

1892.

NEW ZEALAND.

POST AND TELEGRAPH CLASSIFICATION BOARD

(REPORT OF THE).

Laid on the Table by the Hon. Mr. Ward, with Leave of the House.

SIR,—

Invercargill, 16th January, 1892.

We, the persons appointed by you on the 31st day of December, 1891, under the 25th section of the regulations under "The Post and Telegraph Classification and Regulation Act, 1890," have the honour to report as follows:—

We commenced our duties, in pursuance of the said appointment, on the 8th day of January, 1892; and continued our sittings on the 9th, 11th, 12th, 13th, 14th, 15th, and 16th days of the same month, and were occupied altogether forty-five hours.

There were 232 appeals submitted for our consideration and report. Some of the appellants complain that the salaries set opposite their names in the seventh column of the departmental list for the year 1891–92 are not sufficiently high for the duties they have to perform, or for their length of service, or other considerations.

After careful deliberation we consider our duties are limited by the regulations to the question whether the name of the officer appealing has been placed in a class lower than that in which, from the nature of the services he performs, it ought to be placed. We have, however, gone through all the papers in each case, and wherever it appeared to us that an error had been made in the amount of salary placed against an officer's name in the list we have drawn attention to the same, in order that it may receive your consideration.

There are also cases where appellants have not expressly claimed that their names should be placed in a higher class or grade, but who claim higher salaries than are consistent with their classification, the inference being clear that they claim to be placed in such positions in the classification as will entitle them to higher salaries; and these cases we have dealt with as being intended to be appeals to be placed in a higher class than that in which their respective names appear.

There are other appellants who complain that their names are inserted too far down in the list of their grade or class. This is not a ground of appeal under the regulations, nor do the regulations require that names shall be inserted in each class or grade in order of seniority; and therefore an officer is not prejudiced by the position in which his name appears, so long as it is within his proper class or grade, the senior officer not necessarily being the one whose name is highest in the list of his class or grade.

The ground upon which some of the officers of the sixth class appeal is that their names have been placed in the second grade of that class instead of in the first grade; but all these objections have been met by "The Post and Telegraph Classification and Regulation Act Amendment Act, 1891," and there is now only one grade in the sixth class.

A large number of officers have appealed upon the ground that their length of service while engaged and employed as messengers has not been included in the column of the departmental list appropriated to length of service. Their position appears to be this: A messenger is an officer under Schedule B of "The Civil Service Act, 1866," but messengers are excluded from some of the provisions of that Act.

Section 45 shows which of the Parts and sections of the Act apply to those officers. Section 12 entitles them to compensation for loss of office through no fault of their own, to be computed upon length of service; and Part V. gives them a right to superannuation allowance, in which length of service is a material element. It is an important feature in their cases that they are not admitted to the classification provisions in Part I. of the Act, because classification implies a right of promotion by seniority, or that is an important element in respect to it, and there is no other provision which creates a right to promotion independent of classification, but increment to the salaries of that class of officers is provided for in another way under section 46 of the Act.

These officers therefore seem to have no right that length of service as messengers shall be computed for classification purposes, but that it shall be computed in respect to compensation for loss of office, and for superannuation purposes. These remarks apply principally to the officers appointed messengers before "The Civil Service Act Amendment Act, 1871," came into operation. Those officers who entered the Service as messengers since that Act came into force are certainly not in a better position.

It seems therefore to be desirable that the regulations should require the departmental list to contain two columns showing length of service—one, for classification purposes, excluding length of service as messenger, the other including it.

We have now to report our opinion—

1. That the officers whose names appear in Schedule A have not been placed in a class or grade lower than that in which, from the nature of the services they perform, they ought to have been placed.

2. That the appeals in Schedule B have been met by the Amendment Act, 1891, which repeats the grading of the sixth class.

3. That in our opinion the officers whose names appear in Schedule C ought to be placed in the classes and grades opposite to their names in the schedule.

4. That the officers whose names appear in Schedule D are not entitled to have the time during which they were employed as messengers computed in length of service for classification purposes.

At the commencement of our proceedings we appointed Mr. Walter Martin to be our secretary, and we desire to state that we are indebted to Mr. W. H. Russell for much valuable information.

We have, &c.,

C. E. RAWSON.
JNO. TURNBULL.
E. H. CAREW.

The Hon. the Postmaster-General of New Zealand.

SCHEDULE A.

We are of opinion that the following officers have not been placed in a class or grade lower than that in which, from the nature of the services they perform, they ought to have been placed.

