

with the evidence of Inspector Mitchell on page 7, paragraph 17, in which he deals with the education necessary for a sergeant.

I am strongly of opinion that no constable should be promoted to the rank of sergeant after he has passed the age of forty-five years. It is an excellent practice that has obtained for some years, under which every man on promotion shall be required to do at least two years' sectional duty in a city before he is placed in charge of a subdistrict. This duty is exceedingly trying, if properly done, and tells greatly on the men over the age named—that is to say, on the average man, for I do not dispute that there are some men young at fifty. But a sergeant, to be efficient in a city, must be smart, active, and energetic, and every year over forty-five makes a big difference. But I would not make this rule apply until certain special cases have been dealt with. There are several men in the Force who for several years past have been fully entitled to promotion, and the passing-over of whom is absolutely unaccountable-for. A wrong should always be righted, if such be possible, and there can be no manner of doubt that these men should receive their due. I believe that the Force throughout would desire that this should be so. Very grave wrong would be righted, and intense dissatisfaction removed. These men should, after promotion, as soon as possible, be placed in charge of suitable stations. It cannot now be remedied that they have lost their seniority, but they will have the satisfaction of feeling that justice, if somewhat tardily, has been done. I am forwarding separately to the Minister a list of the names of those men whom I consider entitled to special consideration in this connection.

I further recommend that no constable be promoted to sergeant until he has been medically examined, and certified as fit to discharge the duties of this rank. I consider this most important in the interests of the service. The men I have referred to above must submit to this examination in common with all others.

There is a constable in the Auckland District who, I consider, has been very hardly done by, and I should have been pleased indeed to see my way to recommend him for immediate promotion. He is, however, now fifty-nine years of age, and I feel that his time has passed for such consideration. If my suggestion with regard to "senior constables" is approved, he will be one of the very first to be selected. It will be some slight *solatium* to him.

The following is a return of the sergeants promoted yearly from 1899 to 1908, inclusive :—

Year.					Number of Promotions.	Year.					Number of Promotions.
1899	..	..	..	..	4	1904	..	..	..	..	6
1900	..	..	..	..	4	1905	..	..	..	..	5
1901	..	..	..	..	7	1906	..	..	..	..	23
1902	..	..	..	..	7	1907	..	..	..	..	8
1903	..	..	..	..	6	1908	..	..	..	..	8

The large number promoted in the year 1906 was due to an augmentation in that rank, as the result of recommendations made by the Commission of 1905.

In the appendix will be found a complete list of all the sergeants in the Force, showing the age and length of service of each one at the time of his promotion (Exhibit No. 10). This will be very useful for purposes of reference when going through the evidence dealing with the various points.

As touching the question of promotion, I desire for a moment to refer to the position of the station sergeants. The creation of this office was the outcome of a recommendation by the Police Commission of 1905. In the report of that Commission the following passage occurs : " With a view to relieve the Inspector and the Sub-Inspector of a great deal of unimportant clerical work, which at present occupies far too much of their time, and thereby prevents them from giving a due share of attention to the supervision of police duty proper, we recommend the appointment of an additional officer at each of the four centres. This officer should have authority over all sergeants and constables, and should be carefully and specially selected for the very important and responsible duties which he would be called upon to perform." The undoubted intention at that