

102. Have you any idea how many rivets could be put in by hand on the average per hour—that is, the ordinary rivet you use in the locomotive-boiler shop?—Those rivets are $1\frac{1}{2}$ in.

103. They would be out of the question by hand?—Yes.

104. Do you consider that 200 rivets per day of eight hours is a fair output for an up-to-date machine such as you have at Addington?—I do, with the appliances that we have.

105. With better appliances you could do a larger number of rivets?—I am certain of it.

106. The machine is not working up to its full capacity in that respect?—I do not think it is.

107. Do you always get the class of labour you want?—Well, as I explained, we get a list from Wellington, and we have to take the men whose names are on that list in their order; and if a man is found unsuitable after a three-weeks trial we have to take the next man, and the whole operation starts again.

108. Can you pay these men off yourself?—Oh, no! We have to send the matter back again to Wellington.

109. That involves a considerable loss of time?—Yes.

110. Do you keep the time of the different jobs in the workshops?—No; the Workshops Manager has a timekeeper and a set of clerks.

111. Will you give an outline of the system of checking that is adopted?—So far as we are concerned locally, we have a time-sheet in which the men enter their time each day. That is supposed to be checked by the foreman and initialled daily. At the end of the week these time-sheets are torn out of the book, and in the Workshops Manager's office the time is taken out on to a second sheet, and those sheets are sent on to Wellington, where the accounting is done. There is no accounting done locally at all.

112. Is there any system of checking the odd work? If a man is on, say, side-rods, is the time for that kept separately?—No. There is an order for, say, the repair of a locomotive, and the time taken on that work, be it for axle-boxes, side-rods, or wheels, all goes down on that order.

113. There is no check on each particular man's work?—No, except that of the leading hand or foreman, who sometimes takes note of the time a man takes on a particular job.

114. There is no record which tells from day to day what any individual does?—No; to do so would involve a very elaborate system.

115. In the cost of points and crossings in your own shop that you gave, was the 15 per cent. included?—No.

116. Just the bare cost for wages and materials?—Yes.

117. Why do you not add the 15 per cent. on to the cost of points and crossings, as is done in the case of other work?—In all our Manufacturing Accounts we make a certain profit, which may be sometimes large and sometimes small. That is the method that has been in vogue for dealing with Manufacturing Accounts for many years. I do not know by whom it was instituted.

118. How would you compare the cost of points and crossings as turned out at Addington with what could be turned out in a private shop?—We can add 15 per cent. on to our price, and compare roughly.

119. Have you any idea what these points and crossings would cost if imported?—No; but I think particulars could be obtained.

120. Do you consider that the plant in the foundry is efficient?—I do not consider the lifting-appliances efficient—that is, the crane.

121. Can you give the rates of pay of the different classes of men employed in the shops?—There are practically three grades of leading hands, entitled No. 1, and No. 2, and "other leading hands," for which there is no number. The first-grade leading hands get 12s. and 12s. 6d.

122. That applies to all trades?—Yes. The second-grade leading hands get 11s. 6d., and the other leading hands 11s. per day.

123. What is the pay of the ordinary workmen?—Ten shillings and sixpence per day is the maximum pay, except for those who are engaged in marking off new work the minimum pay is 9s. 6d.

124. *Mr. Hampton.*] As Locomotive Engineer for the Hurunui-Bluff Section, I understand that you have the supervision of Hillside and Invercargill?—To the same extent as at Addington.

125. Do you frequently visit those works?—Yes, regularly.

126. What is your opinion as to the discipline at Hillside and Invercargill as compared with the discipline at Addington?—Practically the same.

127. Addington compares quite favourably?—Quite.

128. As regards the work, how do you think that compares?—I do not think there is any noticeable difference. As I said, in some cases Hillside does work cheaper than Addington, and *vice versa*. Hillside has certain appliances that Addington has not got, which enables them to deal with certain classes of work cheaper than Addington can do.

129. As regards discipline and work Addington compares favourably with Hillside and Invercargill?—Yes.

130. Have you ever had supervision of any other shops in New Zealand?—I have worked in them all.

131. In your opinion, how does Newmarket compare with Addington?—It is thirteen years since I was at Newmarket. When I was there they were a really fine body of men, and turned out good work; but I do not know that they were any better than other works I have had the control of.

132. Addington now compares favourably with what Newmarket was thirteen years ago?—I think so.

133. Do you know anything about East Town?—I was in charge there at one time.

134. What are your impressions as regards the discipline and work done there?—I think Addington is quite equal to any of them.