Appeal No.	Page of Departmental List.	Consecutive No.	Class or Grade.	Name of Officer.	Remarks.
2	105	8	First class	Orchiston, J. ..	This officer appeals on the ground that his maximum salary has been fixed at £300. This maximum is fixed by the Act of 1890, and therefore is not a subject for appeal under the regulations.
3	105	1	Second class ..	Goodman, R. J. ..	This officer is receiving the maximum salary in the second class. There appears to be no power to include his office in the first class. The Act defines the offices specifically which are included in that class, and no others can be removed into it.
4	105	3	" ..	Mason, J. W. ..	This appeal is not against the class in which the officer is placed, and therefore not a proper subject of appeal. (See Regulation 25.)
6	105	5	" ..	Lubecki, A. D. ..	This appeal is not against the class in which the officer is placed, and therefore not a proper subject of appeal. (See Regulation 25.)
7	105	4	Third class	Cumming, D. ..	This officer objects to the position of his name on the list as to sequence. No ground of appeal. (See report.)
8	105	1	Fourth class ..	Harrington, H. W.	
9	105	3	" ..	Stevens, S. P. ..	The question is whether temporary service is to be computed as part of length of service. It appears that "The Civil Service Act, 1866," does not apply to temporary service. (See Section 2.)
10	105	4	" ..	Halliwell, L.	
11	105	3	Fifth class, 1st grade	Cresswell, A. E.	
14	106	10	" ..	Northcroft, E.	
17	106	6	Fifth class, 2nd grade	Moreshead, E. T.	
19	106	10	" ..	Hill, C.	
21	106	13	" ..	Black, J.	
22	106	14	" ..	Martin, B. N.	
23	106	20	" ..	Furby, G. F.	
24	106	22	" ..	White, P. P.	
25	106	23	" ..	Houlihan, R. F.	
26	106	30	" ..	Dignan, A. M.	
27	106	33	" ..	Dean, B. C.	
28	106	36	" ..	Rule, J. G.	
29	106	41	" ..	Dempsey, W. H.	
31	107	47	" ..	Salmon, T. B.	
32	107	51	" ..	Plimmer, H.	
35	107	60	" ..	Smith, W.	
36	107	5	Sixth class, 1st grade, Postal officers	Aitken, T.	
37	107	6	Ditto	Coombe, H. G.	
38	107	7	"	Baker, J.	
39	107	12	"	Reid, P.	
41	107	26	"	Dryden, A. P.	
42	107	27	"	Brogan, V. J.	
43	107	28	"	Harle, G. H.	
44	107	1	Sixth class, 1st grade, Telegraph officers	Calders, J.	
45	107	2	Ditto	Mountier, E. J.	
46	107	3	"	Ward, W. T.	
47	107	4	"	Clark, E.	

SCHEDULE A—continued.

