

lessor) does not exceed 30 miles. If the distance is greater than 30 miles, fares will be met by the State. Reasonable accommodation, toilet and bath facilities must be made available to the members.

Where the demand warrants it a camp for six girls or more under the charge of a senior girl or matron may be established by the National Service Department. These girls will then be available for work in the surrounding district.

Farmers and members of the Service must give at least 'seven days' notice of intention to terminate employment. The holidays will be those laid down under the Agricultural Workers Act, 1936.

Pensioners: Until recently pensioners could not earn above a certain sum of money without affecting their pension. Such a regulation has caused many pensioners to refrain from undertaking a certain amount of work, but this has now been withdrawn and pensioners are at liberty to earn as much as they like without any effect on their pension when the work ceases. This will encourage pensioners to undertake a considerable amount of work and relieve the labour position. Under the new regulations a pensioner may earn for instance £5 a week for the first six months of the year and receive a full pension for the remaining six months.

Army, Navy and Air Force: Almost one half of the agricultural workers who have entered the Army have been withdrawn recently to assist farmers. As I have previously mentioned, the continuation of this practice to the present degree cannot be guaranteed. Applications for release from camp are made by the Primary Production Council or employer to the Appeal Board. If a farmer does not know of a suitable soldier in camp whom he wishes to employ he may approach the Manpower Officer, and ask permission to inspect the lists of men willing and suitable to undertake general farming work. He may then select personnel from these lists, which have been prepared by Army Units.

The recommendation of the Appeal Board is then referred to the Army Unit concerned. If the man applied for is a key man, on leave, or sick, or for any other reason cannot at once be released, no release is permitted. In all other cases the Unit Commander will at once grant the man leave without pay for a provisional period of 28 days, or less, depending upon the recommendation of the Appeal Board. In the meantime his case is being considered by Army Headquarters, which if it approves advises the soldier by telegram. If it disapproves, the soldier must return to his unit on the expiration of his provisional release of 28 days or less.

The farmer may wish an extension of the leave that has been granted when he subsequently finds that this leave is insufficient for the work he has on hand. If such is the case, he must again approach the Appeal Board per medium, if he wishes, of the Primary Production Council. The Appeal Board's recommendation in regard to his request is referred to the Area Officer. If the extension required is 28 days or less the Area Officer may approve and extend the leave. However, if he disapproves, Army Headquarters are advised and the matter is further considered. If the period required is more than 28 days, then 14 days' extension is approved by the Area Officer pending consideration by Army Headquarters, who will subsequently advise the soldier whether the extension is approved or not.

Releases from the Navy and Air Force are referred by the employer or Primary Production Council to the Appeal Board, whose recommendation is forwarded through the National Service Department for the consideration of the Naval or Air Secretary.

Releases from the Navy are obtained only in very special circumstances. Releases from the Air Force will be obtained only in similar circumstances in respect of air crews and skilled ground staff. Personnel from Overseas Units will be released only in exceptional cases, except for shearing.

Indefinite leave will not be readily granted, and short term leave will be avoided if possible in respect of A grade men—that is, Grade 1 men 20 to 41 years of age who are not enlistees for the R.N.Z.A.F., or the Royal Navy and are not held in any way under appeal. Of the Grade 1 men, single men 21 to 41 years of age will not be released except under very exceptional circumstances or prevented from entering camp.

The definition of key personnel which the Army must hold has proved a very vexed question. Actually it is difficult for the Army to define a key man satisfactorily, but the term will usually include all officers and n.c.o.'s above the rank of corporal. Men undertaking specialised work in the Army, and instructors and specialists must be classed as key men. The Army, however, has advised its units that retention of a man will not be agreed to, if the reason given for retaining him is merely that he is fully trained, or is a category A man, or that inconvenience will be caused by his release. Unit Commanders have been instructed to exercise great care in deciding whether the release of a man should be objected to on the ground of his being a key man.

They have also been instructed that they must do their best to give effect to Government policy in respect to the release of men for important work and have been enjoined to give full and conscientious consideration to the case of each man in respect of whom a recommendation has been made by the Appeal Board.

I think it is fully realised by all that this war is a war of supply, and that for the farmer to undertake his part in the grand campaign he should be as fully supplied as possible with tools and labour.

This war has shown the ineffectiveness of an army without sufficient tools of war, and it is to be hoped that it will not show the ineffectiveness of agriculture without sufficient materials and labour. It must be recognised, however, that fighting is still carried out in the main by fit men. Our women have not yet been, and I hope will not be called upon to do the actual fighting for us. They can, however, be used to a much greater extent to replace many of our workers. A start has been made in many industries in this direction. I think it can be fairly stated that agriculture has lagged behind in this respect, and it will be necessary for the farmers to employ many more women than has been the habit in the past, and a drive in this direction is necessary, both to encourage the farmers to take the services of these girls, and to encourage the girls to perform farm work.

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