

1915.
NEW ZEALAND.

EXPEDITIONARY FORCE:

PROVISION OF REINFORCEMENT DRAFTS FOR THE (MEMORANDUM ON).

Laid on the Table of both Houses of the General Assembly by Leave.

MEMORANDUM ON PROVISION OF REINFORCEMENT DRAFTS FOR THE EXPEDITIONARY FORCE.

I. REINFORCEMENT DRAFTS.

1. It must be realized that the Reinforcements which are sent from New Zealand are not intended to increase the size of the Expeditionary Force in the field. Their role is to maintain that Force in the field at full strength, and at its full fighting efficiency at all times. Casualties, whether caused by deaths, wounds, sickness, or strain, must be made good by efficient and fit men within a few hours, otherwise defeat may be the result. The principle laid down in the Field Service Regulations of the British Army is that Reinforcements must be available and ready to replace wastage before casualties occur. The scale of wastage, calculated from the experience of past wars, has proved to be an underestimate, and New Zealand has had to increase her efforts accordingly. There was a tendency in the early part of the present year to criticize the necessity for such large Reinforcements to be sent before the Expeditionary Force had seen a shot fired. Actual events, however, in the Dardanelles have shown the wisdom of the policy laid down by the Army Council.

Object of
Reinforcements.

2. But New Zealand has not limited herself to providing Reinforcements on this greatly increased scale. She has in addition provided many new units subsequent to the despatch of the Main Body of the Expeditionary Force. It must not be lost sight of that all these new units require Reinforcements on the same scale as those units which accompanied the Main Body. For instance, the scale of Reinforcements required for Infantry is calculated at 180 per cent. per annum. If, therefore, a new battalion is offered, it means that almost two additional battalions must be provided as Reinforcements for that one battalion for each year the war may continue.

New units.

3. If at any time there may be a temporary surplus of registrations great care is necessary before the popular cry to make an increased offer of fresh troops can be acceded to. To put units into the field which waste away for want of Reinforcements is entirely opposed to the principles laid down by the Imperial Government for the maintenance of our armies in the field. We have to prepare for a war which may last for three years. It would be an everlasting disgrace to New Zealand if before the war came to an end she had to confess that she could not maintain her Expeditionary Force in the field. The honour of putting a large number of units into the field at the one time would be forgotten in the failure to maintain them there. We must prepare for a long war, and it is essential that we should count the cost, and make sure that our resources of men are organized in such a manner as to last to the finish. New Zealand must not be exhausted before peace has been declared.

Surplus registrations
and increased offers.

4. In addition to the limitation of available numbers there are other limiting factors. They are—(a) Training Staff; (b) camp accommodation; (c) uniforms, &c.; (d) arms. To consider these in detail:—

Limitations on size
of drafts.

(a.) The size of Reinforcement drafts, and the consequent numbers of men in training, must be limited by the numbers and organization of the available Instructional Staff. Applications have been made to the Imperial and

Training Staff.

Indian Governments for the loan of additional instructors, but without success. To bring in greater numbers than can be dealt with efficiently involves a certainty of indifferent training.

Camp accommoda-
tion.

- (b.) The accommodation available in camp must necessarily limit the numbers of men who can be called in for training at any one time. It must not be forgotten that not only is shelter, whether tents or huts, required, but also sanitation, water-supply, medical arrangements, stores, &c., must be thought of. Experience in handling large numbers is essential. The principle which has been followed since the inauguration of Trentham Training-camp is that no increase is ever undertaken until the whole camp organization has been running smoothly at normal with the existing size of the camp.

Uniforms, &c.

- (c.) The provision of uniforms, blankets, and articles of kit was felt as a serious obstacle in the early months of the war. The calculation of drafts months ahead of the time they are required, and the consequent possibility of letting suitable contracts, has done much to overcome this difficulty. Saddlery, blankets, and other articles of clothing and equipment have from time to time provided temporary limitations. The provision of boots in sufficient numbers has always been a difficult problem.

Arms.