Appeal No.	Page of Departmental List.	Consecutive No.	Class or Grade.	Name of Officer.	Remarks.
48	108	7	Sixth class, 1st grade, Telegraph officers	Brebner, W.	
49	108	8	Ditto	Day, G. F.	
50	108	9	"	Harrington, E. J.	
51	108	10	"	Morrison, J.	
52	108	13	"	Melton, J.	.. Recommend this officer be placed with Postal officers.
54	108	16	"	Hawley, F. C.	
55	108	17	"	Wyatt, H. P. de K.	Suggest that salary be placed at £180, as it seems that £170 was entered in error.
57	108	19	"	Smallbone, G. F. B.	
58	108	20	"	Kirker, T.	.. Claims also that messenger's service be counted. See report.
59	108	21	"	Booth, R.	
60	108	23	"	Seymour, C. A.	
61	108	24	"	Ashton, W. M.	
62	108	27	"	Clayton, H. R.	
63	108	28	"	Steward, W. R.	
64	108	29	"	Rapley, T. W.	
65	108	32	"	Heny, W.	
66	108	35	"	Harrington, W. J.	
67	108	37	"	Sargeant, J.	
68	108	39	"	Tait, J.	
69	108	40	"	Treeweek, C.	
70	108	43	"	Dommett, W. H.	.. Recommend that error in length of service be corrected.
71	108	45	"	Storey, G. B.	
74	108	54	"	Kivell, J. A.	
76	108	58	"	Salmon, J. W.	.. Claims also that messenger's service be counted. See report.
78	108	61	"	Baird, R. M.	
80	108	64	"	Aitken, J.	.. Recommend that error in length of service be corrected.
82	108	68	"	Greatbatch, H. G.	.. Ditto.
83	108	70	"	Wylie, W.	
84	108	71	"	O'Connell, M.	
85	108	72	"	King, A. V.	
93	109	16	Sixth class, 2nd grade, Postal officers	Harrison, B. R.	
102	109	51	Ditto	Johnson, F. T. R.	.. Recommend that error in length of service be corrected.
108	110	12	Sixth class, 2nd grade, Telegraph officers	Percival, A. S.	
122	110	48	Ditto	Stott, L.	.. This officer's complaint as to length of service seems to be a matter for the Law Officers of the Crown to advise upon.
151	111	137	"	Turner, H. G.	.. Ditto.
153	111	140	"	Wyatt, C. A. de K.	
154	112	142	"	Martin, R.	.. This appeal is not against class, and therefore not a proper ground of appeal.
155	112	143	"	Scott, W...	.. This appeal is not against class, and therefore not a proper ground of appeal. Suggest that any error in date of appointment be corrected.
159	112	157	"	Herd, J. A.	.. This appeal is not against class, and therefore not a proper ground of appeal.
164	112	183	"	Caldwell, L.	
168	113	39	Cadets	Ormsby, G.	
171	113	46	"	Cooper, G. R.	.. This officer objects to the position of his name on the list as to sequence. No ground of appeal. See report.
178	113	55	"	Laurenson, J.	.. Claims also that messenger's service be counted. See report.
176	113	72	"	Crawshaw, S. C.	.. Recommend that error in length of service be corrected.
179	113	83	"	France, J.	
180	113	85	"	Fogo, R. H.	.. Recommend that error in length of service be corrected.
188	114	4	C. P. M., 2nd grade ..	Wilkin, J. W.	.. Appeal as to amount of salary only.
186	114	7	"	McBeth, J. F.	
187	114	2	P. M., 1st grade ..	Bagge, J.	.. There is in this appeal a question of length of service, with which we do not deal. The Law Officer of the Crown appears to have given an opinion on the matter.
188	114	6	"	Sheath, J. H.	
189	115	6	P. M., 2nd grade ..	Gudgeon, J. B.	
190	115	8	"	Bundle, W.	
191	115	13	"	Capper, H. W.	
192	115	16	"	Whelan, C.	.. £195 appears as the salary for this officer for the year 1891-92, whereas the minimum for this grade is £220.
193	115	21	"	Chaney, W. J.	
194	115	22	"	Algie, J. A.	
195	115	1	P.M., 3rd grade ..	McHutcheson, W...	.. The office appears to be placed in its proper grade, and we understand the officer has been removed to a higher grade.

SCHEDULE A—continued.

Appeal No.	Page of Departmental List.	Consecutive No.	Class or Grade.	Name of Officer.	Remarks.
196	115	2	P. M., 3rd grade ..	Halliday, C. C.	
197	115	5	" ..	Dansey, R. D.	
198	115	9	" ..	Storey, C.	The office appears to be placed in its proper grade, and we understand the officer has been removed to a higher grade.
199	115	13	" ..	Robertshaw, F. J. ..	This officer's emoluments are over the minimum, and he has no ground of complaint.
200	115	14	" ..	Absolum, A.	The office appears to be placed in its proper grade. £170 appears as the salary for this officer for the year 1891-92, whereas the minimum for this grade is £185.
201	116	2	P. M., 4th grade ..	Palmer, T.	
202	116	8	" ..	White, C. L.	
203	116	11	" ..	Kenny, W. M. G.	
204	116	17	" ..	Stanton, S. G.	
205	116	20	" ..	Gilbert, H. E.	
206	116	21	" ..	Staunton, M. J.	
207	116	23	" ..	Winterburn, A. A.	
208	116	24	" ..	Wylie, J. T.	
209	116	25	" ..	Norton, C. J.	Suggest that salary be placed at £160, as it seems that £150 was entered in error.
211	116	32	" ..	Ryan, J.	
212	116	34	" ..	Harding, W. A.	The office appears to be placed in its proper grade.
213	116	42	" ..	Clemett, A. D.	
216	117	54	" ..	Bayliffe, R. A.	Not entitled to increment under the Act until after one year's service under the classification.
217	117	57	" ..	Mayne, J.	
218	117	59	" ..	Ramsay, J.	The office appears to be placed in its proper grade. £120 appears as the salary for this officer for the year 1891-92, whereas the minimum for this grade is £140.
221	117	1	Linemen, 1st grade ..	Guinness, B. M. V. ..	Not an appeal against class. The officer asks for an increase of salary, but he is already receiving the maximum of his grade.
222	117	2	" ..	Clare, H. ..	Not an appeal against class. The officer asks for an increase of salary, but he is already receiving above the maximum of his grade.
223	117	5	" ..	Boers, W. G. A.	
224	117	6	" ..	Fitchett, A.	Not an appeal as to class, but as to date of appointment.
225	118	13	" ..	Hamilton, W. H.	
226	118	27	" ..	Heaven, H. T.	Not an appeal against class. Recommend that error in length of service be corrected.
227	118	32	" ..	Johnson, R.	Not an appeal against class, but as to date of appointment.
228	118	33	" ..	Lockhead, J.	Ditto.
229	118	3	Linemen, 2nd grade ..	Spillane, M.	
230	118	10	" ..	Webb, H. G.	The initial of this officer's name appears to require correcting.
231	118	12	" ..	Kidson, C. B.	Not an appeal against class. Suggest that error in date of appointment be corrected.
232	118	4	Letter-carriers, sorters	Warner, H. M.	
233	118	20	Letter-carriers, 1st grade	Hardie, J. P.	Not an appeal against class, but as to salary.
234	119	18	Letter-carriers, 2nd grade	McCrea, G.	" "
235	119	25	Ditto ..	Shirley, T. E.	Not an appeal against class.
236	120	2	Junior and assistant counter clerks, Telegraph	Fitzgibbon, E.	" "
237	120	3	Ditto ..	Fitzsimmons, E.	
238	120	1	Junior and assistant exchange clerks	Keefe, W. E.	
239	120	7	Ditto ..	Redmond, G.	
240	121	18	" ..	Churchill, G.	
241	121	27	" ..	Thomas, A. H.	Not an appeal against class.
242	121	3	Despatch clerks	Maclean, F.	

