

610. With regard to the note in the proposed scale on page 5, as to its being compulsory for a male and female in the matter of first assistants to be alternative, would you prefer that note should be left out, or that it should stand as it is?—I do not exactly understand it in reference to schools like those of Hokitika and Kumara.

611. Do you think the teachers as a whole would prefer such a note in the scale, or that they should be taken on their merits?—Taken on their merits.

612. Do you think, for example, in Westland, that a sufficient number of male teachers could be found to take up all the positions?—I have my doubts about them being found in Westland. There seem to be very few male teachers.

613. *Mr. Hogben.*] Have you compared the suggested scale, so far as the salaries of female teachers are concerned, with the salaries paid to females under existing scales?—I have not had a proper opportunity, as we received this suggested scale only on Friday.

614. Then, you expressed an opinion in regard to certain salaries although you only received a copy of the suggested scale on Friday?—There is one thing I did notice, and that is that the first assistant mistress in a school like Hokitika under the old regulations receives a salary of £115, but under the suggested scale would receive only £105.

615. Do you think it is absolutely essential that a teacher should be obtained worth more than £105?—I think the teacher in the position is worth more than £105. I think she should receive a better salary.

616. All your arguments are based upon these particular examples taken from one district, are they not?—I do not know of any others.

617. Then, it is not a general comparison, as you instance isolated cases?—Yes.

618. You say that you cannot see why a male should be paid £130 and a female £105?—Yes, when they occupy similar positions.

619. In the average number of cases which has more persons dependent on them—the male wage-earner or the female wage-earner?—I would like to find out how many of the female wage-earners have mothers dependent on them.

620. Yes, that is recognised; but on the average who has more dependent on them?—It depends on whether a man does his duty.

621. I mean, speaking as a matter of common experience?—I think the circumstances are about equal.

622. Is all the rest of your evidence founded on similar notions?—I do not think so. You want teachers to teach satisfactorily, and surely you are not supposed to go into the details as to how many may be dependent on teachers.

623. You do not think we should consider how many a wage-earner has dependent on him?—No, I do not think so.

624. *The Chairman.*] You are of opinion that there should be equal pay for equal work?—Yes.

625. And that in certain positions in schools female teachers should be more adequately remunerated?—Yes.

WILLIAM D. MACKAY, Headmaster of the Woodstock School, examined.

626. *The Chairman.*] Have you considered the proposed colonial scale of staff and salaries: you have seen it?—Yes. I do not know that I need take up the time of the Commission at any great length, though there is one small matter that I would like to refer to, and one that seems to have been lost sight of. I refer to a class of very important schools—the moderate-sized schools. I am of the opinion that the salaries paid to head-teachers in schools of this description, from 75 upwards, very inadequate. I think that those schools are of great importance in the country, and play such an important part in the welfare of the country that the men in charge of them should be capable men, of personal individuality, and that they should be paid an adequate salary, so that the assistant masters in the larger schools would be able to work into such schools and bring their personality to bear upon them.

627. *Mr. Davidson.*] What is the average attendance of your school at the present time?—75.

628. Has it ever reached anything approaching 85?—Yes; for years it was about 85, but owing to the establishment of a Catholic school the attendance went down.

629. What is the staffing?—Headmaster, one assistant, and one pupil-teacher.

630. Do you think it would be possible to work your school satisfactorily with a headmaster and a competent female assistant?—Yes, I do.

631. In that case there would be a saving of money, assuming that your pupil-teacher was paid £33 a year?—Yes.

632. *Mr. Stewart.*] Are you in favour of a colonial scale of staff and salaries?—Most emphatically.

633. *Mr. Luke.*] What is the name of your school?—The Woodstock School.

634. *Mr. Hill.*] What is your classification?—D1.

635. What is the classification of your assistant mistress?—E1.

636. What salary are you receiving?—£149.

637. Are you aware what salary you would be paid under the proposed scale?—Yes; £175.

638. Then, you would be considerably benefited?—Yes; of course, in addition to a salary of £149, I have a residence.

639. *Mr. Davidson.*] What did you say your salary would be under the suggested scale?—£175.

640. I think you are wrong, are you not?—The Inspector-General says £174.

641. *Mr. Stewart.*] What salary does your assistant mistress receive?—£75.