- (d.) The Imperial Government, up to the present, has requested that all men of Mounted Rifles and Infantry Reinforcements should take rifles with them from New Zealand. As is well known, the supply of rifles in the Dominion is not inexhaustible, and consequently this has always proved a limiting factor to the number of men which can be offered and trained by New Zealand. Attempts have been made to procure rifles from the Imperial Government, the Indian Government, the Canadian Government, and the Commonwealth Government, but always without success.

Local training-
camps.

5. The institution of local training-camps for the Reinforcements of the Expeditionary Force has been advocated on many occasions. It is not, however, considered advisable or practical to accede to this request. While Trentham is able to cope efficiently with the numbers of men under training, there is no necessity to institute local camps, for which it would now be practically impossible to provide efficient staffs. Every Staff Corps officer left in the country has a definite task to perform in Trentham Camp or in connection with the Territorial Forces, and sufficient numbers could not be spared for local training-camps. Local training-camps would not only increase difficulties of training, but would also involve extra expenditure. Every concentration camp would require equipment, clothing, and supplies stores and staffs, instead of only one set of stores and one staff, as in the case of Trentham Camp. Another great disadvantage with regard to local concentration camps is that men would not come under the influence of the excellent spirit which now pervades the Trentham Camp. This spirit took at least four months to develop, and that under the influence of the most strenuous endeavour. It is considered that it would be very difficult to obtain this spirit in local camps throughout the Dominion.

Strength of
Reinforcement
drafts.

6. The strengths of Reinforcement drafts are calculated at Headquarters on certain percentages which have been communicated to the New Zealand Government by the Imperial Government.

Drafts sent at
regular intervals.

7. Drafts are sent off at regular intervals, as thereby a standard course of training is rendered possible. This is not only of importance as simplifying training in New Zealand, but it also enables the Imperial Government to make suitable arrangements for giving whatever further instruction may be required before the men are sent to the front. To send uneven drafts would be to render the question of further training extremely difficult.

II. RECRUITING.

System of
recruiting.

8. The method of obtaining recruits for the Reinforcements of the Expeditionary Force is a system of registration.

How the in-
tending recruit
registers.

9. The intending recruit goes through the following procedure in order to go into Trentham Camp :—

Posters.

- (a.) Full information regarding the system of registration and enlistment has been circulated throughout the Dominion by means of posters. Instructions have been issued to have these exhibited at all Defence Offices, railway-stations, and post-offices. Copies have also been issued to many patriotic societies, the National Reserve, and recruiting societies for distribution. They have also been reproduced in several newspapers.

Information leaflets.

- (b.) A leaflet containing the same information as that set forth in the poster can be obtained on application at any post-office or Defence Office throughout the Dominion.

Registration.

- (c.) The intending recruit need not absent himself from his work in order to register at a Defence Office. All that he need do is to obtain a card from the nearest post-office, fill in the necessary details, and send it to the nearest Defence Office.

Registration-book.

- (d.) On receipt of the registration-card at the Area Group Office, the man's name, together with full particulars obtained from the registration-card, is entered into the Group Registration-book. Entries are made in order of receipt of cards.

