

68. Throughout the period of service, the citizen soldier must remember that he is discharging a duty to his country, and that the pay he receives is not a wage, but an allowance to assist him in the discharge of his duty. I therefore think that the rates of pay laid down in the Act are adequate, and as under my proposals training will continue after the twentieth year, I consider that the pay of a soldier in all subsequent years should be at the rate laid down for the 19-20 year—namely, 4s. per diem.

CITIZEN NON-COMMISSIONED OFFICERS.

69. When, however, a citizen soldier is selected for and is ready to assume the responsibilities of a non-commissioned officer, the case is different. He is doing more than his country absolutely requires, and he should therefore receive higher rates of pay—up to 8s. a day for a sergeant.

70. The selection and training of the non-commissioned officer will be primarily the work of the citizen officer. Promising non-commissioned officers should be sent to schools for further technical training on the same conditions as the citizen officer ; they should be encouraged to extend their services, and are, of course, eligible for commissions.

THE ESTABLISHMENT AND ORGANIZATION OF UNITS.

71. The establishments of the regular army have hitherto been the standard for Australia, and this principle should be observed in the formation of the Citizen Forces.

72. In its application, however, local conditions may require slight variations. For instance, bandsmen are not necessary for a Citizen Force—drummers and buglers will supply all that is necessary ; the details left at the base need not be so many.

BATTALION OF INFANTRY.

73. I should therefore recommend that the combatant war establishment of a battalion of citizen Infantry be fixed at 29 officers and 1,001 other ranks, organized as follows :—

TABLE V.—ESTABLISHMENT OF A BATTALION OF INFANTRY.

	Officers.	Warrant and N.C.O.s.	Drummers and Buglers.	Rank and File.
Headquarters	4	9	..	18
M.G. section	1	1	..	15
8 companies	24	40	16	880
Details to be left in areas	4	..	18
	29	54	16	931
		1,001		

74. In working out the details it must be remembered that in the ranks will be found tradesmen of all kinds, such as shoemakers, tailors, and pioneers.

75. The establishment of 29 officers should be maintained in peace and war ; that of the other ranks will vary as follows :—

Peace establishment	750
Recruits	143
25-26-year trained men	108
War establishment	1,001

REGIMENT OF LIGHT HORSE.

76. Similarly a regiment of light horse would be organized in—

TABLE VI.—ESTABLISHMENT OF A REGIMENT OF LIGHT HORSE.

	Officers.	Warrant and N.C.O.s.	Trumpeters.	Rank and File.
Headquarters	4	12	..	15
M.G. section	1	1	..	11
4 squadrons	24	60	8	356
Left in areas	3	..	4
	29	76	8	386
		470		

which should be reached as follows :—

Peace establishment	350
Recruits	70
25-26-year men	50
War establishment	470