

Exhibit No. 11.

Railways Department's Statement.

RATES OF PAY by LEADING MERCANTILE ESTABLISHMENTS in WELLINGTON at Present Time
(October, 1911).

	Minimum.	Maximum.	Increments.
A. Office boys and girls ..	10s. per week ..	25s. per week ..	5s. per week (annually).
Typists and correspondence clerks	25s. ..	60s. ..	
Ledger-keepers and general accounts (ordinary)	35s. ..	60s. ..	
Ledger-keepers and general accounts (principal)	..	80s. ..	
Assistant accountant ..	90s. per week ..	110s. ..	
Chief accountant ..	£300 per annum	£400 per annum.	
B. Office boys and junior assistants	£20 ..	£52 ..	Two of £10, one of £12.
Ledger-keepers and clerks (ordinary)	£156 ..	£175 ..	
Principal ledger-keeper (special work)	£208 ..	£234 ..	
Accountant ..	..	£300 ..	
C. Office hands ..	25s. per week ..	60s. per week ..	5s. per week (annually).
Cashier ..	..	£208 per annum.	
Ledger-keeper ..	..	£285 ..	
Accountant ..	..	£300 ..	
D. Clerks and ledger-keepers ..	£76 per annum	£200 ..	
Assistant accountant ..	£250 ..	£300 ..	
Chief accountant ..	..	£500 ..	
E. Junior clerks ..	£25 per annum	..	£10 to £20 per annum.
„ (after three months)	£40 ..	£160 per annum.	
Correspondence clerks ..	£150 ..	£250 ..	
Securities and legal ..	£300 ..	£350 ..	
Head salesman ..	..	£350 ..	
Principal clerk in charge shipping	£300 per annum	£400 ..	
Accountant ..	£400 ..	£500 ..	
F. Clerks ..	55s. per week ..	60s. per week.	
Ledger-keepers (ordinary) ..	60s. ..	65s. ..	
Principal ledger-keepers ..	..	80s. ..	
Cashier ..	..	60s. ..	
Accountant ..	..	100s. ..	
G. Ledger-keepers ..	50s. per week ..	One receiving 55s. after 8 years' service.	
Cashier ..	..	70s. per week.	
Head of department ..	..	120s. ..	
Ruling wage for ledger-keepers and office hands	..	50s. ..	
H. Ledger-keepers ..	..	65s. ..	
Cashier ..	..	80s. ..	
Accountant (who also acted as manager, frequently for long periods)	..	150s. ..	
Typist, cashier, and general office	..	30s. after 10 years' service.	

These rates are applicable to persons of *more than average ability*. For average men correspondingly lower rates are paid—in some cases 25 per cent. less. Men who are dull or otherwise unsuitable either remain stationary or are retired. In illustration of this it may be stated that in some of the establishments where two or more hands were engaged on same day in same branch, the efficient men are receiving 50 per cent. per annum more than the dullard, who stopped at £2 2s. per week.

A bonus varying from £15 to £25 is given when operations have been satisfactory during the year. Fourteen days' leave on pay is granted, but it must be taken during slack season. No accumulation is allowed. In special circumstances extension is granted, each case being dealt with strictly on its merits. Employees have certain trade concessions in respect to articles purchased from their employers.

NOTE.—Members of the staff engaged in mercantile houses are expected to return to duty at night when necessary, and frequently work very long hours. Especially is this the case during stocktaking and the wool season. No payment is made for the overtime thus worked.