SCHEDULE B.

The following officers, who have been placed in the second grade of the sixth class, appeal against the grade in which they have been placed.

The appeals in this list have been met by the Amendment Act of 1891, which repeals the grading of the sixth class.

Appeal No.	Page of Departmental List.	Consecutive No.	Class or Grade.	Name of Officer.	Remarks.
87	109	3	Sixth class, 2nd grade	Dorset, R. H.	
88	109	6	" "	White, W. A.	
89	109	9	" "	Porter, R. W.	
90	109	10	" "	Scutt, W.	
91	109	13	" "	Mathews, R.	
92	109	14	" "	Worthington, W. J.	
95	109	18	" "	Jones, A. M.	
96	109	19	" "	Callaghan, W.	
97	109	22	" "	Moorhouse, G. W...	Suggest that any error in date of appointment be corrected.
98	109	27	" "	Newman, C. A.	
99	109	41	" "	Huggins, H. A. R.	
103	110	2	" "	Cowper, F. T.	
104	110	3	Sixth class, 2nd grade, Telegraph officers	Collins, T. P.	
105	110	5	Ditto	Poynter, J. G.	
106	110	7	"	Cosgrave, P. T.	
107	110	11	"	McLeod, A.	
109	110	13	"	Chisholm, W. E.	
112	110	16	"	Coffey, E.	
113	110	21	"	Poole, W. N.	
116	110	28	"	Hay, J.	
117	110	31	"	Jones, W. D.	
118	110	32	"	Ferguson, J.	
120	110	39	"	Barr, J.	
121	110	40	"	Andrews, W. A.	
123	110	46	"	Canavan, C. H. D.	
124	110	48	"	Stewart, W. F. Y.	
125	110	53	"	Alexander, J.	
127	110	57	"	Wiren, I. E.	
129	110	60	"	Edser, H.	
133	110	70	"	Mann, C. B.	
134	111	71	"	Cumming, G. S.	
135	111	73	"	Levy, G.	
136	111	74	"	Hale, T.	
138	111	81	"	Allen, S. C.	
139	111	84	"	Williams, F.	
140	111	86	"	Price, C. M.	
141	111	88	"	Brewer, P.	Suggest that any error in date of appointment be corrected.
142	111	90	"	Nicholas, T. G.	
143	111	92	"	Young, W. F.	
145	111	100	"	Hale, A. H.	
146	111	106	"	Percival, G. H.	
147	111	109	"	Smith, W. B.	
148	111	112	"	Muller, A. J.	
150	111	136	"	Bosworth, J. T.	
161	112	160	"	McNickle, W.	

SCHEDULE C.

RECOMMENDATIONS.

