

matter of great moment. During the last two years, ending 30th June, 1909, out of 193 enrolled, only forty-four were married. I would like to see this number very materially augmented, as being best in the interests of the Force.

Every recruit on passing through the depot is forthwith enrolled as a constable, is sworn in, and is given a number.

I recommend that no recruit be finally enrolled until he has completed three months' probationary service on the streets. If ultimately enrolled, his seniority should be antedated to the date on which he left the depot. During the probationary period of three months, and afterwards, if enrolled, each man, married or single, should receive 8s. per diem. This should rise by increments of 6d. per diem every three years until the maximum of 9s. 6d. is reached, only senior constables, to whom I shall afterwards refer, receiving the new maximum of 10s. All constables now in the Force to be levelled up to fit in with this small increase. I consider that it is absolutely necessary, if the proper standard of recruits is to be kept up so as to keep the Force efficient, that there should be this slight increase in the pay of the constables. I am not recommending any all-round advance. I consider that other ranks are fairly well paid, and this is not the time to ask for any largely increased expenditure on the police or any other branch of the public service. The Commissioner has included in his evidence a proposal for certain increases which I understand that he has recommended to the Minister. These would involve an addition to the present expenditure of some £7,000. I should be very glad to see some material increase granted, but I wish above all things to be practical in my recommendations, and in these days of drastic retrenchment I cannot see my way to make proposals that are not entirely warranted by the circumstances.

To facilitate recruiting in the Police Force, I am of opinion that forms of application for enrolment should be supplied to every District Office in the Dominion, so that every intending applicant should be able without delay to obtain all necessary information and take all the initial steps necessary to be taken before the matter is finally dealt with by the Commissioner. For some extraordinary and unexplained reason these forms of application have not been supplied to the Inspectors for some years past. I think that every applicant ought to apply in person to an Inspector, who could then do everything necessary in the way of preliminaries—*i.e.*, have him measured, submit him for medical examination, examine his credentials, generally take stock of him, have the local inquiries made, and then pass the matter on to the Commissioner for him to deal with as he may think proper on the recommendation or otherwise of the Inspector. The Commissioner could still supplement his inquiries as he thought proper. The process I suggest would have the effect of doing away to a great extent with the possibility of the admission of men such as have been referred to in scathing terms by some of the commissioned officers in the different parts of the Dominion. In Dunedin Inspector O'Brien said that he had had constables sent to him whom he could not conscientiously recommend to a master chimney-sweep for appointment. Sub-Inspector Hendrey, in Auckland, said as follows: "We had one man that one would have thought had stepped out of the pages of a comic paper, and people used to laugh at him as he went along the street. I am sure, if that man had come before the Inspector, he would not have been approved of as a candidate." One may naturally wonder at and regret the ineffectiveness of a system that admits men that can be spoken of in these terms. If my suggestion is approved, the result will certainly be to improve the class of men.

At present the rule is that candidates must submit a certificate or other satisfactory evidence that they have passed the Fifth Standard examination prescribed under "The Education Act, 1908," or some other examination of at least equal grade. (If applicant has not passed the Fifth Standard, he must be examined by the headmaster of some Government school, and submit certificate from him that he is qualified to pass that standard.)

I do not think it desirable to generally lower the educational standard, but I do wish to allow a little more elasticity in the rule. I would propose