- (e.) As soon as the entry is made in the Registration-book an acknowledgment-card is sent to the intending recruit. This card notifies the man of his registration number, warns him not to give up his employment until called upon, and informs him that due notice will be given as to time and place of medical examination. Acknowledgment-card.
- (f.) When arrangements have been made with the Medical Officer a card is sent out to the man giving time and place of examination. As far as possible the convenience of intending recruits is studied in making the arrangements. If a man is passed medically fit he is again warned not to give up his employment, and that due notice will be given him as to when he is to go into Trentham Camp. Medical examination.
- (g.) If a man is rejected in the medical examination a certificate is sent to him, which can be retained as a proof that he has tried to do his duty to the Empire, and that it is not his fault that he is not serving at the front. Cards for unfit.
- (h.) The names of all men who have attended for the medical test are given to the Press for publication. It was the custom to give the names on receipt of registration-cards, but it was found that many bogus cards were being sent in, and so the practice had to be altered. Publication of names of registered men in Press.
- (i.) When the Area Group Commander has been informed as to what quota is to be supplied by his group, and of the date on which it is to be despatched to Trentham Camp, he takes steps to send out notification-cards ordering the men to the required number to make up his quota to report at a certain rendezvous on a given date. Notification to proceed to Trentham.
- (j.) In selecting the names of men to go into Trentham the Group Commander takes them strictly in order of registration. At the same time it should be noted that a man who has registered for a branch of the service for which there is little demand may not be called up as soon as a man who may have registered later but for a branch for which there has been greater demand. Selection of men for quotas.
- (k.) In the case of regular drafts, as far as possible at least three weeks' notice is given to men before calling them up to go into Trentham Camp. Notice given of calling up.
10. This registration system has been criticized to a certain extent in the Press of the Dominion, and some pressure has been brought to bear on the Defence Department to replace it by a system of immediate acceptance of a recruit on presenting himself for enlistment. In actual practice the registration system has worked out well, and proved efficient. The object of New Zealand recruiting is to obtain a certain definite quota for the Imperial Government at definite stated intervals. There has been no lack of men under the registration system, whilst under what may be termed the direct-enlistment system there has been, according to Press cables, difficulty in finding the requisite numbers both in the United Kingdom and Australia. Registration v. direct enlistment.
11. The following advantages in favour of the registration system may be put forward:— Advantages of registration.
- (a.) Recruits remain at their work until such time as they are required to go into military training for the front; there is no surplus. On the other hand, to call up men surplus to requirements is not sound policy. The State is thereby needlessly deprived of the services of men who should continue in their employment, which is productive to the State. If men are called up in excess of requirements, not only does the State lose their labour, but also has to provide pay for them. Under the registration system no man is called up until he is wanted. He does not cost the State anything until that time; he aids the State by continuing at his work. Surplus recruits.
- (b.) Registration allows of recruits being called up at definite stated intervals in large bodies. This admits of efficient training being carried out by an infinitely smaller staff than would be required if recruits were permitted to come in at all times. Training Staff.
- (c.) When men are called up in large bodies on certain specified dates it is possible to put them through a standard course of training, which results in a high degree of efficiency being attained. The Reinforcement drafts are thereby rendered all the more valuable for their service to the Empire. Standard course of training.
- (d.) When men are brought into camp in stated bodies on fixed dates requirements can be worked out in detail, and it is possible to arrange for accommodation, feeding, clothing, equipment, &c., to the best advantage. Contracts on more favourable terms are possible under such conditions than if indefinite bodies of men had to be provided for. Contracts, &c.
- (e.) When it is known that men are to be brought into camp on a certain date it is possible to arrange for preliminary training of sufficient officers and non-commissioned officers to handle those men on their arrival. This system tends to efficiency, since men readily obey the orders of officers and non-commissioned officers who, by previous training, are in a position to show that they know their work thoroughly. Preliminary training for officers, &c.

