

To influence employers it would be necessary to pass a short and simple Militia Act, to notify the armed strength required in each district, and to call out the first, or first- and second-class Militia.

11. Appoint a place for muster, giving, say, one month's notice, and notify that any one so summoned to muster who before the date fixed enrolls in a Volunteer Corps will not be required to parade.

12. The probable result would be that before the muster-day came all the Volunteer corps would be full.

13. Allow no person, because he may be able to afford it, to purchase exemption from, nor to provide a substitute for, Militia service.

14. Divide the Militia into companies, and attach a company of Militia to each company of Volunteers, under the authority of the officers of that Volunteer company.

15. For this purpose all officers would have to be commissioned to the defence forces, and appointed to their several special commands.

16. So long as the Volunteer company was maintained at full strength, its Militia company attached to it would be only required to muster and answer to their names quarterly, half-yearly, or yearly.

17. Thus it would be to the interest of those in the Militia to assist in keeping up the strength of its Volunteer company, but the business of the country would not be so much disturbed or interfered with as if a Militia Force only was employed, and the Militia would require neither arms, uniforms, nor special officers. No parades or field-days should be held on public holidays except Easter, for camp and field manœuvre, and the Queen's Birthday for a ceremonial review, the parade to last from 9 a.m. to 11 a.m.

18. That during Easter camp there be paid the war pay and free ration.

19. That on field-days, and whenever the Force is required to parade during business hours, the war pay for that day be paid. This, however, does not refer to class, and volley, and independent firing, for which special provision is made.

20. If a man on class-firing is only a third-class shot give him nothing for that duty. The sooner he leaves the Force the better.

21. If the man is a second-class shot give him 2s. for that duty.

22. If a first-class shot give 3s., and if a marksman give 5s.

23. That a marksman be required the next year to qualify as marksman only; if he fail, then to fire for first-class, and so on, if necessary, backwards.

24. That each marksman receive a special free issue of forty rounds of ammunition yearly, to be fired without supervision.

25. That each Volunteer be allowed yearly a hundred rounds of free ammunition, besides that issued to him for class, and volley, and independent firing.

26. That where rifle-ranges are several miles from head-quarters, and Volunteers have to pay for conveyance thereto, privates and corporals be reimbursed for moneys so laid out to the extent of 5s. per annum, their firing records being taken to show that they have attended.

27. Volley and independent firing to be carried out by company squads commanded by their squad sergeants; and for the volley-firing pay—Squads making 15 points, pay each man 2s.; and if making 18 points, pay each man 3s.; and if making 20 points, pay each man 5s.

28. It is believed that the above would render the service popular, and induce the average man to join; and it is to the average man we must look to defend the country. At present a man must be specially enthusiastic to enrol, and those who do get sick in a short time of the hopeless and useless struggle against their numerous difficulties.

29. Strict supervision is necessary to see that these payments are really earned by those claiming them.

*Measures necessary to produce a force of trained disciplined men.*

30. Let men on joining go through a course of recruit training for two years. The present attempt to turn out a recruit as a trained man after thirty hours' drill is an absurd impossibility.

31. Let the recruits' course be divided into four periods of six months each, say somewhat as follows:—

32. The first six months: Two drills per week; instruction to be given in physical exercises, squad drill without arms, cleaning clothes, accoutrements, and arms, including mounting and dismounting locks and breech-blocks, &c.

33. The second six months: One drill per week; instruction to be given in physical and squad drill with arms, guard-mounting, manual and bayonet exercises, firing exercises, and firing volleys of blank.

34. The third six months: One drill per week; instruction to be given in fire discipline, Morris-tube firing, skirmishing, tent-pitching and striking, and camp duties.

35. During the fourth six months, one drill per week; instruction to be given in attack formation, outpost duties, hasty entrenchments such as shelter-trenches, &c., sword-bayonet, sword-exercise, and class-firing.

36. That it is absolutely essential that the recruits be instructed by their own non-commissioned officers. In no other way can the recruits learn instinctively to obey and respect their non-commissioned officers, and in no other way can the latter acquire the instinct of command or a competent knowledge of their drill.

The Staff Sergeant-major, instead of drilling recruits as at present, should attend and command the recruit parades, to see that the Volunteer non-commissioned officers perform their duties of instruction properly, and any defaulter he should promptly report to the Officer commanding the District.

37. The District Staff Sergeant-major should hold a class, and give instruction to Volunteer non-commissioned officers.