

sidered in promotion to commissioned rank, where special qualifications and abilities are desired, has been fully recognised, and the principle acted upon in the very recent promotion of Sub-Inspector McGrath from the rank of Chief Detective. In any future promotions it must be assumed that those in authority will only select the very best men available who are suitable both by merit, service, and seniority, whatever branch of the service they may belong to. For this purpose it is desirable that both branches should be considered as one. There ought to be no jealousy where the welfare of the Force is the first consideration.

Looking to the fact that the uniform branch and the Detective Branch are now treated as one in the matter of the promotions to the higher ranks, I consider it essential that no man should be advanced to plain-clothes duty until he has served at least two years in uniform.

Senior Constables.

It has been suggested that a grade of Senior Constable should be instituted, to include all men of over thirty years' service, and who have excellent records, but who have been overlooked for promotion or who have failed for some reason, not personal to themselves, to secure promotion. There is no doubt a very grave feeling of dissatisfaction amongst these older men, and it has found very free expression during the course of the Commission. It must be apparent to every one that it is quite impossible to give promotion to all who desire it and even deserve it, and there will always be dissatisfaction on the part of a number of men at being passed over; but nevertheless there are a number of very excellent men who have put in a life's service in the Force, and who are now too old to be suitable in any way for promotion. I do not quite see my way to make a definite recommendation on the subject, but I think that the Commissioner might consider whether it would not be wise and politic to create this special grade, giving the men one chevron, and paying them an extra 6d. a day, making the maximum pay 10s. per diem. Of course, the very greatest care would have to be exercised to only include those whose record of late years would justify the selection.

Leave.

The annual leave at present granted to members of the Force is twelve days, and this may be allowed to accumulate for three years.

I recommend that this be extended to fifteen days for officers of over five years' service, and that it be allowed to accumulate as at present.

It has been pointed out to me as a hardship, and not without reason, that the members of the Force when taking their annual or triennial leave are never able to take advantage of the special fares which obtain over the New Zealand Government Railways during holiday time. The police, as a rule, never get their leave at such times, owing to the special duties then cast upon them. The inability to get the benefit of such concessions is a distinct loss to them. I would suggest to the Department the possibility of making such arrangement with the Railway authorities as would enable members of the Force when on leave to travel under special concession of reduced rates.

Physical Training.

I do not consider that sufficient attention is paid to the physical training of the members of the Force. At the Auckland Central Station there is a gymnasium, which is very extensively used by the men at that station, and the beneficial effects of which are testified to by all the officers. A gymnasium is almost a necessity to the well-being of the young men who very largely compose the Force in the centres. Apart altogether from the actual physical benefit that results to the men, it is a most valuable agency in working off the exuberance of spirits peculiar to young men of a certain age and constitution, and which if unexploited is liable to find outlets in undesirable channels. Arrangements should be made to secure suitable places at Wellington, Christchurch,