- Surplus registrations.
- Recruiting standard.
- Disadvantages of registration.
- Delay in getting to the front.
- Unemployed.
- Men failing to report when required.
- Men throw up their employment.
- Advantages of direct enlistment.
- Men more easily induced to enlist.
- No delay in getting away.
- Disadvantages of direct enlistment.
- Larger Instructional Staff required.
- Training at base rendered more difficult.
- Collective training impossible.
- Discourages recruiting.
- (f.) If at any time there is a surplus of registrations there is no need to discourage men from recruiting, which is a necessity in the case of direct enlistment.
- (g.) Under the system of registration there is no necessity for continuously altering the recruiting standards, as is the case with direct enlistment.
12. The following disadvantages inherent to the registration system have been put forward :—
- (a.) The system is galling to men who suddenly make up their minds that they want to get to the front as soon as possible. Men are naturally impatient. The moral is to register right away in order to get into camp at the first opportunity.
- (b.) The failure of the system to take the unemployed, who find it difficult to obtain temporary employment under comparatively uncertain conditions. On the other hand, it does not necessarily follow that the unemployed from whom this complaint comes form the majority, or the best class from which our recruits are obtained. The man who has employment and can keep it will undoubtedly prove the best soldier, and New Zealand wants the best men that she can produce for her Expeditionary Force.
- (c.) It has been pointed out that many men after registering obtain employment and fail to come up when they are required; but this has proved no appreciable disadvantage, since there has been no lack of necessary recruits registering up to the present time.
- (d.) Men throw up their employment through ignorance of the registration system before they have been called up to go into Trentham Camp, and so are thrown as a burden on the country. The remedy is to take steps to distribute the posters and registration leaflets more widely, more particularly in the backblocks. The Press of the Dominion, members of Parliament, Mayors, Rifle Clubs, National Reserve, Legion of Frontiersmen, and patriotic societies, &c., can assist very appreciably in this direction.
13. The following advantages have been put forward in favour of direct enlistment—that is, the taking of the recruit into camp immediately he offers his services :—
- (a.) Men can more easily be induced to enlist when appealed to by parades of troops or patriotic speeches, in that they offer their services under the influence of temporary excitement. This argument carries no real weight at the present time, as there has been no lack of recruits under the present registration system.
- (b.) Appeals more directly to human nature, and allows the men who want to do something for the Empire to go right away and do it at once.
14. The following are some disadvantages of the direct-enlistment system :—
- (a.) A standard course of training cannot be adopted, since men would be in the training-camp for varying lengths of time. When men are coming in daily a much larger Instructional Staff is required to deal with them. The Instructional Staff of the Defence Forces is at present taxed to its utmost. Further depletion of the District Staffs to any appreciable extent would seriously affect the Territorial Army, which is the school not only for the present war but for future wars. Such a course is therefore not to be lightly entered upon.
- (b.) The result of a Reinforcement draft of men in various stages of training being sent out of New Zealand would render it extremely difficult for the Imperial Government to handle the men efficiently for further training at the training base.
- (c.) If men were to come into camp for varying lengths of time it would be practically impossible to train units collectively prior to embarkation. Such a course would involve a long period of training at the base. This throwing extra work on the Imperial authorities would depreciate New Zealand's efforts.
- (d.) Although it is claimed for direct enlistment that men are accepted whenever they wish to offer, the claim falls to the ground in actual practice. Whatever the organization, there must be some limit to the number of recruits that can be handled at a time. Training Staff, accommodation, arms, equipment, clothing, are all limiting factors. Every man in the country fit for service cannot be taken at one time. The object is not to place a maximum force in the field for a few weeks, but to maintain the greatest possible force in the field for the estimated duration of the war. Under direct enlistment when recruiting is slack men are obtained by patriotic appeals and by a lowering of the standard. The result is frequently a surplus, when direct steps must be taken to discourage recruiting. The usual steps taken are closing recruiting for certain arms and raising the standard. These methods are a commonplace in the United Kingdom in connection with recruiting in peace-time for the Regular Army, which is limited by Act of Parliament. Study of the Australian Press will show that similar steps are constantly being adopted to deal with unceasing fluctuations of recruits in the Commonwealth. A recruit turned down

under the direct-enlistment system in this manner is far more discouraged than a man who registers with a previous knowledge that he has to wait his turn.

- (e.) Impossibility of giving proper previous training to a sufficient number of officers and non-commissioned officers before the arrival of the men in Trentham Camp. No previous training for officers and non-commissioned officers.
- (f.) The fact that Australia is apparently finding difficulty in raising a smaller proportion of men to population than is New Zealand, notwithstanding the fact that the Australian age-limits are from eighteen to forty-five, and even fifty in special cases, and that the standard of height and chest-measurement is lower, does not tend to prove that direct enlistment possesses any advantage over the registration system. It certainly does not warrant the abandonment of a system which in New Zealand has proved successful in actual practice. No grounds for change in present system.