1	105	6	First class	Meddings, W. G. ..	This officer appeals on the ground that his maximum has been fixed at £450, whilst two other officers in the same class—viz., Inspectors of Telegraphs at Napier and Dunedin—have their maximum at £500. This is not a proper ground of appeal under the regulations, because the maximum of the Inspector of Telegraphs at Christchurch has been fixed by the Act of 1890.
5	105	4	Second class	Furby, W. S. ..	This is not an appeal against class, but as to date of appointment. We think this officer is entitled to count provincial service under section 31 of "The Civil Service Act, 1866."
12	105	4	Fifth class, 1st grade	Smith, H. F. ..	Recommend that this officer be placed in fourth class.
15	106	12	" "	Miller, D. A. ..	Recommend that this officer be placed in the fourth class, and that title "Senior" be prefixed to his office.
20	106	11	Fifth class, 2nd grade	Bush, J. L. ..	Applies to be placed in fourth class. Recommend that the officer be placed in fifth class, 1st grade.
40	107	19	Sixth class, 1st grade	Kissell, H. ..	Recommend that this officer be placed in fifth class, 2nd grade.
53	108	14	Sixth class	Davis, E. H. ..	Ditto.
165	112	3	Cadets	Hayes, R. E. ..	Recommend that this officer be entered as a clerk in the sixth class.

SCHEDULE C—*continued.*

Appeal No.	Page of Departmental List.	Consecutive No.	Class or Grade.	Name of Officer.	Remarks.
167	113	34	Cadets	Aston, F. ..	Recommend that this officer be entered as a clerk in the sixth class.
169	113	40	"	Bott, L. A. ..	Ditto.
175	113	60	"	Craig, F. W. ..	Recommend that this case be left to the operation of regulation 27, and that error in length of service be corrected.
182	114	118	"	Kingsley, H. L. ..	Recommend that officer be placed as telegraphist in sixth class.
245	123	94	Message-boys ..	Boyd, R. H. ..	Recommend that officer's name be placed in list of Post Office messengers, second grade, at minimum salary.

SCHEDULE D.

CLAIMS FOR MESSENGER'S SERVICE.

13	105	9	Fifth class, 1st grade	Keys, B. H. ..	Claims that messenger's service should not be deducted from present entry on departmental list.
18	106	7	Fifth class, 2nd grade	Smith, W. ..	Claims that messenger's service be counted.
30	106	43	"	Dodd, F. H. ..	"
34	107	58	"	Williamson, J. C. ..	"
56	108	18	Sixth class, 1st grade	Cumming, S. ..	"
72	108	46	"	Maguire, T. ..	"
73	108	50	"	Oxley, A. W. ..	"
75	108	56	"	Tregoning, W. N. ..	"
77	108	59	"	Crow, J. ..	"
79	108	63	"	Lucas, A. H. ..	"
81	108	66	"	Henderson, J. ..	Claims that messenger's service be counted. Admitted error in marginal note on list to be corrected.
100	109	44	Sixth class, 2nd grade	Ferrin, F. ..	Claims that messenger's service be counted.
110	110	14	"	Crow, W. ..	Claims that messenger's service should not be deducted from entry on list.
111	110	15	"	Hyams, I. ..	Claims that messenger's service be counted.
114	110	23	"	Bourke, L. W. ..	Appeals against other officers' length of service as entered on list. No ground of complaint.
115	110	25	"	Blakely, W. J. ..	Claims that messenger's service be counted.
126	110	56	"	Maguire, J. J. ..	"
128	110	58	"	Woods, G. W. ..	"
130	110	61	"	Morris, W. H. ..	"
131	110	64	"	Potter, S. ..	"
137	111	78	"	Maguire, P. D. ..	"
144	111	94	"	Hodgson, B. O. ..	"
149	111	114	"	Missen, B. T. ..	"
152	111	139	"	Greene, J. J. ..	"
156	112	149	"	Carmine, L. J. ..	"
157	112	153	"	Bennetts, W. F. ..	"
158	112	154	"	Johnston, A. J. W. ..	"
160	112	158	"	Bennett, H. J. ..	"
162	112	167	"	Cherry, T. A. ..	"
163	112	171	"	Moore, E. A. ..	"
166	112	9	Cadets	Scully, F. M. ..	"
170	113	45	"	Grocott, H. D. ..	"
172	113	48	"	Pierce, O. ..	The officer seems to consider that he is entitled to maximum salary of £100.
174	113	56	"	Pickford, H. ..	Claims that messenger's service be counted.
177	133	77	"	Bull, E. N. ..	"
178	113	82	"	Esson, W. L. ..	"
181	114	104	"	McCrea, J. C. ..	Claims that messenger's service be counted. Letter-carriers appear to be in the same position as to length of service as messengers. See Schedule B, "The Civil Service Act, 1866."
214	117	46	P. M., 4th class ..	Rollo, A. H. ..	Claims that messenger's service be counted.
215	117	53	"	Young, J. S. ..	"
243	121	7	Despatch clerks ..	Caven, W. M. ..	Suggest that any error in date of appointment be corrected.

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