

enthusiasm. That there is a great deal of discontent, dissatisfaction, and apathy in the Force there can be no doubt. Life and energy must be infused into it, and we believe that the adoption of the suggestions we have made, and the granting of the rates of pay and the pension system now recommended, will bring about that result, and secure to this country an efficient Force at a much lower cost per head of the population than is possessed by any neighbouring colony.

Rewards.

On the question of rewards much evidence has been given, and a change in the system is greatly needed. Constables have been in some cases rewarded by promotion and grants of money for what appears to us to have been strictly matters of ordinary duty. These rewards have excited much jealousy, and a suspicion that favouritism existed. Monetary rewards should be abolished, except in the case of constables or sergeants who have attained the maximum of pay by length of service, and for acts of bravery or meritorious conduct not connected with crime.

We recommend that rewards for special police service, such as detection of crime, should be by a shortening of the period required to be served before the next increase of pay accrues. In all cases the recommendation for a reward should emanate from an Inspector without personal application by the officer by whom it may be considered due.

Punishments.

Punishments for minor breaches of the regulations should be by fine, but, for more serious offences not calling for dismissal, by putting an offender back in his service-time, or disrating him.

The decision of the Commissioner of Police should be final in all cases of rewards and punishments.

Emoluments of Outside Offices.

In view of the increase of pay and allowances we are now recommending, and with a view to assist in the maintenance of the proposed police pension fund, we recommend that all emoluments attached to offices held by constables not within the duties of police officers, except so much as shall represent money out of pocket, shall be paid into the pension fund. We have already stated that these emoluments are a cause of jealousy in the Force, and we are satisfied the change we now recommend will remove a cause of dissatisfaction to the men, and one of the greatest difficulties the heads of the department have to contend with in the distribution and transfer of constables. One of the evils of these emoluments being retained by constables was mentioned by several witnesses—viz., that they have the effect of making the position of a constable financially better than that of a sergeant, and some good constables who would be valuable non-commissioned officers as sergeants have declined promotion on that account.

PART III.

General Conduct.

Concerning the general conduct, sobriety, and morality of the members of the Force a great amount of evidence has been taken on charges against individual constables, and on a general charge against the Force as a whole. No time was fixed by us anterior to which the conduct of any member should not be investigated, as it was felt that such a limitation might be construed into a desire to shield some unworthy member of the Force. We considered that the purging of the Force of such persons, if they existed, should be one of the results of our inquiry, and therefore permitted the past character of any officer now in the Force to be investigated fully.

The general conduct of the Force, taken as a whole, has been good. It is doubtful if any other body of men, numbering so many, would bear the searching investigation the Force has undergone without as many or more instances of neglect of duty or lapses from good conduct coming to light than have during our inquiry.

The records of the department, however, show that there are a few men in the Force who have brought discredit on it. These men have been repeatedly punished for