15. The standard adopted for recruits for the New Zealand Expeditionary Force at the outbreak of war was based on the experience of the Imperial Army. The medical examination, with one or two relaxations, is that laid down for Imperial recruits. For example, artificial teeth are accepted as being sound; and men operated on for hernia are also taken. Recruits have come forward in New Zealand so well that there has been no necessity to alter the standards of height, &c., or of the medical test, in order to make up the necessary numbers for the front. There has been, and there is still, a considerable outcry on the part of men who are excluded under the present conditions, but there would appear to be no object in relaxing the standards at present in force until difficulty is found in obtaining the necessary number of recruits under existing conditions. The highest possible efficiency of the New Zealand troops at the front is the ultimate object, and in order to attain this the pick of the men of the Dominion must be sent. If the war goes on long enough, no doubt those who are excluded under present conditions will get their chance. The standards at present in force demand that men shall be:—

Standard of recruits.

- (a.) Between the ages of twenty and forty:
- (b.) Above 5 ft. 4 in. in height:
- (c.) Not more than 12 stone in weight:
- (d.) Medically fit.

The eyesight test has particularly been called into question. The test is the same as that in force in England and Australia. The actual fact of the case is that the standard required is low.

III. QUOTAS.

16. Up to the Seventh Reinforcements, inclusive, drafts were always called for in equal proportion from the four military districts. As this system did not take into consideration the fact that some districts have not as many available recruits as others, and in view of the fact that Reinforcements will be appreciably increased with the Eighth Reinforcements, on account of the new units which have been raised in New Zealand, it was decided to alter the system of equal quotas to that of proportionate quotas. It has further been decided to calculate the quotas on a basis of the available numbers registered in each district at the time of the calling-up of a Reinforcement draft. Returns are rendered on the 1st and 15th of each month by districts, and on these returns the quotas are allotted.

System of quotas.

17. The decision to calculate the quotas to be drawn from each district for Reinforcement drafts on registered numbers has been criticized, and a system of quotas based on population statistics has been advocated.

Quotas from registered numbers *v.* quotas from population statistics.

18. The advantages in favour of the registration quotas are:—

- (a.) Districts are brought into direct competition with one another in the production of recruits. In New Zealand the majority of men of service age are eager to get to the front. If a man wants to get to the front, the best way of getting there is to encourage other men to register, as the greater the number of registrations in the district the greater number of men go into the camp for the following draft, and the sooner the prospects of getting away. Advantages of registration quotas.
- (b.) The encouragement of registration must be carried on with unceasing efforts in competition with other districts, whereas if there is a definite quota to be worked for, as soon as that quota is obtained efforts slack off, and the maximum numbers of recruits are not encouraged to register. Competition between districts and personal interest in large numbers registered.
- (c.) It is argued that the registration quotas do not show up a district which is not doing its share. But it is always possible to see if a district is producing its proportionate number of recruits with regard to population by comparing the actual quotas allotted to districts for the Reinforcement drafts with the percentages of population. Efforts to encourage registration to be continuous.

19. In favour of the population quotas it may be argued that if there is a given quota to work for it encourages recruiting societies, &c., to produce the necessary

Comparison of what each district is doing is possible.

Arguments in favour of quotas based on population statistics.

number of men. The necessary numbers are likely to be obtained, but, on the other hand, there is a distinct danger that patriotic societies and recruiting meetings produce a greater number of men than are actually required for a particular quota. The system is therefore likely to lead to a greater outcry on the part of the recruits for whom there is no vacancy than is likely to be the case with the quotas calculated on the registration system, in which the fact is recognized that the numbers to go to camp depend on the numbers registered. A surplus is viewed by the public as being a natural instead of an exceptional occurrence. After all, the numbers left behind are strictly proportionate in each district, and waiting-lists are distributed evenly throughout the Dominion.

Publication of
quotas required
for Reinforcement
drafts.

Method of
calling up
quotas.

20. When each Reinforcement draft is called up, the Defence Department intend to communicate to the Press of the Dominion the proportions in which the different quotas have been allotted to the different military districts.

