ranks, both of sergeants and constables, and a new classification is much required. Firstly, third-class sergeants should be rated as senior constables; secondly, the rank of sergeant-major, which is an anomaly in a police service, should be abolished; thirdly, the second- and third-class constables should be amalgamated; and, lastly, the office of chief detective should be done away with.

Then I go on to say that the Detective Force is in an unsatisfactory state, owing, in my idea, to the way in which selections have been made, and suggest how it could be remedied. Then, in my report of the 1st July, 1892—that is, for the year 1891, I state:—

Vacancies in the Force have been almost exclusively filled up by transfers from the Permanent Militia, and no fault can be found with the men so enrolled, who are—in addition to being well set up, drilled, and disciplined—intelligent, zealous, and reliable. . . . From my experience during the past year, I am more than ever convinced that to have a thoroughly efficient Police Force, it is imperative that the Inspectors, sergeants, detectives, and constables should be periodically moved from one station to another. In making these changes I have invariably endeavoured, as far as possible, to put an end to what has existed for some years past, and has rightly been looked upon as a just cause for complaint—namely, young third-class constables being put in charge of country sub-districts, while their seniors, the older hands, have been kept in towns doing street duty. It will, of course, take some time for this injustice to be entirely worked out; but as sub-districts become vacant, the next senior for a station, provided he is fully qualified, is selected, while his place in the town is taken by the last recruit.

Then, I go on to talk about the enforcement of the Licensing Act:—

. . . more especially as regards Sunday trading, and closing licensed houses at stipulated hours. In many cases convictions have been obtained, but not without considerable difficulty. That Sunday trading and selling during prohibited hours are carried on to a great extent throughout the colony cannot be denied, but the department is severely handicapped by the difficulty of obtaining convictions, as the law is so complicated and defective, that, in many cases taken into Court, though the police feel bound to prosecute, not the slightest hope of a conviction is entertained. When a case breaks down the result is two-fold: the police of a district are damaged in the eyes of the public, and the law-breaker is encouraged to continue his illegal trade. It may be stated in illustration of what is meant, that, though as many as fifty persons may be seen or known to enter a public-house on a Sunday or during prohibited hours, no prosecution can be instituted with any hope of success, as no sufficient evidence may be obtained to prove the actual sale of liquor. It is almost hopeless to endeavour to successfully enforce the provisions of the Act, unless the police are relieved of the necessity of proving an actual sale. This might be done by amendment of the Act to provide that admission of persons not being lodgers, or the fact that a bar is found open during prohibited hours, shall be *prima facie* evidence that the house is being kept open for the sale of liquor.

Then, I state that “there have been practically no promotions in the Force during the past year, owing to the ranks of sergeants and first-class constables being over-crowded.” I then go on to say that a classification has been prepared which shows that the colony, divided into seven districts as at present, would require seven Inspectors, twenty first-class sergeants, twenty-one second-class sergeants, thirty senior constables—I had recommended that third-class should be done away with—115 first-class constables, 282 second-class constables, four first-class detectives, four second-class detectives, seven third-class detectives, nine district constables, and nine Native constables.

27. *The Chairman.*] You recommended that the Force should consist of these numbers?—Yes, Sir. Then, I go on to explain:—

To carry out this scheme would entail an additional expenditure in salaries of about £2,500 per annum on the present estimates, but it would hold out fair hopes of advancement to the men in the Force in the future, would give promotion to many at once who have been disappointed in this respect for many years past, and, though last, not least, would give 6d. a day increase to all who are now holding the rank of third-class constable. Some of these third-class constables have held that rank since 1879, and, though qualified in all respects for promotion have, through no fault of their own but simply from stagnation by former overcrowding of the senior ranks, never obtained any advancement, either as regards pay or status.

Then, in my report of the 1st July, 1893, I state:—

Vacancies in the Force have been, as heretofore, filled up by transfers of gunners from the Permanent Artillery, and this system continues to work very satisfactorily. . . . During the past year all the Inspectors with one exception have been moved, and many of the non-commissioned officers and constables; and I have no hesitation in reporting that these moves have been beneficial to the efficiency of the Force.

Then, as regards the superannuation scheme:—

The matter of a superannuation scheme for the members of the Force has received considerable attention, and the absence of any provision for retirement through old age or physical incapacity is a serious embarrassment to the administration of the Force; but, owing to the advanced age of the majority of the present members of the police, any scheme that would commend itself must necessarily be established by so large a grant from Parliament as to place it absolutely beyond possibility of ever becoming a practical reality, especially as no superannuation scheme is general throughout the Civil Service of the colony, and therefore it is considered one branch could not be exceptionally treated in this respect. In order, however, to provide against members of the Force being turned adrift penniless when they become incapacitated from illness or old age for further service, all members of the Permanent Militia before being enrolled as constables, are now required to produce a certificate showing that their lives are insured for not less than £200, payable on attaining the age of sixty years, or at death, if prior. This to some extent meets the important question of superannuation, while it is not considered a very heavy tax on their pay, as it will be recollected that constables, not being members of the Civil Service, are not liable to the deduction of 5 per cent. from their pay, as provided for for Civil servants by clause 11 of “The Civil Service Reform Act, 1886.”

28. Do I understand that in that suggestion the cost of keeping up the policy should be taken from their salary?—It was actually done, Sir.

29. It was then the practice?—It was then the practice.

30. Does that practice continue?—Oh, yes.

31. At the present time every man is insured up to that amount?—Yes. Every recruit has to insure, before he is taken on now, for £200.

32. The premium is paid by themselves out of their pay?—Yes.

33. It is not paid through the department in any way?—If they are insured in the Government Insurance it is deducted out of their pay in our office.

34. The department has nothing to do with paying the premium?—Oh, no. It is deducted from the men's pay monthly. My report goes on:—