

174. How do you determine the number of religions required for each particular body?—Only my own idea.

175. No fixed rule?—No fixed rule.

176. In making the appointments, is there a fair proportion allotted to each province according to the population, or are they selected haphazard from the different provinces?—The Minister could answer that; I could not.

177. The whole of the appointments really are Ministerial appointments?—Quite so; and I cannot see anywhere that the Commissioner has to appoint them. I do not see it anywhere in the regulations.

178. What was the practice when you took charge—the same practice?—I think so.

179. Did you never make an appointment during the first six months of your office?—I may have, but I can let you know later.

180. *Colonel Pitt.*] Do you know when the system of referring to Ministers commenced?—I could not tell you, but it can be ascertained.

181. *Mr. Taylor.*] Colonel Hume mentioned a return that he had prepared when he took charge of the department, having special reference to transfers, that would enable him to know the merit of the men who were entitled to transfers, and so on?—Excuse me, I did not say anything about that. I said I knew the men, as a rule. There was nothing about merit.

182. To give you their standing, then?—Their seniority, their religion, where their relatives resided, and so on.

183. That would enable you to know whether it would be wise to make a transfer?—That is right.

184. *Colonel Pitt.*] You said transfers were practically made by the Minister?—So they are.

185. Did he consult these returns before he made any alterations of your suggested transfers, or did he just make the alterations?—He had that return before him, and also the other one.

186. Did he study it carefully?—I do not know whether he studied it carefully; but what I pointed out was this: He has said to me, "I know that man, he has got a sick wife, and I do not think he ought to go there."

187. *Mr. Taylor.*] Has any Defence Minister under whom you have served visited all the police-stations throughout the colony and become personally acquainted with the men?—I cannot tell, Mr. Taylor. I do not know what the Defence Minister does when he is away.

188. Did he make himself personally acquainted with the members of the Force?—I do not know. I should think it likely, for instance, that Mr. Seddon knows every policeman on the West Coast.

189. A good many appointments have been made from the West Coast?—Yes.

190. More in proportion than the population warrants?—No; I cannot say that.

191. Did you make any official visit with the Minister through the whole district?—No.

192. And you do not know that any Minister ever made a deliberate visit of inspection all over the colony: he may have done, but you do not know of it?—Quite so. I have gone round with the Minister of Justice two or three times; but I have not gone with the Defence Minister, I hardly think, anywhere.

193. As a matter of fact, have not some of the men been in the same place twenty years?—I would not like to say that straight off, but I can produce a return in connection with that. I think a man outside Nelson is about the longest, but I could not say how long that is. I wanted to be on the safe side when I said sixteen years.

194. Colonel Hume stated that in making the transfers he always transferred an officer who had been Clerk of the Court to another place where he would be Clerk of the Court, so that he would not lose his £10 a year?—As near as I possibly could.

195. Have you never had any complaints from constables who are qualified for country stations, and who have clean defaulters' sheets, in regard to taking men who have been Clerk of Court for years and years down to town duty, and letting other men take their places?—Undoubtedly; they have a right to have a turn when there is a vacancy.

196. Both for the experience and the emolument?—Yes.

197. In the scheme of classification you said you submitted to the Minister, the Premier, and which you thought he approved, did the reduced pay only apply to third-class constables?—That is all.

198. No other rank was reduced?—No.

199. The lowest paid body of men were the men who were affected by this reduction?—Yes.

200. Your idea was that that reduced pay should be put to a special fund to provide for retiring allowances?—No. What I meant to say was this: when I started this thing I did not want anybody to be reduced at all that was in the Force. Those men who lost the £7 10s. were not in the Force at all: they were coming in, and in order to work up to first-class constables who were on big pay—to work a sliding scale up to that—I had to start at the lower pay.

201. The reduced pay was approved of, but the scheme itself was not adopted?—No, the reduced pay was not approved of. I got "wiggled" for introducing it without authority.

202. But it was adopted?—The Minister said, "Let it stand."

203. There is one regulation, part of Rule 202, that provides for eight hours' duty at night: do you not think that is largely responsible for some of the offences that constables are reported for?—I may explain in the day-time they are four-hour shifts, but the night shift is from 9 at night to 5 in the morning.

204. And he is never to sit down?—No, never to sit down. That is the practice in all Police Forces. I do not know how you can relieve it. It is universal, I think.

205. Is there no means of allowing a man to go to the barracks for an hour?—No. I tried to work that, but I found I could not. I believe it is the rule in every Police Force in the world, as far as I know, to have an eight-hours' shift at night.