21. Defence Department Headquarters calculates the numbers required for each draft, allots quotas to districts. The wires to districts allotting quotas are sent out about one month previous to the date on which the men are required to come into camp. This, of course, is only applicable to regular Reinforcement drafts, and not to extra units and increased offers which may have to be called up at short notice. On receipt of the telegram from Headquarters, District Headquarters in turn take steps to allot their quota amongst the area groups in the district in proportion to the registered numbers in each area group which are available and have been passed as medically fit. On receipt of the allocation of quotas the Group Commanders take steps to send out the notification-cards referred to in paragraph 9 (i). District Headquarters, acting under instructions from Wellington, make the necessary arrangements for transport by rail and sea.

How the quotas
get to camp.

22. On the allotted day the quotas in each area, area group, and district report in accordance with the instructions contained in the notification-card. The rendez-vous is generally a Defence Office or railway-station. There the men are met by officers of the Defence Department, who either accompany the quota to Trentham in the case of large drafts, or give the necessary warrants to the men in the case of small drafts. Immediately on arrival in Trentham Camp the men are taken over by the Trentham Camp Staff. Every man is attested forthwith, and is given his first issue of kit and clothing. This first issue is almost invariably completed on the day of arrival in camp. Training commences on the following day.

IV. PROVISION OF OFFICERS.

Numbers required.

23. The numbers of officers required for Reinforcement drafts are calculated in accordance with the instructions laid down in Field Service Regulations, Part II, Section 27 (2)—that is, one officer to forty men. But exact numbers are not adhered to. Only sufficient officers to handle the men are taken. This allows of promotions, as a reward for good service in the ranks, to be made at the front to replace casualties, and also it avoids premature exhaustion of Territorial officers available for service in the Dominion.

System of
selection by
districts.

24. When the numbers of officers required for a Reinforcement draft have been calculated, the Officers Commanding Districts are asked to make their recommendations to the numbers required. Up to the present officers have been called for in equal numbers as far as possible from each district, but in future, in view of the officers that will be required for the Reinforcements of new units over and above the officers required for the Reinforcements of the original units which went with the Expeditionary Force, it has been decided to call for the additional officers required in proportion to the total number of officers available on the list in each of the districts at the time the call is made.

Choice of
officers.

25. Preference is given to applicants in the following order:—

- (a.) Officers of the Territorial Force on the Active List.
- (b.) Officers of the Territorial Force on Unattached List (b).
- (c.) Reserve of Officers.
- (d.) Officers on the Retired List.
- (e.) Officers who have had previous military experience in the Military Forces of New Zealand and of the Empire.

Conditions.

26. The present conditions as regards officers are as follows:—

- (a.) Age: Lieutenants are accepted up to thirty-eight years of age, Captains and Majors up to forty-eight years of age. These limits have recently been adopted as a result of actual experience in Trentham Camp.
- (b.) Service: Officers must have held a commission for at least six months before being recommended. This rule also has only been recently adopted, as it was found that some officers were being recommended for admission into Trentham Camp from the Territorial Force who had less service than non-commissioned officers who had been training in Trentham Camp with a view to obtaining a commission from the ranks.

Probationary
• appointment.

27. On receipt by Headquarters of recommendations by Districts the officers finally approved for Reinforcement drafts are directed to report in Trentham on a certain date. All appointments in Trentham Camp are only probationary, and officers

are not gazetted to the Expeditionary Force until finally approved during the week of embarkation.

28. It has been definitely decided from the outset of the war that officers with the Reinforcement drafts should not be sent in a higher rank than that which they hold or have held in the New Zealand Military Forces or other Military Forces of the Empire. Officers may be recommended by Officers Commanding Districts as only being suitable to hold a lower rank than that which they held in the Territorial Force. An officer coming into camp on probation for a lower rank than that which he holds in the Territorial Force must wear the badges of the lower rank. Any officer who, whilst serving in Trentham Camp, does not come up to the standard required is liable to be informed by the Commandant of the Military Forces of New Zealand that his services are no longer required for the Expeditionary Force. As an alternative, in certain cases an officer may be given the option of serving in such lower rank for which he may be considered fitted, or of resigning.

Rank of officers
in Trentham Camp.

