

During this period the required number of recruits will be selected and posted to the Territorial Force. Those who are fittest and who live nearest the drill centres to be selected, but every consideration to be given to the man's trade and personal wishes when deciding to which branch of the service he is to be posted.

It is estimated that about four thousand will be required each year, and that this number will be found from among those classed as (a), or who pass into that class within two weeks, so that the remainder will train for a period which will largely balance the subsequent training of those posted to the Territorial Force. It will be much cheaper to complete their training in the one year than to call them up for a short period in each of the three following years.

Youths who follow a seafaring life should be trained with the Naval Reserve when established.

*Territorial Force.*—An annual training-camp. Officers and non-commissioned officers for thirteen days, men for eleven days.

In cities, or centres where efficiency can be secured, eight half-day parades, twelve drills, and the prescribed course of musketry to be substituted for the first four days in camp.

#### *Officers and Non-commissioned Officers.*

The whole keynote of success lies in providing efficient officers and non-commissioned officers.

*Non-commissioned Officers' Course.*—During the recruit course about 7 per cent. of those to be posted to each Territorial unit, together with about half as many more selected from the unit itself, may attend a non-commissioned officer's course of two weeks' duration. Those who pass will be posted to the unit as corporals.

*Officers-training Course.*—Non-commissioned officers who have done one annual training as a non-commissioned officer, and can produce a Sixth Standard proficiency (or equivalent) certificate of general education may be selected to attend an officers-training course of four weeks' duration, on passing which they will be commissioned as 2nd Lieutenants, but must engage to serve until twenty-five years of age.

2nd Lieutenants after one year's efficient service to be promoted Lieutenant.

Lieutenants after one year's efficient service in that rank may attend a promotion course of two weeks' duration.

Captains after one year's efficient service in that rank may attend a promotion course of two weeks' duration.

Majors after one year's efficient service in that rank may attend a promotion course of two weeks' duration.

Sergeants must attend a two weeks' promotion course before being promoted to Warrant Officer.

Reserve officers and Non-commissioned officers must attend a refresher course, or an annual training of their unit, each third year.

To stiffen the force by the inclusion of older men a proportion of the rank and file should be encouraged to extend their service beyond the age of twenty-two.

This system of training will reduce the liability of youths who have taken full advantage of their Cadet training, from 49 days in camp, 84 half-day parades, and 210 evening drills, spread over a period of seven years, to either 47 days in camp or 35 days in camp, 24 half-day parades, and 36 evening drills, concentrated into four years; but it will provide a much more efficient training. It will not provide a highly trained force, but it will provide an efficient one which can be quickly brought to a high state of training on mobilization.

If at any time the Government wish for a more thorough training and are prepared to pay the increased cost, the first increase should be to the training of officers, next to the period of recruit training, and lastly to the period of Territorial training and to peace establishment of the Territorial units.

#### PAY.

So long as service is universal the scale of pay is not so important, since the service may be looked on as a duty paid to the State by every one, but where only a portion are required to serve or to undertake an extra liability their pay should be on a fair scale.

It is therefore recommended that the pay of those undergoing recruit or general training be at the rate of 2s. per day, but that those posted to the Territorial Force should be paid on a sliding scale at a slightly higher rate than the present one, which is 4s. per day for privates, and giving a fair increase for each higher rank. Pay to be given for each day in camp, or for each day or half-day on which a man is called away from his employment.

These scales are low, but are necessitated by the financial position. If any increase is given it should first be given to those who undertake an extra liability as officers or non-commissioned officers, or who extend their service.

#### ORGANIZATION.

The present division into districts and groups was made quite irrespective of the population of each, or of the strategic requirements, and the attempt made in 1914 to link Territorial units with squadrons or companies of the Expeditionary Force soon broke down, as it was found to be impracticable to keep reinforcements for any one squadron or company. The most efficient method was to pool the reinforcements for a brigade. Our organization should be such as will provide for the rapid mobilization and the subsequent maintenance of a force for defence either against raids or against an attempt to invade New Zealand. To meet the first contingency only a small force is required, but to meet the last our maximum force should be quickly available so as to crush an attempt at invasion in the shortest possible time.