

per day; third year, 6s. 6d. per day; fourth year, 7s. per day. Cleaners will be promoted to firemen, according to efficiency and good conduct, as vacancies occur.

*Firemen.*—Every fireman must have served as cleaner. Firemen will be paid—Second class, first year 7s. 6d. per day, second year 8s. per day; first class, third year 8s. 6d. per day, fourth year 9s. per day. Firemen after two years' service will be promoted to first class, according to efficiency and good conduct, and if in all respects eligible, as vacancies occur.

*Enginemen.*—Every engineman must have served the full term as fireman. He must pass an examination prescribed by the Locomotive Superintendent, to ascertain his fitness, before he takes charge of an engine. Enginemen will be paid—Second class, first year 10s. per day, second year 10s. 6d. per day, third year 11s. per day; first class, fourth year 11s. 6d. per day, fifth year 12s. per day. But they will not be entitled to receive more than 10s. per day until their period of service in all capacities has reached seven years, except in the case of men serving in the locomotive-running department as firemen or drivers prior to the 1st August, 1880, who will be entitled to receive 10s. 6d. per day when their total period of service in all capacities has reached six years. Leading drivers will be paid 13s. per day. Promotions of enginemen from second class to first class will be made as vacancies occur, according to efficiency and good conduct. Enginemen before promotion from second class to first class will be required to pass an examination prescribed by the Locomotive Superintendent respecting the working of the locomotive engine. Appointment of leading driver will be made as vacancies occur: only the most thoroughly trustworthy and skilled drivers will be promoted to that position. Increases of pay to cleaners, firemen, and drivers will depend upon their good conduct and careful attention to their duties. Promotion and increases are liable to be disallowed for insubordination, neglect, or incompetence. Running-shed foremen and shop-managers will be paid £4 to £6 per week.

#### *Permanent-way.*

Labourers will be paid 6s. 6d. per day. Special hands will be paid 7s. per day. Gangers must be steady, trained men, able to read and write. They will be paid—Third class, 8s. per day; second class, 9s. per day; first class 10s. per day. Inspectors will be paid—Sub-inspectors, 11s. to 13s. per day; bridge inspectors, 11s. to 13s. per day; inspectors permanent-way, and foremen of works, 14s. to 17s. per day. Promotions will be made from the lower to the higher classes of gangers, and from gangers to sub-inspectors, and from sub-inspectors to inspectors, according to ability and good conduct, and as vacancies occur.

#### *General.*

Cadets not under fourteen and not exceeding seventeen years of age will be taken into the Traffic Department and employed on the clerical staff. Cadets will be paid as follows: First year (on probation), £30; second year (on probation), £50; third year, £80; fourth year, £95; fifth year, £110. Cadets who pass the Junior Civil Service Examination will be allowed to count three months' service, and those who pass the senior examination a year's service in addition, and the dates for promotion will be earlier by those periods, and the period of cadetship correspondingly shortened. Cadets who have reached the age of twenty-one, and who are promoted to charge of stations, or to clerkships, shall take the scale-pay for those appointments. The same rule will apply to cadets, promoted as above, who may not have reached the age of twenty-one, but who have nevertheless served the full term of five years. Cadets living away from their homes when on duty, where house-accommodation is not found, will be paid 10s. a week lodging-allowance during the first year, 6s. a week during the second, and 5s. a week during the third. The clerical and drafting staff will be classified and paid as follows: Third class, £120 per annum, rising £10 a year to £140; second class, £150 per annum, rising £10 a year to £180; first class, £190 per annum, rising £10 a year to £250; special, £250 to £300.

#### REGULATIONS FOR OVERTIME WAGES IN THE PERMANENT-WAY, TRAFFIC, AND LOCOMOTIVE DEPARTMENTS.

*Permanent-way.*—Workmen are required to work eight hours per day, or forty-eight hours per week, for the authorised daily wages. The regular hours of work are from 8 a.m. to 5 p.m. on working-days, with one hour off. Extra pay will be allowed to labourers and tradesmen for time worked in excess of eight hours per day, subject to such regulations as may be from time to time issued.

*Locomotive-running.*—Ten hours, or a hundred miles, at the option of the Locomotive Superintendent, to count as one day's work for a driver or fireman. Overtime to be counted at the rate of time and a quarter.

*Traffic.*—Traffic employes will be required to work all trains on the advertised time-table without allowance for overtime; but, as far as possible, duties to be arranged to avoid overtime.

*General.*—Half-pay will be allowed to employes suffering accident when on duty, if from causes beyond their own control, for the first three months, and quarter-pay for an additional three months. As far as can be arranged consistently with economy and public convenience in the case of employes generally, the working-time is not to exceed eight hours per day, or forty-eight hours per week of six working-days. In the case of locomotive drivers and firemen the working-time is, as far as practicable, to be limited to ten hours a day, or sixty hours per week of six working-days. Men engaged on intermittent services who are paid extra for overtime, as in the case of drivers and firemen, will not have their whole time counted from first coming on duty until finally leaving, but only such time as the officer in charge may in each case determine may be fairly counted as working-time.