29. With a view to conserving the supply of Territorial officers available, two or three gentlemen were sent in by the Auckland District as officers who had no previous military experience. These gentlemen were permitted to come into Trentham Camp, in order to ascertain whether it was possible to turn out efficient officers from civilians with the course of training in the camp. As a result of the experience so gained it was decided not to accept for service as officers civilian candidates. Civilians who aspire to obtain commissions in the Expeditionary Force must obtain their commissions from the ranks, as explained in the section below dealing with non-commissioned officers.

Commissions from
the ranks in
Trentham Camp.

30. All officers are required to come into Trentham Camp five weeks before their men are due to come in. This preliminary training has produced excellent results, and officers who have been through the course have, in the majority of cases, been found to be fully competent to undertake the preliminary training of their men on arrival in the camp. Opportunity is also afforded during this preliminary training to weed out officers who are not likely to prove efficient.

Preliminary
training.

31. Very large numbers of officers are required to supply the Reinforcement drafts in the future. The strain is already being felt. The supply of available officers from the Territorial Force is gradually being exhausted. The question of troop and platoon leaders does not afford any cause for anxiety. There is an inexhaustible supply of good young officers available from the ranks of the Reinforcement drafts. Details regarding this subject are given in paragraph 38. The difficulty is to keep up the supply of suitable Squadron and Company Commanders. The smallest possible number of suitable senior officers is called up for each draft. All vacancies which may occur in a draft in the course of training are filled up to the best advantage from the draft itself.

Officers for
future requirements.

V. PROVISION OF NON-COMMISSIONED OFFICERS.

32. Men who desire to serve as non-commissioned officers with the Reinforcements of the Expeditionary Force are required to register at Defence Offices in a similar manner to the ordinary recruit. Non-commissioned officers are sent into Trentham Camp in the proportion of one non-commissioned officer to twenty men. Quotas are called from districts in proportion to the available numbers registered and medically fit at the time the call is made.

Registration.

33. Officers Commanding Districts are responsible for the selection of suitable men. Preference is given to men who are already non-commissioned officers in the Territorial Force, or who have had previous military experience. If sufficient numbers of this class of men are not forthcoming, then civilians who have good education and knowledge are nominated.

System of
selection by
districts.

34. Non-commissioned officers are called up in the same manner as are the men. (Vide paragraph 21.)

Calling up
non-commissioned
officers.

35. Non-commissioned officers are required to come into Trentham Camp on probation five weeks in advance of their men. They go through a thorough course of training identical with that of the officers, which, experience has shown, renders them efficient in handling their men. Opportunity is taken to weed out any men who are not likely to prove efficient.

Preliminary
training.

36. The appointments of non-commissioned officers with the Reinforcement drafts are made on probation, but non-commissioned officers, while serving as non-commissioned officers with the Reinforcement draft, draw pay for the rank which they hold on probation. During the five weeks of probationary training the probationary non-commissioned officers are only paid at the rate of privates. If they are confirmed in their appointment as temporary non-commissioned officers they draw the difference in pay for the back period as if they had been appointed to the rank when they originally came into camp.

Probationary
appointment.

37. All non-commissioned officers appointed on probation with the Reinforcement drafts revert, if necessary, without prejudice to the rank of private when joining the Expeditionary Force. It would be obviously unfair to fill up the whole of the vacancies in the Expeditionary Force by men who had not had actual war service, and so to block promotion of promising men with war experience at the front.

Status on joining
Expeditionary
Force at front.

Commissions from
the ranks at
Trentham.

38. Non-commissioned officers from each Reinforcement draft are given commissions to fill vacancies which may have occurred in the ranks of the officers during the course of training in camp. Commissions will also be given to make up any shortage of officers in the establishment of drafts coming into camp. These commissions will not, except to meet emergencies, be granted until about three weeks prior to the sailing of a draft. At that time the non-commissioned officers will have had almost five months' continuous training in camp. All non-commissioned officers are given full consideration, and every effort is made to select the best men, who are judged entirely on their work in the camp. In addition to being the best of their draft, the candidates are required to qualify at an examination for first appointment as in the case of the Territorial Force.

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Chief of the General Staff.

Wellington, 29th June, 1915.

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