

foreman told me. They have used it ever since I brought it under the foreman's notice. Also riser-plates on the 70 lb. rails. I invented tools for that for doing away with measurement. A man does three at a time now. He puts them down, and they are finished without measurement at all, and they are always correct. Other labour-saving tools were for making bolt-washers for 70 lb. rails and union nuts, the latter of which I devised in conjunction with Mr. Cole. Mr. Cole invented another valuable tool in connection with switch-rods. Before Mr. Cole came there these rods were made on the anvil, and a man would make one set a day : I think we can make ten sets a day now. This tool is in use every day. If a blacksmith at Addington wishes to bring a tool forward Mr. Cole tries to help him as much as he can. Points-and-crossings work is going out at half the cost before Mr. Cole's time, for the reason that Mr. Cole listens to us and allows us to have our suggested tools made. Another tool I invented was one for bending box-rods. Formerly these were made on the anvil, but with my tool they are bent in a second. The Department has had the use of these tools ever since I brought them forward, and I have never been rewarded so far.

7. You do not feel encouraged to bring any more forward ?—I have two more which I know would be a big saving. I suggested one to the foreman, and will go on with it. I also suggested another idea in connection with the rods, and Mr. Clarke complimented me on it and Mr. Richardson also, the latter saying that he would have the drawing sent to Wellington and see if the Public Works Department would approve of it. It will mean a saving of £7 on each job.

8. Is it an alteration in the style of the rod ?—It is an alteration in the design. Six months ago they wanted to get 56 lb. points and crossings cheaper than they were then doing. Mr. Cole asked me if I could suggest anything, and I said, "Yes : in 9 ft. switches I can do away with half the cost if you like to give me the opportunity." I brought up the drawing next morning, and he had a copy taken and told me it would be carried out. I have not heard any more about it.

9. Have you thought about these things outside your working-hours ?—As for "thinking" in the Addington Workshops, I have quite enough to think about in my ordinary work.

10. The Government have your services not only in the daytime but also when you are at home ?—Yes.

11. They only pay you, for eight hours and three-quarters, an ordinary workman's wage ?—Yes.

12. *Mr. Roberts.*] Do you ever find that new processes are originated by the foremen of departments or the Manager in Addington at any time, or has it all been left to the workmen ?—No, I have just referred to what Mr. Cole has done. I have not had time to run about the other departments.

13. You would know from common knowledge in the shop whether improvements were made by the management ?—I know that since Mr. Richardson came there there has been a difference.

14. He has introduced things himself ?—Yes, in the points-and-crossings department he has introduced a good many improvements.

15. It is not all left to yourself and Mr. Sloane ?—Oh, no ! I do not wish to take credit for the whole of it.

DECIUS STARBUCK TURNER examined. (No. 26.)

1. *Mr. Hampton.*] What is your present position ?—Gasfitter at Addington.

2. How long have you been there ?—Twelve years at the works ; eleven years in my present position.

3. What other places have you been in ?—I served the biggest part of my time with the Midland Railway in England. I have also worked in paper-mills in New Zealand.

4. How does the discipline and work at Addington compare with other places in which you have been ?—I have worked as hard in the Addington Workshops as anywhere.

5. In connection with your work as gasfitter, have you introduced any new ideas ?—Yes.

6. Will you give the Commissioners a rough outline of the improved appliances you claim to have brought into use ?—I made an improved pipe-bender, which saves a lot of labour in getting in and out of the pit. I fitted up the first Westinghouse brake gas and water service, and received no remuneration for it. There has been no accident or fault since I have been on the job. I have been on gas for eleven years.

7. You find it difficult work ?—No, I worked on the first brakes put in in the Old Country.

8. It was left to your own initiative to fit up this system ?—Yes, there was no one to show me.

9. Is there any other improvement you are responsible for ?—I introduced a water-gauge for testing the water-pressure of the lamps in our carriages. I have also put forward a nipple which will do for either a 25- or a 50-candle-power mantle, and that is being given a six-months trial, and has proved satisfactory, I believe. Another little tool of my invention is a steatite-closing tool. I have a revolving tool and a hand-tool which closes the steatite by a little pressure on the nipple. I do not desire to say anything more at present about these things, because my case is now under the consideration of the officers, and I do not know how it is going to pan out.

10. Have you given a good deal of thought to these things outside of working-hours ?—Yes, I do all my important working-out in the evenings.

11. You would like to see some method of recognising the work of men who show special ability ?—Certainly.

12. The present system does not give enough encouragement ?—No. If more encouragement is given there will be a better class of men to deal with.

13. *Mr. Roberts.*] You said a moment ago that, if greater encouragement were offered for original work on the men's part, the Government would have a superior class of men to deal with. Do you mean that a superior class of men would be attracted to the shops ?—I mean that it would be a general advantage if men were encouraged to use their brain-power in the direction of bringing things forward. At the present time a man gets no encouragement.