

(d) This service varies according to requirements of traffic, and, as the men are not regularly working the train, and men frequently have days under ten hours, I see no cause for complaint.

(e) As this was a night train it had to shunt upon arrival at Christchurch, consequently total time on duty would vary daily.

(f) This is the express service between Christchurch and Timaru, and, although the men are on duty 12 hours 35 minutes, they receive full pay for the whole of the time and a little more, because we consider it one of the most difficult runs on the section. A driver, therefore, earns 16s. 6d. for the 12 hours 35 minutes; and, from what I know of the men working this train, they would have a decided objection to be removed, for reasons stated in paragraph 3 of my letter attached. Moreover, engines of a certain class work the service, and it is absolutely necessary that the engines should be worked regularly by the same men. These enginemen have expressed themselves as perfectly satisfied.

(g) The driver of this service arrives at Springfield at 11.10 a.m., and departs at 4.15 p.m. Shunting generally takes about two hours, and three hours is left for standing. The driver assures his Foreman he is perfectly satisfied with the pay and duties allotted to him.

(h) Although the number of hours may appear excessive, yet the work, as a whole, is very light, and the engine frequently stands at Christchurch three, four, and five hours per diem. Sometimes the driver has a special train to run, but he is amply paid for all work performed, and is, I am informed, quite contented.

(i) Whilst this table was in force the standing and shunting time varied considerably: sometimes the men were not required at all during the day, when the standing time would equal three, four, and five hours. On a whole I think the men are fairly paid.

(j) The men working this service receive pay for twelve hours, and, in comparison to work done (107 miles), is a very reasonable rate of wages. They are sometimes called upon to shunt at Timaru for an hour or two, but this only happens in cases of emergency. The standing time generally reaches four or five hours per diem.

(k) *Vide* remarks (j) Ashburton-Timaru. The men working this service generally stand from four to five hours at Ashburton.

(l) I do not understand why this service has been quoted as one upon which men are worked an excessive number of hours, for it is, without exception, the easiest run on the whole of the section, the average time on duty just exceeding nine and eight hours respectively.

(m) *Vide* remarks (k) Timaru-Ashburton. The men working this service are sometimes called upon to run specials on Ngapara Branch, but receive extra consideration for it.

(n) My remarks upon express service, Christchurch-Timaru, equally apply here; the only difference being that the Dunedin men work five days per week of twelve hours each, and one short day washing out their engine, for which a full day's pay is allowed.

(o) This service is worked alternately by men running express, Dunedin-Oamaru. It will be seen that full pay is given for the whole time on duty, no reduction being made for standing time. The driver runs five days per week of twelve hours each, and washes out his engine, thus making one short day. I do not believe these men have any wish to change for a shorter run.

(p) The engine for working this service stands at Dunedin about five hours each day, when the men are free to leave. This is, perhaps, one of the most difficult runs on the section, but the driver assured me he was perfectly satisfied with the remuneration he received, and did not wish any change whatever. He washes out his engine on Sundays, and is allowed a day's pay for it. *Vide* memorandum attached, from Driver Sinclair.

(q) The standing time at Invercargill generally reaches from four to five hours, and the driver is practically off duty, in addition to time shown hereon. A short day is worked on Sundays, washing out, of about five hours, and a full day's pay allowed.

(r) These services are worked in connection with one another, the three sets of men working alternately each week. In addition to the time noted hereon, as allowed, they have each week a short day, washing out, in some cases not exceeding five hours, for which a day's pay is allowed. On the whole, I do not think the men have any cause for complaint, nor do I think they have lent themselves to agitate on the matter, because the Locomotive Foreman informed me that these men were quite contented with their work and pay.

(s) These men also receive a day's pay for washing out on Sundays, which operation does not generally exceed more than five hours. Since the 13th June this service has been worked on the three-legged system, thus each man only works sixty hours per week.

Enclosure 2.

MEMORANDUM for Engine-drivers, Firemen, and Cleaners.—In *re* Salaries and Wages.

New Zealand Railways,

Locomotive Engineer's Office, Christchurch, 4th September, 1877.

THE General Government system for working the Canterbury Railways, amongst other considerations, provides for the annual increase in salary of the men employed in the locomotive running department up to a certain fixed maximum, beyond which promotion depends entirely on individual merit.

The scale is as under:—

Engine-drivers start at 11s. per diem, and increase at the rate of 6d. per day per annum to a maximum of 13s. per day.

Firemen start at 8s. per diem, and increase at the rate of 6d. per day per annum to a maximum of 10s. per day.

Ten hours, or one hundred train-miles (at option of Locomotive Engineer), constitute a day's work; and overtime will be paid at rate and a quarter. Sunday time at ordinary rates.

Lad-cleaners, of not less than eighteen years of age, will receive 5s. per diem, and 6d. per day per annum up to 7s. per diem.

All these promotions depend entirely on the conduct of the man, his economy of stores, and general intelligence, as shown in the working of the engines or trains intrusted to his care; a book being kept in the office in which a record of all fines and complaints are entered. Men must not expect to receive the annual increase unless a perfectly clean sheet is opposite to their name. These promotions will all be regarded as though dated from the 1st day of July last.

ALLISON D. SMITH,
Locomotive Engineer.